Board of Education Regular Meeting
Monday, February 9, 2026 6:00 PM
Media Center at the Palmyra District OR-1 Public Schools
425 F Street
Palmyra, NE 68418

1. Call to Order and Pledge of Allegiance
2. Announcement of the Open Meetings Act Posting
3. Staff and Student Presentations
4. Consent Agenda
   - 4.1. Approval of Board Agenda
   - 4.2. Approval of minutes of previous meetings
   - 4.3. Approval of Claims/Payment of Bills and Payroll
   - 4.4. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)
   - 4.5. Financial Reports
5. Public Comment
6. Administrative Reports
   - 6.1. Superintendent's Report
     - 6.1.1. **2026** Nebraska Legislative Session Information Update
   - 6.2. Administrative Team Report
7. Discussion Items- Committee Reports
   - 7.1. Curriculum: Committee on American Civics Update
   - 7.2. Facilities and Transportation Committee
   - 7.3. Negotiations Committee Update
   - 7.4. Olson Complex Update
   - 7.5. Strategic Planning Update
8. Policy Review
   - 8.1. 8000 and 9000 Series Policies
9. Closed Session
   - 9.1. Convene Closed Session
   - 9.2. Reconvene Meeting from Closed Session
10. Action Items
    - 10.1. Presentation, discussion, and or official action to approve **Policy # 1320:** Memorials.
    - 10.2. Presentation, discussion, and or official action to approve the resignation of Miss Caroline Reed, Third Grade Teacher at Bennet Elementary School.
    - 10.3. Presentation, discussion, and or official action to approve the resolution to cancel a teacher contract for Cody Pester.
    - 10.4. Presentation, discussion, and or official action to approve a teaching contract for Mr. Shea Spaulding. Palmyra Middle School Teacher.
    - 10.5. Presentation, discussion, and or official action to authorize the Superintendent to issue contract renewals to the certified staff.
    - 10.6. Presentation, discussion, and or official action to approve the use of the attached "Letter of Intent" form for classified staff members.

10.7. Presentation, discussion, and or official action to approve the **2026-2027 and 2027-2028** Certified Staff Negotiated Agreement.
10.8. Presentation, discussion, and or official action to approve compensation increases for classified staff.
10.9. Presentation, discussion, and or official action to approve compensation increases for administrative staff
10.10. Presentation, discussion, and or official action to approve the Superintendent Contract

11. Board of Education Development
12. Topics for Next Month's Agenda
13. Adjournment

_____
Chairperson

_____
Superintendent

FCCLA Newsletter

Jan /Feb 2026

FCCLA Chapter Points

The points help keep track of how involved you are. The more points you have, the more opportunities you get, like going to Peer Education Conference or be our voting delegate for SLC.
FCCLA Points LINK

Upcoming Events

Feb 9-12 - FCCLA WEEK!!
Feb 9th - Member Potluck Breakfast
Feb 9th - Members at Board Meeting
Feb 10th - FCCLA Scavenger Hunt
Feb 11th - Chapter Meeting at 7:45am
Feb 11th - P/T Conferences Dinner & Chapters & Chillers for Teachers
Feb 12th - Community Service Day
Feb 23rd - Peer Education Conference

Recognize FCCLA Members

Use the links to nominate someone for the Nebraska FCCLA Chapter, Adviser, Member Recognition, and/or Sunday Spotlight! Nominate anyone from our chapter!





Students Taking Action with Recognition

Eight students traveled to Peru State College on January 30 to compete in District 1 STAR Competition.

STAR Events are Competitive Events in which members compete at the regional/district, state, and national levels. Students are recognized for proficiency and achievement in chapter and individual projects, leadership skills, and career preparation. STAR Events allow students to compete individually or as a team. There are more than 30 STAR Events students can choose to compete in, all of which recognize participants who demonstrate their knowledge, skills, and abilities to actively identify an issue concerning families, careers, or communities, research the topic, and develop and implement a project to advocate for positive change.



District 1 STAR Results

Our STAR Competitors worked hard and results are in!

- Lauren & Carter - Entrepreneurship Level 3
  - GOLD & STATE BOUND!
- Hope - Event Management Level 2
  - GOLD & STATE BOUND!
- Narissa - Fashion Construction Level 2
  - BRONZE
- Laila, Kailey, & Devynn - Entrepreneurship Level 2
  - SILVER & STATE BOUND!
- Hattie - Interior Design Level 1
  - SILVER & STATE BOUND!
- Baylee - Chapter in Review Portfolio Level 1
  - GOLD & STATE BOUND!

Austin's results will come in March for Online STAR!

FCS Legislative Day

FCS Legislative Day at the State Capitol was a success! We kicked off CTE Month with four FCS students/FCCLA members, who spent the day learning about legislative bills, collaborating with peers and senators, and most importantly advocating for FCS education and FCCLA. Students had the opportunity to meet with one of our local senators, Senator Hallstrom, and we wrapped up the day with a visit from Governor Pillen. A big shoutout to Mrs. Paxton for organizing an incredible experience for FCS students from across the state. It was a great day!



Carter & Lauren



Hope



Narissa



Laila & Kailey (not pictured Devynn)



Hattie

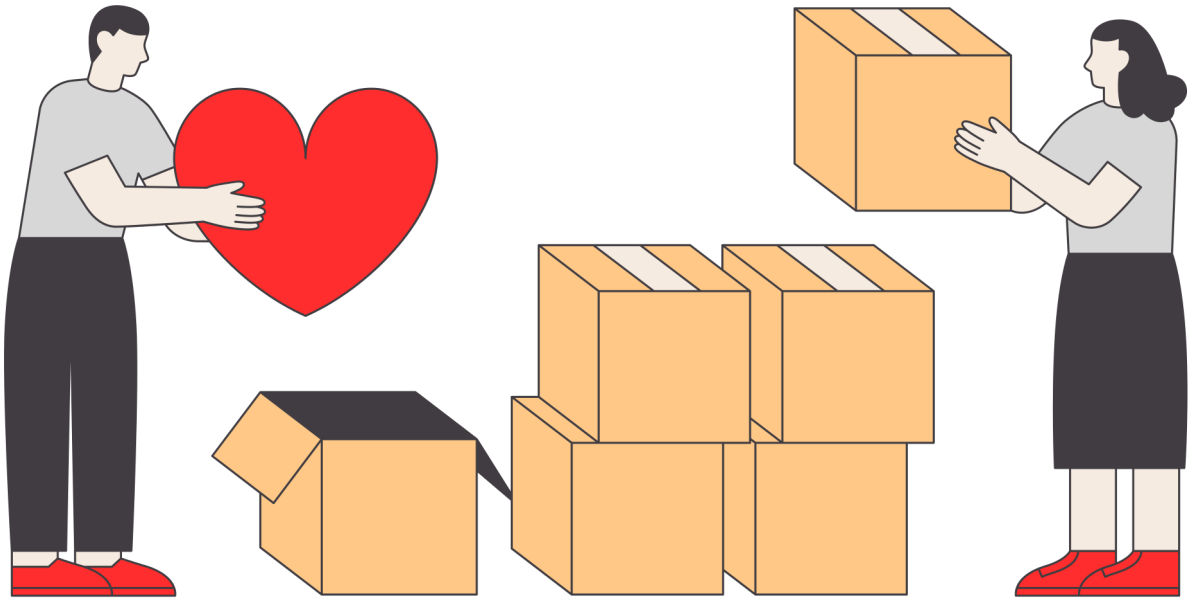


Baylee

POP TAB COLLECTION

Palmyra FCCLA

START SAVINGTABS TODAY — WE'RE COLLECTING ALLYEAR!



Drop off your pop tabs at Palmyra High School or to an FCCLA Member

POP TABS GOING TO

Ronald McDonald House Charities, Omaha, NE

WHY POP TABS?

Pop tabs maybe small in size, but they have a big impact. Your aluminum can tab donations help light the way for families at the House.

Thanks to schools, businesses, community organizations, and families like ours, they have recycled approximately 35 million pop tabs last year, and the money from those donations helps pay for their electric bill each month.

Board of Education Update

Summary of January 12, 2026 meeting

- Approved current pay applications from BIC Construction and additional invoices related to services completed to date on school facility projects.
- Completed annual board organization with approval to maintain current board officers, committees, district banks, legal representation, and reaffirmation of board policies, resolutions and procedures.
- Mr. Haag provided update on MTSS winter data and Ms. Walter provided update on Aspire program.
- Approved contract for Ms. McKenna Webel as high school English teacher for 2026-2027 school year.
- Approved the 2026-2027 school district calendar.
- Appointed Mr. Johnson as Title IX coordinator for district.
- Appointed Mr. Hart as representative for federal compensatory programs.
- More information is available at https://meeting.sparqdata.com/Public/Organization/174

Board of Education Regular Meeting
Monday, January 12, 2026 6:00 PM
Media Center at the Palmyra District OR-1 Public Schools
425 F Street
Palmyra, NE 68418

District Mission:
"Together we prepare our students to successfully meet the challenges of the future."

Strategic Goal 1: District OR-1 Public Schools will provide the facilities needed to be competitive with other area schools in athletics and fine arts programs.

Strategic Goal 2: District OR-1 Public Schools will foster a unified community.

Strategic Goal 3: District OR-1 Public Schools will continuously implement (academic) programs and the curriculum needed to remain competitive with other area schools.

Attendance Taken at 6:01 PM.

Dean Busch:	Present
Jaimi Calfee:	Present
Tim Cheney:	Present
Brandon Desh:	Present
Dee Moore:	Present
Josh Penterman:	Present

This information was posted in the following public formats:

- The Voice News (weekly area newspaper)
- Farmers' Merchants Bank - Palmyra
- Palmyra Post Office
- Palmyra High School
- Bennet Post Office
- Bennet Elementary School
- District OR-1 Website - https://www.districtor1.org/

1. Call to Order and Pledge of Allegiance

- Board President Desh called the meeting to order at **6:00 p.m.**
- Board President Desh led the board members and patrons in attendance at the meeting in the Pledge of Allegiance.

- Special welcome to our senior students here tonight as part of their social studies class requirements.
- We greatly appreciate our students' attendance and attention to civic responsibilities.

2. Announcement of the Open Meetings Act Posting

- Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.
  - **Special note:** Copies of the updated (**2025**) Open Meetings Act documents were available at the meeting.

3. Annual Reorganization of the Board

3.1. Election of Superintendent: Temporary Chair for Board President Nominations

- Superintendent Hart took over temporary duties to solicit nominations for Board President.
  - Upon nomination recommendations from the other board members, **Brandon Desh** was nominated and selected as the **2026 Board of Education President.**
    - Congratulations Brandon!

3.2. Approval of Officers, Committees, Board Positions, Designations, and Resolutions Motion to approve officers, committee assignments, designations, policies, and resolutions as discussed. This motion, made by Dee Moore and seconded by Tim Cheney, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- **2026 Board Election Officer Results**
  - **Board President: Brandon Desh**
  - **Board Vice-President: Jaimi Calfee**
- No further discussion.
- All documents will be revised according to the updated assignments and designations.

4. Staff and Student Presentations

- **Ms. Linde Walter (Director of Student Services and Programs:**
  - Ms. Walter provided an update on the **Aspire Program.**
- **Mr. Jared Haag (Bennet Elementary School Principal):**
  - Mr. Haag presented information from the **MTSS Winter Data "Deep Dive"** document that is attached to this agenda item.

5. Consent Agenda Motion to approve the consent agenda as presented. This motion, made by Jaimi Calfee and seconded by Dee Moore, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- The board would like to welcome Ms. McKenna Webel as one of our High School English Teachers at Palmyra Junior / Senior High School.
    - This assignment will be effective at the beginning of the **2026–2027** school year.
- No further discussion.

5.1. Approval of Board Agenda

5.2. Approval of minutes of previous meetings

5.3. Approval of Claims/Payment of Bills and Payroll

5.4. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)

5.4.1. Approve the teaching contract for Ms. McKenna Webel (High School English Teacher) for the 2026-2027 school year.

5.5. Financial Reports

6. Public Comment

- No public discussion was presented at the meeting.

7. Administrative Reports

7.1. Superintendent's Report **Superintendent Hart presented information on the following topics:**

- **Palmyra Softball Field Usage Request and Update:**
- **MUDECAS Basketball Tournament:**
- **NDE Rule 10 Compliance Visit Summary:**
- **Rule 10 Report Update**:
    - An updated Rule 10 report was shared at the meeting. The document is also attached to this agenda item.
- **Student and Staff Kudos:**
    - FCCLA (CTE Newsletter):
    - Girls Wrestling
    - Quiz Bowl Teams:
    - Preschool Pillow Project
    - Seal of Biliteracy Award
- **Baseball Field: College World Series Grant**
    - The College World Series "***Restore the Diamond"*** Grant Committee provided a generous donation of nearly **$10,733** to Palmyra High School to redo the infield surface at the Olson Complex.
- **Highway #2 Traffic Safety Update:**
    - The project was awarded and is scheduled to start in the spring of 2026.
- **Board Meeting Location Rotation Discussion**:
    - **The April 13th, 2026** Board of Education regular monthly meeting will be held at Bennet Elementary School.
- **Board Election Information:**

- Board members up for re-election in 2026:
  - Dean Busch
  - Dee Moore
  - Josh Penterman

7.1.1. 2026 Nebraska Legislative Session Information Update Superintendent Hart provided information on the following topics:

- Projected Legislative Priorities
- Policy Updates
- Upcoming Training and Board Member Professional Development Events:

7.1.2. HVAC Design Proposal

- Board members discussed options for replacing the media center (and the middle of the high school building area) air handling unit and boiler unit at Palmyra.

- Discussion centered on other short-term options to correct this issue.
  - The following policies aligned with this process are listed below:

- **Policy # 7020:** Guidelines for Building New Schools

- **Policy # 7030:** Selection of an Architect or Engineer

- **Policy # 7050:** Facilities — Bids and Contracts

7.1.3. Review **2026-2027** District School Calendar

- This calendar meets all NDE Rule 10 requirements.

- The calendar attachment was shared at the meeting and will be posted on the school website at www.districtor1.org as soon as possible.

7.2. Administrative Team Report

- **Administrative Topics Discussed:**
  - Monday, January 5th Professional Development Day.
  - Bennet Elementary December Activities
  - Parent-Teacher Conferences.
  - Report Cards
  - Power of the ICU program at PHS.
  - PHS: Principal Advisory Committee
  - NEE Teacher Evaluation System
  - Student Cell phone policy and student Chromebook usage update
  - MAPS Reading and Math testing
  - Aspire Academy
  - Junior and Senior School Schedules
  - Special Education Update

- Preschool Update

8. Discussion Items- Committee Reports

- No further discussion.

8.1. Negotiations Committee Update Negotiations Committee members provided updates on the negotiation process.

- The deadline for negotiations to be completed is **Sunday, February 8th, 2026.**
- A new Negotiated Agreement is projected to be approved at the **Monday, February 9th, 2026, Regular BOE meeting.**

8.2. Curriculum: Committee on American Civics Update

- The next committee meeting will be on **Wednesday, February 18th, 2026** at Palmyra High School from 12:00-1:00 p.m.
  - *FYI: This will not be a public meeting.*

8.3. Strategic Planning Update

- Our Strategic Planning Committee will meet three times throughout the second semester to review our mission, beliefs, driving goals, and action statements.
- An updated Strategic Plan is scheduled to be available before the start of the **2026-2027** school year.

Strategic Planning Committee Meeting Schedule:

- **Monday, January 19th, 2026,** from 5:30- 8:00 p.m. at Palmyra Junior Senior High School in the media center.

- **Monday, February 16th, 2026,** from 5:30- 8:00 p.m. at Bennet Elementary School in the main commons.

- **Monday, March 16th, 2026, from 5:30- 8:00 p.m.** at Palmyra Junior Senior High School in the media center.

8.4. Olson Complex Update An update included the following topics:

- **Softball Update**
- **Panther Baseball**
  - Baseball Infield
  - Baseball Storage Shed
- **Fencing Upgrades**
- **Track Season Update**
- **West Discus Area**

8.5. Facilities and Transportation Committee

- Committee members summarized the latest meeting held on **Tuesday, January 6th, 2026,** at PHS.
    - The next committee meeting will be held on **Wednesday, February 25, 2026, at 8:30 a.m. at PHS**.

9. Policy Review

9.1. Policy Additions Discussion on Policy-Related Topics Included:

- **Anaphylaxis Policy: 2026-2027 School Year**
    - The school district must adopt a policy to address anaphylaxis by July 1st, 2026.
- **Behavioral Intervention Training:**
    - Each school district must implement a Behavioral Intervention Training program **in** the 2026-2027 School Year.
- **Behavioral Intervention and Awareness Training:**
    - Beginning with the **2026-2027** School Year,
- **School Media Center and Library Policy**:
    - Beginning with the **2026-2027 school year**
        - This is an "opt-in" policy requirement for parents if they would like to be notified of what materials are being checked out by their children from the media center.
- **Annual Computer Science Report**

9.2. Review Conflict of Interest, Board Membership, Use of Public Resources, and Reporting Procedures Policies:

- No further discussion

9.3. Review Code of Ethics Policy #8272

- No further discussion.

10. Action Items

10.1. Presentation, discussion, and or official action to approve the **2026-2027** School District Calendar Motion to approve the 2026-2027 School District Calendar. This motion, made by Dee Moore and seconded by Dean Busch, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion.

10.2. Presentation, discussion, and or official action to designate the Superintendent as the authorized representative for Federal and State programs. Motion to approve as discussed. This motion, made by Jaimi Calfee and seconded by Tim Cheney, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion.

10.3. Discuss, consider and take action to select the district's Title IX Coordinator. Motion to appoint Heath Johnson (High School Principal) to be the district's Title IX Coordinator. This motion, made by Dean Busch and seconded by Tim Cheney, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion.

10.4. Presentation, discussion, and or official action to approve an architectural design proposal from Clark and Enersen to replace an air handling unit at Palmyra High School. Motion to withdraw the HVAC design proposal at PHS as discussed. This motion, made by Dee Moore and seconded by Tim Cheney, Withdrawn.

- This proposal was withdrawn after additional discussion.

11. Board of Education Development

- No further discussion.

12. Closed Session

- No closed session occurred during this meeting.

13. Topics for Next Month's Agenda

- No further discussion.

14. Adjournment

- The meeting was adjourned at **7:32 p.m.**

_____
Chairperson

_____
Superintendent

PO Number		Invoice Number	Vendor Name		Invoice Date	Amount
Account Number			Detail Description	Amount	Cost Center ID	
Checking Account ID			Fund Number	GENERAL FUND		
		41157878	Access Systems Leasing		02/09/2026	1,495.00
01 1100 440 001			HS Copier Lease	747.50		
01 1100 440 003			Elem Copier Lease	747.50		
Total	Access Systems Leasing			1,495.00		
		INV1913295	Access Systems		02/09/2026	113.89
01 1100 610 003			Elem General Supplies	113.89		
		INV1920989	Access Systems		02/09/2026	74.75
01 1100 610 003			Elem General Supplies	74.75		
Total	Access Systems			188.64		
		14DT-PVK9-R1YM	AMAZON CAPITAL SERVICES		02/09/2026	49.99
01 2610 610 001			HS Custodian Supplies	49.99		
		1DGV-D7MJ-TL1L	AMAZON CAPITAL SERVICES		02/09/2026	138.91
01 1100 650 001			HS Technology Supplies	69.46		
01 1100 650 003			Elem Technology Supplies	69.45		
		1LYR-HLKQ-XKPW	AMAZON CAPITAL SERVICES		02/09/2026	134.85
01 1100 610 003			Elem General Supplies	134.85		
		1NFN-L64J-RRV9	AMAZON CAPITAL SERVICES		02/09/2026	248.49
01 1100 610 001			HS General Supplies	248.49		
		1QJT-Q1QM-3NLC	AMAZON CAPITAL SERVICES		02/09/2026	58.72
01 2320 610 000			SUPERINTENDENT OFFICE SUPPLIES	58.72		
		1QQH-7JNL-W91T	AMAZON CAPITAL SERVICES		02/09/2026	8.99
01 1100 610 001			HS General Supplies	8.99		
		1RTH-T4R1-TVXN	AMAZON CAPITAL SERVICES		02/09/2026	35.81
01 1100 610 001			HS General Supplies	35.81		
		1RXG-7FVG-XK3T	AMAZON CAPITAL SERVICES		02/09/2026	48.42
01 1200 610 003			Sped Elem Supplies	48.42		
		1RXG-7FVG-YRFW	AMAZON CAPITAL SERVICES		02/09/2026	104.95
01 1100 640 001			HS Textbooks	104.95		
		1W6D-39MN-19XG	AMAZON CAPITAL SERVICES		02/09/2026	266.39
01 1100 640 001			HS Textbooks	266.39		
		1WM1-41L7-XWQC	AMAZON CAPITAL SERVICES		02/09/2026	44.94
01 1200 610 003			Sped Elem Supplies	44.94		
Total	AMAZON CAPITAL SERVICES			1,140.46		
		QRT2MILEAGE 2025 BB	Brown, Burke		02/09/2026	258.30
01 2230 333 001			MILEAGE PAID TO STAFF	258.30		
Total	Brown, Burke			258.30		
		122025 QRT2MIL AB	BUCHANAN, AMY		02/09/2026	31.50
01 2151 333 003			Sped Speech Elem MILEAGE PAID TO STAFF	31.50		
Total	BUCHANAN, AMY			31.50		

PO Number / Account Number		Invoice Number	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
		1592829	CAPITAL BUSINESS SYSTEMS		02/09/2026	50.00
01 1100 440 001			HS Copier Lease	50.00		
Total	CAPITAL BUSINESS SYSTEMS			50.00		
		022026 - DN046	CASEY'S BUSINESS MASTERCARD		02/09/2026	5,068.04
01 2710 626 000			Bus Gas and Oil	5,068.04		
Total	CASEY'S BUSINESS MASTERCARD			5,068.04		
		7-16983-13	CRAIG RESOURCES INC		02/09/2026	4,476.12
01 2131 320 002			MS SPED CONTRACED NURSING SERVICES	4,476.12		
Total	CRAIG RESOURCES INC			4,476.12		
		1509004	DAS State ACCTG-Central Finance		02/09/2026	317.87
01 2224 530 000			Internet Service	317.87		
Total	DAS State ACCTG-Central Finance			317.87		
		122025 - GENERAL	DFC Inc. Decker's Food Center		02/09/2026	110.85
01 1100 610 001			HS General Supplies	54.93		
01 1100 610 001			HS General Supplies	29.20		
01 1100 610 001			HS General Supplies	10.21		
01 1100 610 001			HS General Supplies	9.40		
01 1100 610 001			HS General Supplies	7.11		
Total	DFC Inc. Decker's Food Center			110.85		
		FG2078-0	DIETZE MUSIC HOUSE		02/09/2026	396.00
01 1100 610 001 2 102			HS INSTRUMENTAL SUPPLIES	396.00		
		FG2130	DIETZE MUSIC HOUSE		02/09/2026	75.00
01 1100 610 001 2 102			HS INSTRUMENTAL SUPPLIES	75.00		
Total	DIETZE MUSIC HOUSE			471.00		
		25112929	Diversified Safety & Compliance		02/09/2026	236.00
01 2710 890 000			Bus Misc. Expenses	236.00		
		25113114	Diversified Safety & Compliance		02/09/2026	296.00
01 1100 320 001			HS Services/Assessments	296.00		
		25113277	Diversified Safety & Compliance		02/09/2026	266.00
01 2710 610 000			BUS SUPPLIES	266.00		
		25113279	Diversified Safety & Compliance		02/09/2026	275.00
01 1100 320 001			HS Services/Assessments	275.00		
		25113407	Diversified Safety & Compliance		02/09/2026	688.50
01 2710 890 000			Bus Misc. Expenses	688.50		
Total	Diversified Safety & Compliance			1,761.50		
		4130	EDUCATIONAL SERVICE UNIT #5		02/09/2026	20.00
01 2320 330 000			Superintendent Professional Development	20.00		
Total	EDUCATIONAL SERVICE UNIT #5			20.00		
		23050	EDUCATIONAL SERVICE UNIT #6		02/09/2026	599.78
01 2224 530 000			Internet Service	599.78		
Total	EDUCATIONAL SERVICE UNIT #6			599.78		

PO Number / Account Number		Invoice Number	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
		410717	EGAN SUPPLY CO		02/09/2026	61.84
01 2610 610 001			HS Custodian Supplies	61.84		
		411466	EGAN SUPPLY CO		02/09/2026	311.25
01 2610 610 001			HS Custodian Supplies	311.25		
		4116884	EGAN SUPPLY CO		02/09/2026	1,425.56
01 2610 610 001			HS Custodian Supplies	1,425.56		
Total	EGAN SUPPLY CO			1,798.65		
		122025 CLASSREIMB	Eidson, Mackenna		02/09/2026	123.28
01 1100 610 003			Elem General Supplies	44.86		
01 1100 610 003			Elem General Supplies	13.94		
01 1100 610 003			Elem General Supplies	17.00		
01 1100 610 003			Elem General Supplies	17.51		
01 1100 610 003			Elem General Supplies	8.99		
01 1100 610 003			Elem General Supplies	6.99		
01 1100 610 003			Elem General Supplies	13.99		
Total	Eidson, Mackenna			123.28		
		2025 ACH FEES	FARMERS & MERCHANTS BANK		02/09/2026	245.00
01 2510 810 000			DUES AND FEES	245.00		
Total	FARMERS & MERCHANTS BANK			245.00		
		83205	FORTICALL		02/09/2026	142.67
01 2510 382 001			HS Telephone	71.33		
01 2510 382 003			Elem Telephone	71.34		
Total	FORTICALL			142.67		
		368141909	J.W. PEPPER & SON INC.		02/09/2026	104.49
01 1100 610 001 2 103			HS VOCAL SUPPLIES	104.49		
JF0725-6		368152019	J.W. PEPPER & SON INC.		02/09/2026	72.00
01 1100 610 001 2 102			Spring Concert Music (Grades 5-12)	72.00		
JF0725-6		368152459	J.W. PEPPER & SON INC.		02/09/2026	31.97
01 1100 610 001 2 102			Spring Concert Music (Grades 5-12)	31.97		
		368162230	J.W. PEPPER & SON INC.		02/09/2026	53.49
01 1100 610 001 2 103			HS VOCAL SUPPLIES	53.49		
JF0725-6		368183176	J.W. PEPPER & SON INC.		02/09/2026	87.95
01 1100 610 001 2 102			Spring Concert Music (Grades 5-12)	87.95		
JF0725-6		368213142	J.W. PEPPER & SON INC.		01/22/2026	16.00
01 1100 610 001 2 102			Spring Concert Music (Grades 5-12)	16.00		
JF0725-6		368220343	J.W. PEPPER & SON INC.		02/09/2026	40.88
01 1100 610 001 2 102			Spring Concert Music (Grades 5-12)	40.88		
JF0725-6		368223695	J.W. PEPPER & SON INC.		02/09/2026	11.95
01 1100 610 001 2 102			Spring Concert Music (Grades 5-12)	11.95		
		368227776	J.W. PEPPER & SON INC.		01/27/2026	29.98
01 1100 610 001 2 103			HS VOCAL SUPPLIES	29.98		
JF0725-6		368232385	J.W. PEPPER & SON INC.		02/09/2026	125.00
01 1100 610 001 2 102			Spring Concert Music (Grades 5-12)	125.00		
		368241304	J.W. PEPPER & SON INC.		02/09/2026	28.99

PO Number / Account Number		Invoice Number	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
01 1100 610 001 2 103			HS VOCAL SUPPLIES	28.99		
Total	J.W. PEPPER & SON INC.			602.70		
		122025 TRAVEL	JOHNSON, HEATH		02/09/2026	157.11
01 2410 580 001			HS Principal Travel Expenses	78.56		
01 2410 580 003			Elem Principal Travel Expenses	78.55		
Total	JOHNSON, HEATH			157.11		
		0032704619	MATHESON-TRI-GAS INC		02/09/2026	128.52
01 1100 610 001			HS General Supplies	128.52		
Total	MATHESON-TRI-GAS INC			128.52		
		1011	MAYS ELECTRIC CO		02/09/2026	364.86
01 2620 431 001			HS Repairs & Maintenance	364.86		
Total	MAYS ELECTRIC CO			364.86		
		INV-624000351	Midwest Bus Repair		02/09/2026	1,167.71
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	1,167.71		
		INV-624000352	Midwest Bus Repair		02/09/2026	3,033.57
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	3,033.57		
		INV-624000355	Midwest Bus Repair		02/09/2026	146.02
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	146.02		
		INV-624000361	Midwest Bus Repair		02/09/2026	281.59
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	281.59		
		INV-624000361 - 2	Midwest Bus Repair		02/09/2026	938.09
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	938.09		
Total	Midwest Bus Repair			5,566.98		
		21316	Midwest Walls & Landscape, Inc.		02/09/2026	858.00
01 2610 431 001			HS Upkeep of Building	468.00		
01 2610 431 003			Elem Upkeep of Building	390.00		
Total	Midwest Walls & Landscape, Inc.			858.00		
		INV-50745	NAVIGATE 360, LLC		02/09/2026	107.95
01 2410 610 001			HS Principal Supplies	107.95		
Total	NAVIGATE 360, LLC			107.95		
		26/27 MEMBERSHIP DUE	NE ASSOCIATION OF SCHOOL BOARDS		02/09/2026	5,498.00
01 2310 810 000			BOE Dues and Fees	5,498.00		
Total	NE ASSOCIATION OF SCHOOL BOARDS			5,498.00		
		1546 - 01242026	NEBRASKA CITY UTILITIES		02/09/2026	88.27
01 2610 621 001			HS Utilities	88.27		
		3273 - 01242026	NEBRASKA CITY UTILITIES		02/09/2026	7,083.25
01 2610 621 003			Elem Utilities	7,083.25		
		3321 - 01242026	NEBRASKA CITY UTILITIES		02/09/2026	8,592.99
01 2610 621 001			Elem Utilities	8,592.99		

PO Number		Invoice Number	Vendor Name		Invoice Date	Amount
Account Number			Detail Description	Amount	Cost Center ID	
		39368 - 01242026	NEBRASKA CITY UTILITIES		02/09/2026	31.92
01 2610 621 001			HS Utilities	31.92		
		43577 - 01242026	NEBRASKA CITY UTILITIES		02/09/2026	245.80
01 2610 621 001			HS Utilities	245.80		
		43679 - 01242026	NEBRASKA CITY UTILITIES		02/09/2026	120.16
01 2610 621 001			HS Utilities	120.16		
		44277 - 01242026	NEBRASKA CITY UTILITIES		02/09/2026	52.00
01 2610 621 001			HS Utilities	52.00		
		44718 - 01242026	NEBRASKA CITY UTILITIES		02/09/2026	473.86
01 2610 621 001			HS Utilities	473.86		
		96622 - 01242026	NEBRASKA CITY UTILITIES		02/09/2026	45.06
01 2610 621 001			HS Utilities	45.06		
Total	NEBRASKA CITY UTILITIES			16,733.31		
		2022197845	ONE SOURCE THE BACKGROUND CHECK COMPANY		02/09/2026	119.50
01 2510 890 000			Superintendent Secretary Misc. Expenses	119.50		
Total	ONE SOURCE THE BACKGROUND CHECK COMPANY			119.50		
		012026 REIMB	PALMYRA ACTIVITY FUND		02/09/2026	100.00
01 3535 610 000			HAL Supplies	100.00		
Total	PALMYRA ACTIVITY FUND			100.00		
		02026 - PREK ASPIRE	PALMYRA LUNCH FUND		02/09/2026	2,079.70
01 8000 912 000			FUND TRANSFERS TO LUNCH FUND	2,079.70		
Total	PALMYRA LUNCH FUND			2,079.70		
		3608	PIONEER CLEANING, LLC		02/09/2026	17,962.00
01 2620 420 003			Elem Cleaning Service	6,960.00		
01 2620 420 003			Elem Cleaning Service	852.00		
01 2620 420 001			HS Cleaning Service	7,950.00		
01 2620 420 001			HS Cleaning Service	2,200.00		
Total	PIONEER CLEANING, LLC			17,962.00		
		1028792372	PITNEY BOWES INC		01/22/2026	91.29
01 2510 610 000			CENTRAL OFFICE SUPPLIES	91.29		
Total	PITNEY BOWES INC			91.29		
		3321950281	PITNEY BOWS GLOBAL FINANCIAL SERVICES		02/09/2026	165.54
01 2510 440 000			Superintendent Copier/Mail Lease	165.54		
Total	PITNEY BOWS GLOBAL FINANCIAL SERVICES LL			165.54		
		SI-26-006716	SEGRA		02/09/2026	859.16
01 2230 382 001			HS Distant Learning Connection	429.58		
01 2230 382 003			Elem Distant Learning Connection	429.58		
Total	SEGRA			859.16		
		166635	Southwest Auto		02/09/2026	858.76
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	858.76		
		166684	Southwest Auto		02/09/2026	1,312.82

PO Number		Invoice Number	Vendor Name		Invoice Date	Amount
Account Number			Detail Description	Amount	Cost Center ID	
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	1,312.82		
		166707	Southwest Auto		02/09/2026	186.50
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	186.50		
		166729	Southwest Auto		02/09/2026	997.54
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	997.54		
		166736	Southwest Auto		02/09/2026	186.50
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	186.50		
		166748	Southwest Auto		02/09/2026	186.50
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	186.50		
		166761	Southwest Auto		02/09/2026	660.92
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	660.92		
		166762	Southwest Auto		02/09/2026	186.50
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	186.50		
		166774	Southwest Auto		02/09/2026	186.50
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	186.50		
		166786	Southwest Auto		02/09/2026	429.38
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	429.38		
		166810	Southwest Auto		02/09/2026	186.50
01 2730 431 000			BUS & VEHICLE SERVICING & MAINTENANCE	186.50		
Total	Southwest Auto			5,378.42		
		161A6330Z	SYSCO LINCOLN		02/09/2026	223.08
01 1190 610 003			ECEP GENERAL SUPPLIES	223.08		
		661744336	SYSCO LINCOLN		02/09/2026	308.63
01 3300 610 003			Rec Program Supplies	308.63		
		661755890	SYSCO LINCOLN		02/09/2026	168.97
01 3300 610 003			Rec Program Supplies	168.97		
		661755891	SYSCO LINCOLN		02/09/2026	723.17
01 1190 610 003			ECEP GENERAL SUPPLIES	723.17		
		661755892	SYSCO LINCOLN		02/09/2026	107.14
01 3300 610 003			Rec Program Supplies	107.14		
		661767022	SYSCO LINCOLN		02/09/2026	50.94
01 1190 610 003			ECEP GENERAL SUPPLIES	50.94		
		661767023	SYSCO LINCOLN		02/09/2026	120.06
01 3300 610 003			Rec Program Supplies	120.06		
		661778528	SYSCO LINCOLN		02/09/2026	148.95
01 3300 610 003			Rec Program Supplies	148.95		
Total	SYSCO LINCOLN			1,850.94		
		29895	TECHMASTERS		02/09/2026	285.42
01 2620 431 001			HS Repairs & Maintenance	285.42		
Total	TECHMASTERS			285.42		
		TG01-1294212	TOWER GARDEN, LLC		02/09/2026	24.00
01 1100 610 001			HS General Supplies	24.00		
Total	TOWER GARDEN, LLC			24.00		

PO Number		Invoice Number	Vendor Name		Invoice Date	Amount
Account Number			Detail Description	Amount	Cost Center ID	
		57-15221	UNIVERSITY OF NEBRASKA AT KEARNEY		02/09/2026	125.00
01 2710 330 000			BUS PROFESSIONAL DEVEOPMENT	125.00		
Total	UNIVERSITY OF NEBRASKA AT KEARNEY			125.00		
		1478258	Uribe Refuse Services, Inc.		02/09/2026	420.00
01 2610 431 003			Elem Upkeep of Building	420.00		
Total	Uribe Refuse Services, Inc.			420.00		
		107003 - 012026	VILLAGE OF PALMYRA		02/09/2026	26.00
01 2610 410 001			HS Water & Sewer	26.00		
		230001 - 012026	VILLAGE OF PALMYRA		02/09/2026	8.01
01 2610 410 001			HS Water & Sewer	8.01		
		257001 - 012026	VILLAGE OF PALMYRA		02/09/2026	310.50
01 2610 410 001			HS Water & Sewer	310.50		
Total	VILLAGE OF PALMYRA			344.51		
		620	VINSON AC & MAINTENANCE		02/09/2026	1,822.00
01 2620 431 001			HS Repairs & Maintenance	1,822.00		
		638	VINSON AC & MAINTENANCE		02/09/2026	1,356.32
01 2620 431 003			Elem Repairs & Maintenance	1,356.32		
Total	VINSON AC & MAINTENANCE			3,178.32		
		38010464	VOICE NEWS		02/09/2026	40.00
01 2310 540 000			BOE Advertising	40.00		
		38010503	VOICE NEWS		02/09/2026	10.48
01 2310 540 000			BOE Advertising	10.48		
Total	VOICE NEWS			50.48		
		1865946T059	WASTE CONNECTIONS OF NEBRASKA		02/09/2026	1,311.63
01 2610 431 001			HS Upkeep of Building	1,311.63		
Total	WASTE CONNECTIONS OF NEBRASKA			1,311.63		
		INV-45917	WHITEHEAD OIL CO		02/09/2026	1,805.40
01 2710 626 000			Bus Gas and Oil	1,805.40		
		INV-45918	WHITEHEAD OIL CO		02/09/2026	2,347.02
01 2710 626 000			Bus Gas and Oil	2,347.02		
		INV-46288	WHITEHEAD OIL CO		02/09/2026	726.98
01 2710 626 000			Bus Gas and Oil	726.98		
Total	WHITEHEAD OIL CO			4,879.40		
		JAN 2026 - 091969071	WINDSTREAM		02/09/2026	309.97
01 2510 382 001			HS Telephone	309.97		
Total	WINDSTREAM			309.97		
		482404	WOODRIVER ENERGY LLC		02/09/2026	5,409.96
01 2610 621 001			HS Utilities	643.75		
01 2610 621 001			HS Utilities	5,943.62		
01 2610 621 003			Elem Utilities	2,159.91		
01 2610 621 001			HS Utilities - NJUMP CREDIT	(1,668.66)		
01 2610 621 003			Elem Utilities - NJUMO CREDIT	(1,668.66)		
Total	WOODRIVER ENERGY LLC			5,409.96		

Palmyra District OR-1 66-0501
02/05/2026 11:34 AM

PO Number	Invoice Number	Vendor Name		Invoice Date	Amount
Account Number		Detail Description	Amount	Cost Center ID	
Fund Number			93,261.33		
Checking Account ID			93,261.33		

February Bills	$ 93,261.33
January Payroll	$ 764,436.59
	$ 857,697.92

Designated Bill Summary
Superintendent Report: Regular Board Meeting:
Date: Monday, February 9, 2026, at 6:00 pm

TO: Palmyra District OR-1 BOE
From: Michael Hart
Re: Designated Bill Summary Report for BOE Meeting

- Next month's ***regular*** board meeting is scheduled for **Monday, March 9, at 6:00 pm** at Palmyra High School in the media center.

A. Consent Agenda Expenditures
Construction Account Claims:

- *Please note: These claims are now included in the Consent Agenda of the regular board meeting due to the discontinuation of the CMAR special monthly meetings effective* ***September 9, 2024.***
- *Please see the itemized list below.*

Depreciation Fund Claims:

- None for this month

Bond Fund Claims:

- None for this month

Special Building Claims:

- None for this month

2022 Construction Account Claims:

Construction Bills February, 2026		
Vendor	**Invoice Number**	**Amount**
Branding inc. dba Al's Johns	115954	$105.00
Branding inc. dba Al's Johns	116191	$105.00
	Total:	**$210.00**

General Fund Claims:

Total claims: Checks: $93,261.33 Credit Card: $364.93 Sam's Club: $399.06

Total: $94,025.32

- **Access Systems Leasing: $1495.00** - Copiers at the elementary and high school
- **Amazon Capital Services: $1,140.46** - Supplies
- **Craig Resources: $4,476.12-** Nursing contract
- **Diversified Drug Testing: $1,761.50 -** Bus Driver and Student Services Testing
- **Egan Supply: $1,798.65** - HS Custodial Supplies
- **Midwest Bus Repairs: $5,566.98 -** Bus Maintenance
- **Midwest Wall & Landscaping: $858.00** - Elem and Hs Snow Removal
- **Nebraska City Utilities: $16,733.31** - Utilities
- **Palmyra Lunch: $2,079.70** - ASPIRE and Prek Reimbursement
- **Pioneer Cleaning: $17,962.00** - Elem and PHS Cleaning
- **Southwest Auto: $5,378.42** - Bus and Vehicle Maintenance
- **Sysco: $1,850.94** - Prek and Rec supplies
- **TechMasters: $285.42** - HS Kitchen Maintenance
- **Village of Palmyra: $344.51** - HS Water and Sewer
- **WasteConnection: $1,311.63** - HS Garbage
- **Whitehead Oil: $4,879.40** - Fuel
- **WoodRiver Energy: $5,409.96** - Elem and HS Natural Gas

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01	GENERAL FUND								
1100	REGULAR INSTRUCTIONAL	6,200,838.58	4,703.38	2,366,500.58	38.49	3,834,338.00	0.00	20,405.36	3,813,932.64
1160	PROVERTY PROGRAMS	155,844.20	0.00	59,874.85	38.42	95,969.35	0.00	0.00	95,969.35
1190	EARLY CHILDHOOD ED PROGRAMS	209,311.08	997.19	92,875.16	44.41	116,435.92	0.00	70.86	116,365.06
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	1,297,720.64	93.36	460,129.26	35.46	837,591.38	0.00	0.00	837,591.38
1212	SPECIAL EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1291	SPECIAL EDUCATION AGES 3-5	88,259.08	0.00	36,869.16	41.77	51,389.92	0.00	0.00	51,389.92
1292	SPED AGE 0-2	540.80	0.00	0.00	0.00	540.80	0.00	0.00	540.80
1295	Unified Sports	0.00	0.00	2,148.24	0.00	(2,148.24)	0.00	0.00	(2,148.24)
1300	SUMMER SCHOOL	11,180.00	0.00	0.00	0.00	11,180.00	0.00	0.00	11,180.00
1400	ADULT EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2120	GUIDANCE SERVICES	213,586.58	0.00	91,302.80	42.75	122,283.78	0.00	0.00	122,283.78
2130	HEALTH SERVICES	11,744.00	0.00	6,488.49	55.25	5,255.51	0.00	0.00	5,255.51
2131	SPED NURSING SERVICES	96,000.00	4,476.12	48,179.11	50.19	47,820.89	0.00	0.00	47,820.89
2140	PSYCHOLOGICAL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2141	SPED PSYCHOLOGY SERVICES	138,312.52	0.00	59,976.90	43.36	78,335.62	0.00	0.00	78,335.62
2150	SPEECH PATHOLOGY AND AUDIOLOGY SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2151	SPED SPEECH PATHOLOGY AND AUDIOLOGY SERV	156,456.01	31.50	70,180.06	44.86	86,275.95	0.00	0.00	86,275.95
2152	SPED SPEECH AGE 3-5	9,627.92	0.00	3,907.74	40.59	5,720.18	0.00	0.00	5,720.18
2153	SPED SPEECH AGE 0-2	9,627.56	0.00	3,907.74	40.59	5,719.82	0.00	0.00	5,719.82
2160	OCCUPATIONAL THERAPY RELATED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2161	SPED OCCUPATIONAL THERAPY SERVICES	84,367.08	0.00	23,447.37	27.79	60,919.71	0.00	0.00	60,919.71
2162	OCCUPATIONAL THERAPY AGE 3-5	0.00	0.00	9,076.04	0.00	(9,076.04)	0.00	0.00	(9,076.04)
2163	OCCUPATIONAL THERAPY AGE 0-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2171	PHYSCIAL THERAPY SCHOOL AGE	54,600.00	0.00	14,469.10	26.50	40,130.90	0.00	0.00	40,130.90
2172	PHYSICAL THERAPY AGE 3-5	1,040.00	0.00	4,748.70	456.61	(3,708.70)	0.00	0.00	(3,708.70)
2173	PHYSICAL THERAPY AGE 0-2	3,120.00	0.00	0.00	0.00	3,120.00	0.00	0.00	3,120.00
2181	VISUALLY IMPAIRED	11,252.80	0.00	0.00	0.00	11,252.80	0.00	0.00	11,252.80
2211	SCHOOL IMPROVEMENT	2,080.00	0.00	151.59	7.29	1,928.41	0.00	0.00	1,928.41
2212	INST STAFF TRNG AND CURR DEV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2220	LIBRARY/MEDIA SERVICES	167,720.56	0.00	52,075.33	32.07	115,645.23	0.00	1,713.48	113,931.75
2224	EDUCATIONAL TELEVISION SERVICES	18,387.20	917.65	5,505.90	29.94	12,881.30	0.00	0.00	12,881.30
2230	INSTRUCTION-RELATED TECHNOLOGY	167,280.41	1,117.46	81,551.64	48.75	85,728.77	0.00	0.00	85,728.77
2310	BOARD OF EDUCATION	260,405.60	5,548.48	37,261.28	14.31	223,144.32	0.00	0.00	223,144.32
2320	EXECUTIVE ADMINISTRATION	218,250.00	78.72	96,700.78	44.31	121,549.22	0.00	0.00	121,549.22
2330	DISTRICT LEGAL SERVICES	0.00	0.00	7,041.60	0.00	(7,041.60)	0.00	0.00	(7,041.60)
2410	OFFICE OF THE PRINCIPAL	402,122.74	265.06	189,344.57	47.09	212,778.17	0.00	0.00	212,778.17
2490	SCHOOL ADMIN - OTHER	754.00	0.00	0.00	0.00	754.00	0.00	0.00	754.00
2510	GENERAL ADMIN-BUSINESS SERVICE	189,381.92	1,073.97	70,191.09	37.06	119,190.83	0.00	0.00	119,190.83
2610	MAINTENANCE	975,880.80	26,926.05	462,404.17	47.37	513,476.63	(88.59)	0.00	513,565.22
2620	MAINTENANCE	378,428.00	21,790.60	143,974.90	38.05	234,453.10	0.00	0.00	234,453.10
2630	Care & Upkeep of Grounds	150,000.00	0.00	5,444.95	3.63	144,555.05	0.00	0.00	144,555.05
2650	VEHICLE OPERATION AND MAINTENANCE	27,776.00	0.00	11,894.92	42.82	15,881.08	0.00	0.00	15,881.08
2660	SECURITY/SAFETY	2,080.00	0.00	1,670.29	80.30	409.71	0.00	0.00	409.71
2710	BUS DRIVER REGULAR EDUCATION	395,449.60	11,262.94	177,309.33	44.84	218,140.27	0.00	0.00	218,140.27
2712	BUS DRIVER SPED	61,735.20	0.00	17,578.74	28.47	44,156.46	0.00	0.00	44,156.46
2713	PreK Bus Driver	0.00	0.00	8,042.69	0.00	(8,042.69)	0.00	0.00	(8,042.69)
2720	Transportation Director	104.00	0.00	2,298.85	2,210.43	(2,194.85)	0.00	0.00	(2,194.85)
2730	BUS & VEHICLE SERVICING & MAINTENANCE	162,240.00	10,945.40	54,954.76	33.87	107,285.24	0.00	0.00	107,285.24
2900	OTHER STUDENT SUPPORT SERVICES	19,518.40	0.00	7,817.74	40.05	11,700.66	0.00	0.00	11,700.66
3100	FOOD SERVICE OPERATIONS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3300	REC PROGRAM	58,136.00	853.75	27,838.79	47.89	30,297.21	0.00	0.00	30,297.21
3535	HAL - HIGH ABILITY LEARNERS	6,645.60	100.00	2,134.40	32.12	4,511.20	0.00	0.00	4,511.20
3540	STATE EARLY CHILDHOOD	66,133.90	0.00	18,130.75	27.42	48,003.15	0.00	0.00	48,003.15

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
3551	CAREER EDUCATION	2,500.00	0.00	6,788.37	279.61	(4,288.37)	0.00	201.96	(4,490.33)
3552	SCHOOL SAFETY AND SECURITY ACT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4400	IDEA SPECIAL ED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4410	IDEA ENROLLMENT/POVERTY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4455	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4590	ARRA: STATE FISCAL STAB FUNDS NON-SPEC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4610	ARRA: IDEA PART B(611) ENROLL/POV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4690	OTHER FED NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6200	TITLE 1 IMPROVING PROGRAMS FEDERAL SERVI	69,836.62	0.00	25,204.90	36.09	44,631.72	0.00	0.00	44,631.72
6310	NCLB TITLE II PART A	0.00	0.00	12,719.33	0.00	(12,719.33)	0.00	0.00	(12,719.33)
6330	REAP GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6406	IDEA PRESCHOOL	6,240.00	0.00	1,856.46	29.75	4,383.54	0.00	0.00	4,383.54
6408	IDEA ENROLLMENT/POVERTY	193,628.56	0.00	61,479.33	31.75	132,149.23	0.00	0.00	132,149.23
6411	IDEA EARLY INTERVENING SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6412	IDEA PART B PORPORTIONATE SHARE	5,482.43	0.00	1,058.60	19.31	4,423.83	0.00	0.00	4,423.83
6418	IDEA Part B PEAK Projects	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6421	ESU SCHOOL PSYCHOLOGY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6422	IDEA ARP AGES 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6423	NONPUBLIC IDEA ARP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6690	OTHER FEDERAL NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6700	CARL PERKINS FED VOCATIONAL&APPLIED TECH	0.00	0.00	823.76	0.00	(823.76)	0.00	0.00	(823.76)
6810	TITLE 1, ESSA ACCOUNTABILITY IMPROVING	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6969	TITLE IV PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6990	OTHER FEDERAL CATEGORY PROGRAMS	0.00	0.00	384.36	0.00	(384.36)	0.00	0.00	(384.36)
6992	REAP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6996	COVID-19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6997	CRRSA/ESSER II	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6998	ESSER III	2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00	2,000.00
8000	TRANSFERS (OUTGOING)	435,000.00	2,079.70	13,995.05	3.22	421,004.95	0.00	0.00	421,004.95
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	GENERAL FUND	13,198,626.39	93,261.33	4,959,710.52	37.75	8,238,915.87	(88.59)	22,391.66	8,216,612.80

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total:	13,198,626.39	93,261.33	4,959,710.52	37.75	8,238,915.87	(88.59)	22,391.66	8,216,612.80

Regular; Beginning Month 01/2026; Processing Month 01/2026

Fund: 01 GENERAL FUND

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
01 101		CASH IN BANK	2,137,559.52	1,367,966.94	889,314.38	2,616,212.08
01 900		Cash County Treasurer	510,371.65	0.00	0.00	510,371.65
Total:	Current Assets		2,647,931.17	1,367,966.94	889,314.38	3,126,583.73
Current Liabilities						
01 450		PAYROLL DEDUCTION PAYABLE	628.55	1,797.55	1,797.55	628.55
01 451		FICA PAYABLE	(1,715.50)	85,152.30	85,152.30	(1,715.50)
01 452		FIT PAYABLE	(132.77)	37,662.04	37,662.04	(132.77)
01 453		INSURANCE PAYABLE	11,531.81	134,361.84	134,476.67	11,646.64
01 454		RETIREMENT PAYABLE	(10,859.66)	83,805.91	83,805.91	(10,859.66)
01 455		SIT PAYABLE	0.00	16,546.39	16,546.39	0.00
Total:	Current Liabilities		(547.57)	359,326.03	359,440.86	(432.74)
Fund Balance						
01 704		Fund Balance - Regular Unspent	2,648,478.74	889,429.21	1,367,966.94	3,127,016.47
Total:	Fund Balance		2,648,478.74	889,429.21	1,367,966.94	3,127,016.47
Revenue						
01 1100		LOCAL PROPERTY TAXES	578,873.37	5,087.25	507,088.72	1,080,874.84
01 1115		CARLINE TAX	180.77	0.00	0.00	180.77
01 1120		In-Lieu 1957 Levy Tax	0.00	0.00	21.96	21.96
01 1125		MOTOR VEHICLE TAXES	147,100.60	0.00	50,370.49	197,471.09
01 1140		Interest Levied Tax	4,130.87	0.00	1,636.36	5,767.23
01 1315		TUITION FROM DISTRICTS - SENCAP	2,460.00	0.00	0.00	2,460.00
01 1370		PRESCHOOL TUITION & FEES	19,700.00	0.00	2,800.00	22,500.00
01 1510		INTEREST ON INVESTMENTS	993.66	0.00	174.26	1,167.92
01 1800		REC PROGRAM - COMMUNITY SERVICES	15,132.00	0.00	2,710.00	17,842.00
01 1911		LOCAL LICENSE FEES	300.00	0.00	0.00	300.00
01 1990		OTHER LOCAL RECEIPTS	0.00	0.00	30.00	30.00
01 2110		COUNTY FINES & LICENSE FEES	19,399.87	0.00	2,855.20	22,255.07
01 2130		OTHER COUNTY RECEIPTS	115.55	0.00	0.00	115.55
01 2210		ESU RECEIPTS	(202.13)	0.00	5,070.56	4,868.43
01 3110		STATE AID	1,231,716.61	0.00	307,490.00	1,539,206.61
01 3120		SPED SCHOOL AGE	136,859.00	0.00	134,956.00	271,815.00
01 3180		PRO-RATE MOTOR VEHICLE	796.26	0.00	1,296.56	2,092.82
01 3400		STATE APPORTIONMENT	0.00	0.00	171,296.17	171,296.17
01 3535		PAYMENTS FOR HIGH ABILITY LEARNERS	7,124.00	0.00	0.00	7,124.00
01 3559		OTHER STATE PROGRAMS	14,328.44	0.00	0.00	14,328.44
01 4505		TITLE 1 PART A - CARRY OVER	49,750.00	0.00	0.00	49,750.00
01 4509		Title II, Part A ESSA Princ & Teach	10,048.50	0.00	0.00	10,048.50
01 4516		IDEA PRESCHOOL BASE/IDEA ENROL POVERTY	5,247.00	0.00	0.00	5,247.00
01 4518		IDEA ENROLLMENT/POVERTY	0.00	0.00	150,790.00	150,790.00
01 4521		IDEA PART B PROPORTIONATE	4,017.00	0.00	0.00	4,017.00
01 4525		CARL PERKINS - FED VOCATIONAL&APPLIED TECH	988.38	0.00	0.00	988.38
01 4530		OTHER FEDERAL RECEIPTS	0.00	0.00	1,971.36	1,971.36
01 4708		MEDICAID REIMBURSEMENT SPED	6,212.57	0.00	1,756.61	7,969.18
01 4969		TITLE IV, PART A	10,000.00	0.00	0.00	10,000.00
Total:	Revenue		2,265,272.32	5,087.25	1,342,314.25	3,602,499.32
Expenditure						
01 1100 111 001		HS Teacher Salary	467,119.32	116,779.83	0.00	583,899.15
01 1100 111 002		MS TEACHER SALARIES	86,538.68	21,634.67	0.00	108,173.35
01 1100 111 003		Elem Teacher Salary	443,291.41	111,155.22	0.00	554,446.63

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 1100 112 001	HS Para	12,093.00	2,523.00	0.00	14,616.00
01 1100 112 003	Elem Para	11,068.50	3,308.74	0.00	14,377.24
01 1100 113 001	HS Sub Teacher Salary	26,585.00	6,845.00	0.00	33,430.00
01 1100 113 003	Elem Sub Teacher Salary	25,092.00	8,122.00	0.00	33,214.00
01 1100 120 001	HS COMMUNITY COACH/ACTIVITY SPONSOR	3,892.44	758.11	0.00	4,650.55
01 1100 120 002	MS COMMUNITY COACH/ACTIVITY SPONSOR	2,242.00	0.00	0.00	2,242.00
01 1100 130 003	Overtime - Classified	38.24	1.98	0.00	40.22
01 1100 150 001	Non-instructional	996.64	249.16	0.00	1,245.80
01 1100 151 001	HS Coach/Gate/Sponsor - Teacher/Prof. Staff	38,841.44	10,385.36	0.00	49,226.80
01 1100 151 002	MS Coach/Gate/Sponsor - Teacher/Prof. Staff	10,009.04	2,502.26	0.00	12,511.30
01 1100 151 003	ELEM Coach/Gate/Sponsor - Teacher/Prof. Staff	2,428.40	357.10	0.00	2,785.50
01 1100 152 001	HS PARA COACH/ACTIVITY SPONSOR	5,240.00	3,532.00	0.00	8,772.00
01 1100 152 002	PARA COACH/ACTIVITY SPONSOR	2,562.00	0.00	0.00	2,562.00
01 1100 153 001	HS Coach/Gate/Sponsor - Substitute Teacher	3,122.33	133.33	0.00	3,255.66
01 1100 210 001	HS CLERICAL/PARA INSURANCE	4.14	1.03	0.00	5.17
01 1100 211 001	HS Teacher, BCBS, Life, Vision, Dental	144,880.99	36,563.38	0.00	181,444.37
01 1100 211 002	MS TEACHER BCBS, LIFE, VISION, DENTAL INSRU	35,022.82	8,760.04	0.00	43,782.86
01 1100 211 003	Elem Teacher BCBS, Life, Vision, Dental	155,136.60	38,795.96	0.00	193,932.56
01 1100 212 003	Elem PARA INSURNCE	739.63	172.67	0.00	912.30
01 1100 213 001	HS SUBSTITUTE MEDICAL INS	421.48	124.96	0.00	546.44
01 1100 213 003	ELEM SUBSTITUTE MEDICAL INS	614.66	431.67	0.00	1,046.33
01 1100 220 001	HS Clerical FICA	374.36	77.13	0.00	451.49
01 1100 220 002	JH Community Coach FICA	171.50	0.00	0.00	171.50
01 1100 220 003	Elem Clerical FICA	2.94	0.15	0.00	3.09
01 1100 221 001	HS Teacher FICA	38,479.00	9,819.90	149.48	48,149.42
01 1100 221 002	MS TEACHER/PROFESSIONAL FICA	7,342.64	1,852.96	17.27	9,178.33
01 1100 221 003	Elem Teacher FICA/MEDICARE	33,774.61	8,599.03	148.97	42,224.67
01 1100 222 001	HS PARA FICA	1,326.01	463.22	0.00	1,789.23
01 1100 222 002	PARA FICA	195.98	0.00	0.00	195.98
01 1100 222 003	Elem Para FICA	812.98	253.12	7.90	1,058.20
01 1100 223 001	HS Substitute Teacher FICA	2,271.49	533.94	0.35	2,805.08
01 1100 223 003	Elem Substitute Teacher FICA	1,891.27	621.26	19.70	2,492.83
01 1100 230 001	HS CLERICAL/PARA RETIREMENT	73.28	18.32	0.00	91.60
01 1100 230 003	ELEM CLERICAL/PARA RETIREMENT	2.83	0.15	0.00	2.98
01 1100 231 001	HS Teacher Retirement	37,174.01	9,348.10	0.00	46,522.11
01 1100 231 002	HS Teacher Retirement	6,403.00	1,776.61	0.00	8,179.61
01 1100 231 003	Elem Teacher Retirement	32,686.79	8,196.11	0.00	40,882.90
01 1100 232 001	HS Para RETIREMENT	1,139.93	310.98	0.00	1,450.91
01 1100 232 002	Para RETIREMENT	188.31	0.00	0.00	188.31
01 1100 232 003	Elem PARAEDUCATOR RETIREMENT	757.59	186.53	0.00	944.12
01 1100 233 001	HS SUBSTITUTE TEACHER RETIREMENT	1,730.62	211.41	0.00	1,942.03
01 1100 233 003	Elem SUBSTITUTE TEACHER RETIREMENT	1,290.87	489.82	0.00	1,780.69
01 1100 237 001	HS Increase Retirement Contributions	3,984.55	982.13	0.02	4,966.66
01 1100 237 002	Increase Retirement Contributions	654.60	176.44	0.00	831.04
01 1100 237 003	ELEM Increase Retirement Contributions	3,449.99	881.19	0.00	4,331.18
01 1100 281 001	HS Teacher CASH-IN-LIEU MED Ins	3,000.00	750.00	0.00	3,750.00

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 1100 281 003	Elem Teacher CASH-IN-LIEU MED INSURANCE	2,000.00	500.00	0.00	2,500.00
01 1100 320 001	HS Services/Assessments	6,777.50	999.00	0.00	7,776.50
01 1100 320 003	ELEM PROFESSIONAL EDUCATIONAL SERVICES	1,525.00	0.00	0.00	1,525.00
01 1100 330 001	HS Professional Development	(3,440.00)	0.00	0.00	(3,440.00)
01 1100 330 003	Elem Professional Development	9,549.82	0.00	0.00	9,549.82
01 1100 333 003	Elem Mileage	214.20	220.50	0.00	434.70
01 1100 440 001	HS Copier Lease	8,990.17	1,436.85	0.00	10,427.02
01 1100 440 003	Elem Copier Lease	8,804.19	1,436.84	0.00	10,241.03
01 1100 580 001	HS Teacher Travel Expenses	305.90	0.00	0.00	305.90
01 1100 580 003	TRAVEL EXPENSES	305.90	0.00	0.00	305.90
01 1100 610 001	HS General Supplies	36,143.20	1,032.32	74.78	37,100.74
01 1100 610 001 2 101	HS ART SUPPLIES	3,513.49	0.00	0.00	3,513.49
01 1100 610 001 2 102	HS INSTRUMENTAL SUPPLIES	12,641.76	491.02	0.00	13,132.78
01 1100 610 001 2 103	HS VOCAL SUPPLIES	1,364.82	0.00	0.00	1,364.82
01 1100 610 002	MS GENERAL SUPPLIES	253.29	0.00	0.00	253.29
01 1100 610 003	Elem General Supplies	17,091.17	92.91	0.00	17,184.08
01 1100 610 003 1 301	ELEM ART SUPPLIES	1,065.10	0.00	0.00	1,065.10
01 1100 610 003 1 302	ELEM MUSIC SUPPLIES	969.40	0.00	0.00	969.40
01 1100 640 001	HS Textbooks	2,978.93	202.86	0.00	3,181.79
01 1100 640 003	Elem Textbooks	156,232.44	0.00	0.00	156,232.44
01 1100 643 000	WEB/CLOUD BASED SOFTWARE	6,125.30	0.00	0.00	6,125.30
01 1100 643 001	WEB/CLOUD BASED SOFTWARE	997.50	0.00	0.00	997.50
01 1100 643 003	WEB/CLOUD BASED SOFTWARE	1,352.50	0.00	0.00	1,352.50
01 1100 650 001	HS Technology Supplies	258.92	0.00	0.00	258.92
01 1100 650 002	TECHNOLOGY SUPPLIES	349.44	0.00	0.00	349.44
01 1100 650 003	Elem Technology Supplies	404.62	0.00	0.00	404.62
01 1100 734 001	HS Computer Hardware	0.00	1,987.88	0.00	1,987.88
01 1100 734 003	Elem Computer Hardware	0.00	952.05	0.00	952.05
01 1100 810 001	HS DUES AND FEES	243.00	0.00	0.00	243.00
01 1160 111 001	SALARIES OF TEACHERS/PROFESSIONAL STAFF	5,946.40	1,486.60	0.00	7,433.00
01 1160 111 003	Poverty Grant Teacher/Prof. Salaries	4,530.90	1,111.79	0.00	5,642.69
01 1160 112 001	Para/Nurse Salary	9,224.79	1,753.05	0.00	10,977.84
01 1160 112 003	Poverty Grant Para/Nurse Salary	20,074.04	3,908.24	0.00	23,982.28
01 1160 211 001	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	1,955.08	489.83	0.00	2,444.91
01 1160 211 003	Poverty Grant Teacher/Prof Insurance	1,889.46	485.93	0.00	2,375.39
01 1160 221 001	TEACHER/PROFESSIONAL FICA	448.50	114.13	2.01	560.62
01 1160 221 003	Poverty Grant Teacher/Prof FICA	343.02	85.34	1.25	427.11
01 1160 222 001	Poverty Nurse FICA	705.71	134.11	0.00	839.82
01 1160 222 003	Elem PARA FICA	1,535.68	298.99	0.00	1,834.67
01 1160 231 001	TEACHER RETIREMENT	435.52	108.88	0.00	544.40
01 1160 231 003	Poverty Grant Teacher/Prof. Retirement	333.03	81.72	0.00	414.75
01 1160 232 001	Nurse Retirement	678.02	128.85	0.00	806.87
01 1160 232 003	Poverty Elem PARAEDUCATOR RETIREMENT	1,076.03	211.26	0.00	1,287.29
01 1160 237 001	Increase Retirement Contributions	110.58	23.60	0.00	134.18
01 1160 237 003	Increase Retirement Contributions	139.92	29.11	0.00	169.03
01 1190 110 003	SALARY PARA/DRIVER	133.12	0.00	0.00	133.12
01 1190 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	17,320.40	4,455.04	298.98	21,476.46
01 1190 112 003	PARAEDUCATORS SALARY	34,691.83	6,862.39	0.00	41,554.22
01 1190 130 003	OVERTIME FOR NON-INSTRUCTIONAL	2.65	0.00	0.00	2.65

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 1190 211 003	ECEP TEACHER BCBS, LIFE, VISION, DENTAL INSRU	5,180.66	1,437.60	129.42	6,488.84
01 1190 212 003	PreK Para Insurance	1,740.64	435.16	0.00	2,175.80
01 1190 220 003	ECEP NON-INSTRUCTIONAL FICA	10.40	0.00	0.00	10.40
01 1190 221 003	ECEP TEACHER/PROFESSIONAL FICA	1,398.37	361.38	25.16	1,734.59
01 1190 222 003	ECEP PARA FICA	2,572.32	524.94	20.40	3,076.86
01 1190 230 003	ECEP NON-INSTRUCTIONAL RETIREMENT	9.98	0.00	0.00	9.98
01 1190 231 003	ECEP TEACHER RETIREMENT	1,273.05	327.45	21.98	1,578.52
01 1190 232 003	ECEP PARAEDUCATOR RETIREMENT	2,210.23	329.61	0.00	2,539.84
01 1190 237 003	ECEP Increase Retirement Contributions	346.93	65.25	2.18	410.00
01 1190 281 003	ECEP CASH-IN-LIEU MEDICAL INSURANCE	1,000.00	250.00	0.00	1,250.00
01 1190 410 003	UTILITIES	97.47	0.00	0.00	97.47
01 1190 610 003	ECEP GENERAL SUPPLIES	8,549.96	139.26	0.00	8,689.22
01 1190 890 003	MISC. EXPENSES	0.00	650.00	0.00	650.00
01 1200 110 000	SPED Classified	4,456.13	1,307.75	0.00	5,763.88
01 1200 111 000	Director of SS Salary	27,100.28	6,775.07	0.00	33,875.35
01 1200 111 001	Sped HS Teacher Salary	89,812.32	22,453.08	41.55	112,223.85
01 1200 111 002	MS SPED TEACHER SALARY	7,686.00	1,921.50	0.00	9,607.50
01 1200 111 003	Sped Elem Teacher Salary	49,798.80	12,952.34	642.49	62,108.65
01 1200 112 001	HS SPED PARAEDUCATORS SALARY	15,489.82	2,443.16	0.00	17,932.98
01 1200 112 002	PARAEDUCATORS SALARY	30,846.47	5,855.62	0.00	36,702.09
01 1200 112 003	Sped Elem Para Salary	32,741.31	5,556.55	0.00	38,297.86
01 1200 113 001	Sped HS Substitute Teacher Salary	660.00	0.00	0.00	660.00
01 1200 113 003	Sped Elem Substitute Teacher Salary	12,005.50	2,775.00	0.00	14,780.50
01 1200 130 001	Overtime - Sped Para	307.04	0.00	0.00	307.04
01 1200 130 002	Para OT	324.89	26.17	0.00	351.06
01 1200 130 003	Overtime - Sped Para	13.23	103.83	0.00	117.06
01 1200 210 000	SPED Clerical Insurance	18.35	5.34	0.00	23.69
01 1200 210 001	HS SPED CLERICAL INSURANCE	46.71	0.00	0.00	46.71
01 1200 210 003	SPED Elem Clerical Insurance	0.03	0.31	0.00	0.34
01 1200 211 000	Dir. SS BCBS, LIFE, VISION, DENTAL INSRU	2,602.32	650.58	0.00	3,252.90
01 1200 211 001	Sped HS Teacher Insurance	35,774.89	8,905.17	18.95	44,661.11
01 1200 211 002	MS SPED TEACHER BCBS, LIFE, VISION, DENTAL INSRU	2,941.14	737.11	0.00	3,678.25
01 1200 211 003	Sped Elem Teacher Insurance	9,966.72	2,836.64	337.15	12,466.21
01 1200 212 001	SPED PARA INSURANCE	735.41	0.00	0.00	735.41
01 1200 212 003	Elem Sped Para INSURNCE	1,030.21	269.51	0.00	1,299.72
01 1200 213 001	SUBSTITUTE MEDICAL INS	23.39	0.00	0.00	23.39
01 1200 213 003	SPED SUB MEDICAL INS	308.89	0.00	0.00	308.89
01 1200 220 000	SPED Clerical FICA	341.98	100.42	0.01	442.39
01 1200 220 001	HS Sped Clerical FICA	21.38	0.00	0.00	21.38
01 1200 220 002	MS SPED NON-INSTRUCTIONAL FICA	24.86	2.00	0.00	26.86
01 1200 220 003	Sped Elem Clerical FICA	1.01	7.92	0.00	8.93
01 1200 221 000	SALARIES OF TEACHERS/PROFESSIONAL STAFF	2,079.52	520.11	0.23	2,599.40
01 1200 221 001	Sped HS Teacher FICA	6,684.12	1,723.71	55.45	8,352.38
01 1200 221 002	MS SPED TEACHER/PROFESSIONAL FICA	582.55	147.51	1.88	728.18
01 1200 221 003	Sped Elem Teacher FICA	3,914.92	1,034.82	66.90	4,882.84
01 1200 222 001	Sped HS Para FICA	1,151.44	186.91	0.00	1,338.35
01 1200 222 002	JH SPED Para FICA	2,359.75	447.95	0.00	2,807.70

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 1200 222 003	Sped Elem Para FICA	2,459.69	425.08	11.84	2,872.93
01 1200 223 001	Sped HS Sub Teacher FICA	49.45	0.00	0.00	49.45
01 1200 223 003	Sped Elem Sub Teacher FICA	904.34	212.29	0.00	1,116.63
01 1200 230 000	SPED Clerical Retirement	327.48	96.12	0.00	423.60
01 1200 230 001	Sped HS Clerical Retirement	22.53	0.00	0.00	22.53
01 1200 230 002	JH SPED Para Retirement	23.88	1.92	0.00	25.80
01 1200 230 003	Sped Elem Clerical Retirement	0.97	7.63	0.00	8.60
01 1200 231 000	TEACHER RETIREMENT	1,991.88	497.97	0.00	2,489.85
01 1200 231 001	Sped HS Teacher Retirement	6,601.20	1,650.30	3.05	8,248.45
01 1200 231 002	MS SPED RETIREMENT	564.92	141.23	0.00	706.15
01 1200 231 003	Sped Elem Teacher Retirement	3,660.22	951.99	47.22	4,564.99
01 1200 232 001	Sped HS Para Retirement	1,082.51	138.76	0.00	1,221.27
01 1200 232 002	JH SPED Para Retirement	2,267.22	430.39	0.00	2,697.61
01 1200 232 003	Sped Para Elem Retirement	2,170.50	317.57	0.00	2,488.07
01 1200 233 001	HS SPED SUB TEACHER RETIREMENT	24.70	0.00	0.00	24.70
01 1200 233 003	ELEM SPED SUB TEACHER RETIREMENT	166.74	0.00	0.00	166.74
01 1200 237 000	Increase Retirement Contributions	230.36	58.97	0.00	289.33
01 1200 237 001	SPED HSIncrease Retirement Contributions	767.92	177.69	0.30	945.31
01 1200 237 002	JH SPED Para Increase Retirement	283.68	56.97	0.00	340.65
01 1200 237 003	SPED ELIncrease Retirement Contributions	595.77	126.84	4.69	717.92
01 1200 281 003	ELEM SPED CASH-IN-LIEU MEDICAL INSURANCE	2,000.00	500.00	0.00	2,500.00
01 1200 330 001	Sped HS Professional Development	0.00	25.00	0.00	25.00
01 1200 591 001	HS SPED DIRECTOR	294.00	98.00	0.00	392.00
01 1200 591 003	ELEM SPED DIRECTOR	294.00	98.00	0.00	392.00
01 1200 610 001	Sped HS Supplies	1,398.94	138.60	0.00	1,537.54
01 1200 610 001 0 104	ASPIRE SUPPLIES	531.61	87.65	0.00	619.26
01 1200 610 002	MS SPED GENERAL SUPPLIES	188.77	0.00	0.00	188.77
01 1200 610 003	Sped Elem Supplies	1,205.14	49.87	0.00	1,255.01
01 1200 640 003	Sped Elem Textbooks	0.00	497.63	0.00	497.63
01 1200 650 001	TECHNOLOGY SUPPLIES	461.50	0.00	0.00	461.50
01 1200 733 001	Sped HS Furniture and Equipment	2,313.76	0.00	0.00	2,313.76
01 1291 111 003	SPED PRESCHOOL TEACHER SALARY	11,956.00	2,989.00	0.00	14,945.00
01 1291 112 003	SPED PreK Para	9,049.55	2,074.43	75.48	11,048.50
01 1291 211 003	SPED Prek BCBS, LIFE, VISION, DENTAL INSRU	5,452.20	1,373.87	0.00	6,826.07
01 1291 221 003	TEACHER/PROFESSIONAL FICA	903.89	229.46	3.52	1,129.83
01 1291 222 003	PreK SPED Para FICA	692.23	158.69	5.77	845.15
01 1291 231 003	Prek SPED Retirement	878.76	219.69	0.00	1,098.45
01 1291 232 003	PreK SPED Para Retirement	634.11	148.94	5.55	777.50
01 1291 237 003	PreK SPED Teacher Increase Retirement Contributions	150.26	36.60	0.54	186.32
01 1291 610 003	SPED PRESCHOOL GENERAL SUPPLIES	12.34	0.00	0.00	12.34
01 1295 151 001	Unified Sports Coach	1,176.04	219.01	0.00	1,395.05
01 1295 211 001	Unified Insurance	452.85	82.86	0.00	535.71
01 1295 221 001	Unified FICA	88.11	16.77	0.19	104.69
01 1295 231 001	Unified Retirement	86.49	16.11	0.00	102.60
01 1295 237 001	Unified Increase Retirement Contributions	8.59	1.60	0.00	10.19
01 2120 111 001	Counselor HS Salary	23,785.60	5,946.40	0.00	29,732.00
01 2120 111 003	Counselor Elem Salary	17,788.48	4,447.12	0.00	22,235.60

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2120 211 001	Counselor HS Insurance	7,820.20	1,959.24	0.00	9,779.44
01 2120 211 003	Counselor Elem Insurance	7,557.93	1,943.75	0.00	9,501.68
01 2120 221 001	Counselor HS FICA	1,793.82	456.49	8.05	2,242.26
01 2120 221 003	Counselor Elem FICA	1,346.39	341.39	4.95	1,682.83
01 2120 231 001	Counselor HS Retirement	1,742.08	435.52	0.00	2,177.60
01 2120 231 003	Counselor Elem Retirement	1,307.44	326.86	0.00	1,634.30
01 2120 237 001	COUNSELOR Inc Retirement Contributions	173.04	43.26	0.00	216.30
01 2120 237 003	COUNSELOR INC RETIREMENT CONT	129.88	32.47	0.00	162.35
01 2120 330 001	Counselor Professional Development	30.00	0.00	0.00	30.00
01 2120 330 003	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	180.00	0.00	0.00	180.00
01 2120 610 001	Counselor HS Supplies	8,717.31	0.00	0.00	8,717.31
01 2120 610 003	Counselor Elem Supplies	2,591.29	0.00	0.00	2,591.29
01 2120 890 001	Counselor HS Misc. Expenses	180.00	239.84	0.00	419.84
01 2130 610 000	GENERAL SUPPLIES	968.60	0.00	0.00	968.60
01 2130 610 001	GENERAL SUPPLIES	3,427.49	0.00	0.00	3,427.49
01 2130 610 003	GENERAL SUPPLIES	2,028.56	63.84	0.00	2,092.40
01 2131 112 003	Sped Nursing Services	4,173.82	793.75	0.00	4,967.57
01 2131 222 003	PARA FICA	319.26	60.73	0.00	379.99
01 2131 232 003	SPED Nursing Retirement	135.60	25.77	0.00	161.37
01 2131 237 003	SPED Nurse Increase Retirement Contributions	13.48	2.56	0.00	16.04
01 2131 320 002	MS SPED CONTRACED NURSING SERVICES	30,558.66	7,619.36	0.00	38,178.02
01 2141 111 003	SPED ELEM PSYCHOLOGY SALARY	27,819.32	6,954.83	0.00	34,774.15
01 2141 211 003	SPED ELEM PSYCH INSURANCE	9,836.04	2,459.01	0.00	12,295.05
01 2141 221 003	SPED ELEM PSYCH FICA	1,986.72	533.90	37.22	2,483.40
01 2141 231 003	SPED ELEM PSYCHOLOGY RETIREMENT	2,044.72	511.18	0.00	2,555.90
01 2141 237 003	SPED PSYCH INC RETIREMENT CONTRIBUTIONS	203.08	50.77	0.00	253.85
01 2141 330 003	SPED ELEM PSYCHOLOGY PROFESSIONAL DEVEL.	629.00	0.00	0.00	629.00
01 2141 591 003	ESU PSYCHOLOGY SERVICES	2,293.50	764.50	0.00	3,058.00
01 2141 610 003	SPED PSYCHOLOGY SUPPLIES	3,497.55	0.00	0.00	3,497.55
01 2141 810 003	SPED PSYCHOLOGY DUES AND FEES	430.00	0.00	0.00	430.00
01 2151 111 001	Sped Speech HS Salary	10,006.04	2,501.51	0.00	12,507.55
01 2151 111 003	Sped Speech Elem Salary	31,082.80	7,770.70	0.00	38,853.50
01 2151 211 001	Sped Speech HS Insurance	45.15	11.27	0.00	56.42
01 2151 211 003	Sped Speech ELEM Insurance	150.55	37.64	0.00	188.19
01 2151 221 001	Speech HS FICA	768.17	192.04	0.00	960.21
01 2151 221 003	Sped Speech Elem FICA	2,562.70	640.67	0.00	3,203.37
01 2151 231 001	Sped Speech HS Retirement	735.44	183.86	0.00	919.30
01 2151 231 003	Sped Speech Elem Retirement	2,284.65	571.14	0.00	2,855.79
01 2151 237 001	Sped Speech HS Salary	73.05	18.27	0.00	91.32
01 2151 237 003	Sped Speech Elem Inc Retirement Contr	226.93	56.73	0.00	283.66
01 2151 281 001	Sped Speech HS CASH-IN-LIEU MEDICAL INS.	0.00	0.00	0.00	0.00
01 2151 281 003	Sped Speech ElemCASH-IN-LIEU MEDICAL INS	2,300.00	575.00	0.00	2,875.00
01 2151 330 003	Sped Speech Elem Professional Developmen	1,155.00	0.00	0.00	1,155.00
01 2151 333 003	Sped Speech Elem MILEAGE PAID TO STAFF	70.70	58.10	0.00	128.80

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2151 591 001	HS AUDIOLOGY SERVICE FROM ESU/DISTRICT	1,860.24	620.08	0.00	2,480.32
01 2151 591 003	ELEM AUDIOLOGY SERVICES ESU/DISTRICT	1,860.24	620.08	0.00	2,480.32
01 2151 610 003	Sped Speech Elem Supplies	1,109.81	0.00	0.00	1,109.81
01 2152 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	2,690.12	672.53	0.00	3,362.65
01 2152 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	12.20	3.04	0.00	15.24
01 2152 221 003	TEACHER/PROFESSIONAL FICA	206.52	51.63	0.00	258.15
01 2152 231 003	TEACHER RETIREMENT	197.72	49.43	0.00	247.15
01 2152 237 003	Increase Retirement Contributions	19.64	4.91	0.00	24.55
01 2153 111 000	SALARIES OF TEACHERS/PROFESSIONAL STAFF	2,690.12	672.53	0.00	3,362.65
01 2153 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	12.20	3.04	0.00	15.24
01 2153 221 000	TEACHER/PROFESSIONAL FICA	206.52	51.63	0.00	258.15
01 2153 231 000	TEACHER RETIREMENT	197.72	49.43	0.00	247.15
01 2153 237 000	Increase Retirement Contributions	19.64	4.91	0.00	24.55
01 2161 111 001	Sped Occupational Therapy HS Salary	2,915.02	728.75	0.00	3,643.77
01 2161 111 002	OT Services - Middle School	0.00	0.00	0.00	0.00
01 2161 111 003	Sped Occupational Therapy Elem Salary	7,287.46	1,821.87	0.00	9,109.33
01 2161 211 001	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	1,469.42	367.35	0.00	1,836.77
01 2161 211 002	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	0.00	0.00	0.00	0.00
01 2161 211 003	Sped Occupational Therapy Elem Insurance	3,673.34	918.34	0.00	4,591.68
01 2161 221 001	Sped HS TEACHER/PROFESSIONAL FICA	220.68	55.95	0.78	275.85
01 2161 221 002	OT Services Middle School - FICA	0.00	0.00	0.00	0.00
01 2161 221 003	Sped Occupational Therapy Elem FICA	551.56	139.86	1.96	689.46
01 2161 231 001	Sped Occupational Therapy HS Retirement	214.24	53.56	0.00	267.80
01 2161 231 002	TEACHER RETIREMENT	0.00	0.00	0.00	0.00
01 2161 231 003	Sped Occupational Therapy ElemRetirement	535.64	133.91	0.00	669.55
01 2161 237 001	Increase Retirement Contributions	21.28	5.32	0.00	26.60
01 2161 237 002	Increase Retirement Contributions	0.00	0.00	0.00	0.00
01 2161 237 003	Sped OT Inc. Retirement Contributions	53.20	13.30	0.00	66.50
01 2161 330 003	Sped Occupational Therapy Prof. Developm	419.00	0.00	0.00	419.00
01 2161 610 003	Sped Occupational Therapy Elem Supplies	1,851.06	0.00	0.00	1,851.06
01 2162 111 003	PreK OT Services	4,372.52	1,093.13	0.00	5,465.65
01 2162 211 003	OT Services PreK Insurance	2,204.08	551.02	0.00	2,755.10
01 2162 221 003	OT Services PreK - FICA	330.92	83.92	1.20	413.64
01 2162 231 003	OT Services PreK Retirement	321.40	80.35	0.00	401.75
01 2162 237 003	OT Services PreK Increase Retirement Contributions	31.92	7.98	0.00	39.90
01 2171 111 001	HS Physical Therapy	1,634.00	408.50	0.00	2,042.50
01 2171 111 003	Elem PT	6,536.00	1,634.00	0.00	8,170.00
01 2171 211 001	HS PT Insurance	7.56	1.89	0.00	9.45
01 2171 211 003	Elem PT Insurance	33.44	8.36	0.00	41.80
01 2171 221 001	PT FICA	125.44	31.36	0.00	156.80
01 2171 221 003	Elem PT FICA	555.52	138.88	0.00	694.40
01 2171 231 001	HS PT Retirement	120.56	30.14	0.00	150.70
01 2171 231 003	Elem PT Retirement	482.20	120.55	0.00	602.75

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2171 237 001	HS PT Increase Retiremen	11.96	2.99	0.00	14.95
01 2171 237 003	Elem PT Increase Retirement	47.95	11.98	0.00	59.93
01 2171 281 001	CASH-IN-LIEU MEDICAL INSURANCE	0.00	0.00	0.00	0.00
01 2171 281 003	CASH-IN-LIEU MEDICAL INSURANCE	700.00	175.00	0.00	875.00
01 2171 610 003	GENERAL SUPPLIES	1,205.82	0.00	0.00	1,205.82
01 2171 810 000	DUES AND FEES	445.00	0.00	0.00	445.00
01 2172 111 003	PT Ages 3-5	3,268.00	817.00	0.00	4,085.00
01 2172 211 003	PreK PT Insurance	15.12	3.78	0.00	18.90
01 2172 221 003	PreK PT FICA	250.88	62.72	0.00	313.60
01 2172 231 003	PreK PT Retirement	241.04	60.26	0.00	301.30
01 2172 237 003	PreK PT Increase Retirement	23.92	5.98	0.00	29.90
01 2172 281 003	CASH-IN-LIEU MEDICAL INSURANCE	0.00	0.00	0.00	0.00
01 2173 111 000	Birth-2 Physical Therapy	0.00	0.00	0.00	0.00
01 2173 211 000	Birth-2 PT Insurance	0.00	0.00	0.00	0.00
01 2173 221 000	Birth-2 PT FICA	0.00	0.00	0.00	0.00
01 2173 231 000	Birth-3 PT Retirement	0.00	0.00	0.00	0.00
01 2173 237 000	Birth-3 PT Increase Retirement	0.00	0.00	0.00	0.00
01 2173 281 000	CASH-IN-LIEU MEDICAL INSURANCE	0.00	0.00	0.00	0.00
01 2211 610 000	GENERAL SUPPLIES	0.00	151.59	0.00	151.59
01 2220 111 003	Elem Library Salary	22,773.32	5,693.33	0.00	28,466.65
01 2220 112 001	HS Library Para Salary	5,670.00	1,130.00	0.00	6,800.00
01 2220 211 003	Elem Library BCBS, Vision, Life, Dental	4,774.14	2,361.66	0.00	7,135.80
01 2220 221 003	Elem Library FICA	1,714.96	437.07	35.84	2,116.19
01 2220 231 003	Elem Library Retirement	1,616.48	389.78	0.00	2,006.26
01 2220 237 003	Elem Lib Inc Retirement Contributions	160.54	38.71	0.00	199.25
01 2220 281 003	Elem Library Teacher CASH-IN-LIEU Med In	500.00	0.00	0.00	500.00
01 2220 330 003	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	60.00	0.00	0.00	60.00
01 2220 610 001	HS Library Supplies	99.98	0.00	0.00	99.98
01 2220 610 003	Elem Library Supplies	4,611.20	0.00	0.00	4,611.20
01 2220 640 001	HS Library Books/Periodicals	80.00	0.00	0.00	80.00
01 2224 530 000	Internet Service	3,670.60	917.65	0.00	4,588.25
01 2230 111 000	Tech Coord.	27,897.32	6,974.33	0.00	34,871.65
01 2230 211 000	Tech Coord. BCBS, LIFE, VISION, DENTAL INSRU	5,856.24	1,459.80	0.00	7,316.04
01 2230 221 000	Tech Coord. FICA	2,101.42	535.40	10.02	2,626.80
01 2230 231 000	Tech Coord. RETIREMENT	2,050.45	512.61	0.00	2,563.06
01 2230 237 000	Tech Coord. Increase Retirement Contributions	203.64	50.92	0.00	254.56
01 2230 330 000	TECH PROFESSIONAL DEVELOPMENT	270.00	0.00	0.00	270.00
01 2230 333 001	MILEAGE PAID TO STAFF	258.30	0.00	0.00	258.30
01 2230 352 001	Network Wiring	1,323.00	0.00	0.00	1,323.00
01 2230 352 003	Network Wiring	1,323.00	0.00	0.00	1,323.00
01 2230 382 001	HS Distant Learning Connection	1,288.74	429.58	0.00	1,718.32
01 2230 382 003	Elem Distant Learning Connection	1,288.74	429.58	0.00	1,718.32
01 2230 591 000	PURCHASED SERVICE FROM ESU/DISTRICT	25,964.83	0.00	0.00	25,964.83
01 2230 610 001	GENERAL SUPPLIES	176.30	50.00	0.00	226.30
01 2310 330 000	BOARD PROFESSIONAL DEVELOPMENT	654.00	250.00	0.00	904.00
01 2310 520 000	BOE Insurance	27,877.34	0.00	0.00	27,877.34
01 2310 540 000	BOE Advertising	1,198.95	359.30	0.00	1,558.25
01 2310 610 000	GENERAL SUPPLIES	501.49	0.00	0.00	501.49
01 2310 810 000	BOE Dues and Fees	0.00	871.72	0.00	871.72

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2320 105 000	Superintendent Salary	53,333.32	13,333.33	0.00	66,666.65
01 2320 215 000	Superintendent BCBS, Vision, Life, Denta	9,982.60	2,495.65	0.00	12,478.25
01 2320 225 000	Superintendent FICA	4,086.08	1,023.58	2.06	5,107.60
01 2320 235 000	Superintendent Retirement	3,920.00	980.00	0.00	4,900.00
01 2320 237 000	Superintendent Inc Retire Contributions	389.32	97.33	0.00	486.65
01 2320 330 000	Superintendent Professional Development	619.00	620.00	0.00	1,239.00
01 2320 580 000	Superintendent Travel	63.44	0.00	0.00	63.44
01 2320 610 000	SUPERINTENDENT OFFICE SUPPLIES	380.87	0.00	0.00	380.87
01 2320 810 000	Superintendent Dues and Fees	399.60	0.00	0.00	399.60
01 2320 890 000	Superintendent Misc. Expenses	0.00	4,900.00	0.00	4,900.00
01 2330 317 000	District Legal Services	2,650.80	4,390.80	0.00	7,041.60
01 2410 110 001	HS Principal Secretary Salary	14,341.82	3,052.06	0.00	17,393.88
01 2410 110 003	Elem Principal Secretary Salary	13,409.68	2,599.89	0.00	16,009.57
01 2410 111 001	HS Principal Salary	49,717.70	11,703.54	0.00	61,421.24
01 2410 111 003	Elem Principal Salary	33,333.32	8,333.33	0.00	41,666.65
01 2410 130 001	Overtime for HS Secretary	946.02	101.80	0.00	1,047.82
01 2410 130 003	Overtime for Elem Secretary	400.15	55.01	0.00	455.16
01 2410 210 001	HS Secretary Principal Insurance	2,031.52	506.02	0.00	2,537.54
01 2410 211 001	HS Principal Insurance	11,656.88	2,916.08	0.00	14,572.96
01 2410 211 003	Elem Principal Insurance	158.52	39.63	0.00	198.15
01 2410 220 001	HS Secretary Principal FICA	1,097.74	241.28	17.88	1,321.14
01 2410 220 003	Elem Secretary Principal FICA	1,056.43	203.08	0.00	1,259.51
01 2410 221 001	HS Principal FICA	3,601.86	897.83	52.97	4,446.72
01 2410 221 003	Elem Principal FICA	2,635.72	658.93	0.00	3,294.65
01 2410 230 001	HS Secretary Principal Retirement	1,123.68	231.82	0.00	1,355.50
01 2410 230 003	Elem Secretary Principal Retirement	1,015.04	195.13	0.00	1,210.17
01 2410 231 001	HS Principal Retirement	3,545.42	833.00	0.00	4,378.42
01 2410 231 003	Elem Principal Retirement	2,450.00	612.50	0.00	3,062.50
01 2410 237 001	HS Principal Inc Retirement Contribution	463.73	105.75	0.00	569.48
01 2410 237 003	Elem Principal Inc Retire Contributions	344.15	80.21	0.00	424.36
01 2410 281 003	Elem Principal CASH-IN-LIEU Med Ins	1,000.00	250.00	0.00	1,250.00
01 2410 330 001	HS Principal Professional Development	1,133.00	0.00	0.00	1,133.00
01 2410 330 003	Elem Principal Professional Development	988.00	2,448.00	0.00	3,436.00
01 2410 440 003	LEASE OF MAILING MACHINE	180.39	0.00	0.00	180.39
01 2410 580 001	HS Principal Travel Expenses	1,913.88	32.64	0.00	1,946.52
01 2410 580 003	Elem Principal Travel Expenses	1,860.04	0.00	0.00	1,860.04
01 2410 610 001	HS Principal Supplies	2,200.15	0.00	0.00	2,200.15
01 2410 610 003	Elem Principal Supplies	447.99	0.00	0.00	447.99
01 2510 110 000	BUSINESS MANAGER/HR/PAYROLL SALARY	32,422.93	8,060.56	0.00	40,483.49
01 2510 130 000	Overtime for Business Manager	1,438.80	540.28	0.00	1,979.08
01 2510 210 000	Superintendent Secretary Insurance	155.09	39.72	0.00	194.81
01 2510 220 000	Superintendent Secretary FICA	2,595.34	660.24	0.00	3,255.58
01 2510 230 000	Superintendent Secretary Retirement	2,494.32	632.16	0.00	3,126.48
01 2510 237 000	Super Secretary Inc Retire Contributions	247.73	62.82	0.00	310.55
01 2510 310 000	Employee Assistant Program	4,377.00	0.00	0.00	4,377.00
01 2510 315 000	Accounting and Auditing Services	7,840.00	0.00	0.00	7,840.00
01 2510 330 000	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	315.00	300.00	0.00	615.00
01 2510 382 001	HS Telephone	906.41	268.59	0.00	1,175.00
01 2510 382 003	Elem Telephone	212.00	71.34	0.00	283.34
01 2510 440 000	Superintendent Copier/Mail Lease	142.53	142.53	0.00	285.06

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2510 531 001	HS Postage	1,000.00	0.00	0.75	999.25
01 2510 531 003	Elem Postage	1,014.85	0.00	0.00	1,014.85
01 2510 610 000	CENTRAL OFFICE SUPPLIES	315.13	0.00	0.00	315.13
01 2510 643 000	WEB/CLOUD BASED SOFTWARE	77.00	0.00	0.00	77.00
01 2510 810 000	DUES AND FEES	672.00	74.00	0.00	746.00
01 2510 890 000	Superintendent Secretary Misc. Expenses	2,010.00	29.50	0.00	2,039.50
01 2610 110 001	HS Custodian Salary	22,746.84	6,370.06	0.00	29,116.90
01 2610 110 003	Elem Custodian Salary	18,064.97	5,146.84	0.00	23,211.81
01 2610 116 000	Maintenance Director	27,386.68	6,846.67	0.00	34,233.35
01 2610 130 001	OVERTIME for Custodial	8.61	2.40	0.00	11.01
01 2610 130 003	OVERTIME for Custodial	39.70	7.11	0.00	46.81
01 2610 210 000	NON - INSTRUCTIONAL INSURANCE	4.20	1.05	0.00	5.25
01 2610 210 001	HS Custodian Insurance	83.67	22.84	0.00	106.51
01 2610 210 003	Elem Custodian Insurance	22.72	5.68	0.00	28.40
01 2610 216 000	Professional Staff	114.44	28.61	0.00	143.05
01 2610 220 000	Maint. Director FICA	76.76	19.19	0.00	95.95
01 2610 220 001	HS Custodian FICA	1,746.47	489.07	0.01	2,235.53
01 2610 220 003	Elem Custodian FICA	1,385.01	394.28	0.00	1,779.29
01 2610 226 000	Professional Staff	2,102.44	525.61	0.00	2,628.05
01 2610 230 001	HS Custodian Retirement	1,678.00	469.84	0.00	2,147.84
01 2610 230 003	Elem Custodian Retirement	1,330.70	378.81	0.00	1,709.51
01 2610 236 000	Professional Staff	2,012.92	503.23	0.00	2,516.15
01 2610 237 000	Increase Retirement Contributions	199.92	49.98	0.00	249.90
01 2610 237 001	HS Custodian In Retire Contributions	166.66	46.66	0.00	213.32
01 2610 237 003	Elem Custodian Inc Retirement Contributi	132.17	37.62	0.00	169.79
01 2610 280 000	CASH-IN-LIEU Maint.	1,000.00	250.00	0.00	1,250.00
01 2610 290 003	Elem Custodian LTD	60.34	16.17	0.00	76.51
01 2610 410 001	HS Water & Sewer	16,436.87	330.50	0.00	16,767.37
01 2610 410 003	Elem Water & Sewer	5,563.55	542.64	0.00	6,106.19
01 2610 431 001	HS Upkeep of Building	5,381.50	3,570.13	0.00	8,951.63
01 2610 431 003	Elem Upkeep of Building	3,766.33	2,838.82	0.00	6,605.15
01 2610 520 001	HS Building Insurance	60,400.93	0.00	0.00	60,400.93
01 2610 520 003	Elem Building Insurance	60,400.93	0.00	0.00	60,400.93
01 2610 610 001	HS Custodian Supplies	26,197.49	2,886.98	24.65	29,059.82
01 2610 610 003	Elem Custodian Supplies	16,120.48	0.00	0.00	16,120.48
01 2610 621 001	HS Utilities	63,922.25	13,869.33	0.00	77,791.58
01 2610 621 003	Elem Utilities	42,674.55	8,624.56	0.00	51,299.11
01 2620 340 001	HS MAINTENANCE PROFESSIONAL SERVICE	305.00	0.00	0.00	305.00
01 2620 420 001	HS Cleaning Service	45,860.00	8,805.00	0.00	54,665.00
01 2620 420 003	Elem Cleaning Service	38,362.00	7,599.00	0.00	45,961.00
01 2620 431 001	HS Repairs & Maintenance	10,352.84	1,996.13	0.00	12,348.97
01 2620 431 003	Elem Repairs & Maintenance	8,360.18	394.15	0.00	8,754.33
01 2620 440 001	HS Rentals of land, building, equip	150.00	0.00	0.00	150.00
01 2630 431 001	CARE & UPKEEP OF FB FIELD	4,314.95	1,130.00	0.00	5,444.95
01 2650 431 000	Vehicle Repairs & Maintenance	113.33	502.84	0.00	616.17
01 2650 520 000	Vehicle Insurance	10,000.00	0.00	0.00	10,000.00
01 2650 610 000	Vehicle Supplies	1,199.98	0.00	0.00	1,199.98
01 2650 626 000	Vehicle Gasoline	78.77	0.00	0.00	78.77
01 2660 340 000	Security Service	550.00	0.00	0.00	550.00
01 2660 610 000	Security Supplies	1,120.29	0.00	0.00	1,120.29
01 2710 110 000	Bus Driver Regular Ed Salary	74,200.34	18,596.41	223.98	92,572.77
01 2710 210 000	Bus Driver Regular Ed Insurance	423.57	37.22	0.00	460.79

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2710 220 000	Bus Driver Regular Ed FICA	5,678.21	1,423.27	0.06	7,101.42
01 2710 230 000	Bus Driver Regular Ed Retirement	2,892.84	701.09	0.00	3,593.93
01 2710 237 000	Bus Increase Retire Contributions	287.23	69.64	0.00	356.87
01 2710 290 000	Bus Driver Regular Ed LTD	320.00	80.00	0.00	400.00
01 2710 330 000	BUS PROFESSIONAL DEVEOPMENT	950.00	0.00	0.00	950.00
01 2710 520 000	Bus Insurance	27,169.80	0.00	0.00	27,169.80
01 2710 610 000	BUS SUPPLIES	929.59	31.98	0.00	961.57
01 2710 626 000	Bus Gas and Oil	15,608.60	14,414.89	0.00	30,023.49
01 2710 890 000	Bus Misc. Expenses	2,246.75	209.00	0.00	2,455.75
01 2712 110 000	Bus Driver Sped Salary	11,088.44	2,407.64	0.00	13,496.08
01 2712 112 000	PARAEDUCATORS SALARY	927.71	179.74	0.00	1,107.45
01 2712 210 000	Bus Driver Sped Insurance	2.36	0.08	0.00	2.44
01 2712 212 000	Bus Driver Sped Salary	2.25	0.54	0.00	2.79
01 2712 220 000	Bus Driver Sped FICA	848.37	184.18	0.00	1,032.55
01 2712 222 000	PARA FICA	70.94	13.77	0.00	84.71
01 2712 230 000	Bus Driver Sped Retirement	800.17	167.00	0.00	967.17
01 2712 232 000	PARAEDUCATOR RETIREMENT	68.17	13.21	0.00	81.38
01 2712 237 000	SPED Bus Inc Retire Contributions	86.28	17.89	0.00	104.17
01 2712 610 000	GENERAL SUPPLIES	700.00	0.00	0.00	700.00
01 2713 110 003	PreK Bus Driver	3,427.90	0.00	0.00	3,427.90
01 2713 112 003	PreK Bus Rider Para Salary	3,075.91	702.07	0.00	3,777.98
01 2713 210 003	PreK Driver Insurance	7.62	0.00	0.00	7.62
01 2713 220 003	PreK Driver FICA	262.68	0.00	0.00	262.68
01 2713 222 003	PreK Bus Rider Para FICA	235.34	53.71	0.00	289.05
01 2713 230 003	PreK Driver Retirement	252.38	0.00	0.00	252.38
01 2713 237 003	PreK Driver Increase Retirement Contributions	25.08	0.00	0.00	25.08
01 2720 111 000	Transportation Monitoring Services	1,224.00	306.00	0.00	1,530.00
01 2720 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	423.12	105.78	0.00	528.90
01 2720 221 000	TEACHER/PROFESSIONAL FICA	93.08	23.50	0.23	116.35
01 2720 231 000	TEACHER RETIREMENT	89.96	22.49	0.00	112.45
01 2720 237 000	Increase Retirement Contributions	8.92	2.23	0.00	11.15
01 2730 431 000	BUS & VEHICLE SERVICING & MAINTENANCE	32,477.06	11,532.30	0.00	44,009.36
01 2900 610 001	HS Field Trips	703.00	250.00	0.00	953.00
01 2900 610 001 0 001	Athletics	5,968.57	368.13	0.00	6,336.70
01 2900 610 001 2	Commencement	311.95	0.00	0.00	311.95
01 2900 890 001	EDUCATION QUEST	216.09	0.00	0.00	216.09
01 3100 110 000	Food Service Salary	(47.37)	21,227.27	21,179.90	0.00
01 3100 130 000	OVERTIME for Food Services	47.37	112.91	160.28	0.00
01 3100 210 000	NON - INSTRUCTIONAL INSURANCE	0.00	878.85	878.85	0.00
01 3100 220 000	Food Service FICA	0.00	1,632.54	1,632.54	0.00
01 3100 230 000	Food Service Retirement	0.00	1,379.84	1,379.84	0.00
01 3100 237 000	Food Service Inc Retire Contributions	0.00	137.08	137.08	0.00
01 3300 110 003	Rec Program Salary	18,090.93	3,971.21	0.00	22,062.14
01 3300 130 003	Rec Program OT	11.26	0.00	0.00	11.26
01 3300 220 003	Rec Program FICA	731.01	144.24	0.00	875.25
01 3300 230 003	Rec Program Retirement	702.38	138.58	0.00	840.96
01 3300 237 003	REC Inc Retirement Contributions	69.75	13.76	0.00	83.51
01 3300 330 003	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	0.00	0.00	0.00	0.00
01 3300 610 003	Rec Program Supplies	2,727.51	384.41	0.00	3,111.92
01 3535 110 003	HAL Para/Transportation	268.07	0.00	0.00	268.07
01 3535 113 003	HAL Sub	336.00	0.00	0.00	336.00

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 3535 220 003	HAL Para/Transportation	20.51	0.00	0.00	20.51
01 3535 223 003	SUBSTITUTE TEACHER FICA	25.70	0.00	0.00	25.70
01 3535 233 003	HAL Sub Retirement	24.70	0.00	0.00	24.70
01 3535 237 003	HAL Sub Increase Retirement Contributions	2.45	0.00	0.00	2.45
01 3535 610 000	HAL Supplies	1,226.97	130.00	0.00	1,356.97
01 3540 110 003	Preschool Para/Bus Driver/Custodian Sala	0.00	0.00	0.00	0.00
01 3540 111 003	Preschool Teacher/Principal Salary	12,468.40	3,117.10	0.00	15,585.50
01 3540 211 003	Preschool Teacher/Principal Insurance	72.56	18.14	0.00	90.70
01 3540 220 003	Preschool Para/Bus Driver/Custodian FICA	0.00	0.00	0.00	0.00
01 3540 221 003	Preschool Teacher/Principal FICA	956.20	239.30	0.25	1,195.25
01 3540 230 003	Preschool Para/BD/custodian RETIREMENT	0.00	0.00	0.00	0.00
01 3540 231 003	Preschool Teacher/Principal Retirement	916.44	229.11	0.00	1,145.55
01 3540 237 003	Preschool Inc Retire Contributions	91.00	22.75	0.00	113.75
01 3551 330 001	CTE PROFESSIONAL DEVELOPMENT	30.00	0.00	0.00	30.00
01 3551 610 001	CAREER EDUCATION SUPPLIES	6,758.37	0.00	0.00	6,758.37
01 6200 111 003	Title 1 Teacher Salary	14,119.44	3,529.86	0.00	17,649.30
01 6200 211 003	Title 1 Teacher Insurance	2,686.45	683.27	0.00	3,369.72
01 6200 221 003	Title 1 Teacher FICA	1,083.92	270.98	0.00	1,354.90
01 6200 231 003	Title 1 Teacher Retirement	1,037.79	259.45	0.00	1,297.24
01 6200 237 003	Title 1 Inc Retirement Contributions	103.08	25.77	0.00	128.85
01 6200 610 003	Title 1 Supplies	1,404.89	0.00	0.00	1,404.89
01 6310 111 000	SALARIES NCLB TITLE II A	8,700.00	0.00	0.00	8,700.00
01 6310 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	2,654.38	0.00	0.00	2,654.38
01 6310 221 000	TEACHER/PROFESSIONAL FICA NCLB TITLE IIA	661.97	0.00	0.00	661.97
01 6310 231 000	RETIREMENT NCLB TITLE II A	639.43	0.00	0.00	639.43
01 6310 237 000	Increase Retirement Contributions	63.55	0.00	0.00	63.55
01 6406 112 003	PARAEDUCATORS SALARY	1,604.06	0.00	0.00	1,604.06
01 6406 130 003	OVERTIME FOR NON-INSTRUCTIONAL	0.10	0.00	0.00	0.10
01 6406 220 003	IDEA FICA	0.01	0.00	0.00	0.01
01 6406 222 003	PARA FICA	122.69	0.00	0.00	122.69
01 6406 230 003	IDEA Retirement	0.01	0.00	0.00	0.01
01 6406 232 003	PARAEDUCATOR RETIREMENT	117.89	0.00	0.00	117.89
01 6406 237 003	Increase Retirement Contributions	11.70	0.00	0.00	11.70
01 6408 111 000	IDEA BIRTH-4 TEACHER SALARY	31,660.60	7,915.15	0.00	39,575.75
01 6408 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	3,177.16	825.53	74.74	3,927.95
01 6408 112 003	IDEA ENROLLMENT/POVERTY PARA SALARY	2,144.18	410.72	0.00	2,554.90
01 6408 211 000	IDEA BIRTH-4 TEACHER INSURANCE	4,805.16	1,208.50	0.00	6,013.66
01 6408 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	1,287.03	357.35	32.36	1,612.02
01 6408 221 000	IDEA BIRTH-4 TEACHER FICA	2,420.78	607.62	2.45	3,025.95
01 6408 221 003	TEACHER/PROFESSIONAL FICA	242.07	63.43	6.26	299.24
01 6408 222 003	IDEA ENROLLMENT/POVERTY PARA FICA	164.02	31.42	0.00	195.44
01 6408 231 000	IDEA BIRTH-4 TEACHER RETIREMENT	2,328.32	582.08	0.00	2,910.40
01 6408 231 003	TEACHER RETIREMENT	233.52	60.68	5.49	288.71
01 6408 232 003	IDEA ENROLLMENT/POVERTY PARA RETIREMENT	157.60	30.18	0.00	187.78

Fund: 01 GENERAL FUND

			Beginning Balance	Debits	Credits	Ending Balance
01 6408 237 000		Increase Retirement Contributions	231.21	57.81	0.00	289.02
01 6408 237 003		Increase Retirement Contributions	38.87	9.03	0.55	47.35
01 6408 281 000		IDEA BIRTH-4 CASH-IN-LIEU MED INS	0.00	0.00	0.00	0.00
01 6408 395 000		ECH ESU/DISTRICT CONTRACTED	206.70	68.90	0.00	275.60
01 6408 395 003		PREK CONTRACTED ESU SERVICES	206.67	68.89	0.00	275.56
01 6412 111 003		IDEA NONPUBLIC SALARIES	728.76	182.19	0.00	910.95
01 6412 211 003		IDEA NONPUBLIC TEACHER INSURANCE	3.31	0.82	0.00	4.13
01 6412 221 003		IDEA NONPUBLIC TEACHER FICA	55.93	13.99	0.00	69.92
01 6412 231 003		IDEA NONPUBLIC TEACHER RETIREMENT	53.56	13.39	0.00	66.95
01 6412 237 003		Increase Retirement Contributions	5.32	1.33	0.00	6.65
01 6700 111 000		SALARIES OF TEACHERS/PROFESSIONAL STAFF	525.00	0.00	0.00	525.00
01 6700 211 000		TEACHER BCBS, LIFE, VISION, DENTAL INSRU	216.54	0.00	0.00	216.54
01 6700 221 000		TEACHER/PROFESSIONAL FICA	39.80	0.00	0.00	39.80
01 6700 231 000		TEACHER RETIREMENT	38.59	0.00	0.00	38.59
01 6700 237 000		Increase Retirement Contributions	3.83	0.00	0.00	3.83
01 6990 610 001		GENERAL SUPPLIES	384.36	0.00	0.00	384.36
01 8000 912 000		FUND TRANSFERS TO LUNCH FUND	10,032.25	1,883.10	0.00	11,915.35
Total:	Expenditure		4,007,759.92	886,845.08	28,155.81	4,866,449.19
Total:	01		11,568,894.58	3,508,654.51	3,987,192.24	14,722,115.97

Fund: 02 Depreciation

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
02 101		CASH	494,559.41	41.66	0.00	494,601.07
Total:	Current Assets		494,559.41	41.66	0.00	494,601.07
Fund Balance						
02 704		FUND BALANCE	494,559.41	0.00	41.66	494,601.07
Total:	Fund Balance		494,559.41	0.00	41.66	494,601.07
Revenue						
02 1510		INTEREST ON INVESTMENTS	202.04	0.00	41.66	243.70
Total:	Revenue		202.04	0.00	41.66	243.70
Expenditure						
02 2650 890 000		DIST EXPENSE	5,500.00	0.00	0.00	5,500.00
02 2900 732 000		Bus Replacement	124,000.00	0.00	0.00	124,000.00
Total:	Expenditure		129,500.00	0.00	0.00	129,500.00
Total:	02		1,118,820.86	41.66	83.32	1,118,945.84

Fund: 03 Employee Benefit Fund

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
03 101		CASH	43,737.26	3,309.82	770.49	46,276.59
Total:	Current Assets		43,737.26	3,309.82	770.49	46,276.59
Fund Balance						
03 704		FUND BALANCE	40,934.29	0.00	3.69	40,937.98
03 704 3001		M. BATMAN	161.64	0.00	416.66	578.30
03 704 3002		A. CONN	1,666.64	0.00	416.66	2,083.30
03 704 3003		D. DOWDING	333.33	0.00	333.33	666.66
03 704 3005		K. LINKE	1,666.64	0.00	416.66	2,083.30
03 704 3006		R. PETSKA	163.79	528.30	516.66	152.15
03 704 3007		B. BROWN	427.89	0.00	125.00	552.89
03 704 3008		A. EASTEP	(733.10)	35.00	120.00	(648.10)
03 704 3009		R. GILL-ROSE	(712.96)	40.00	120.00	(632.96)
03 704 3010		M. KOTIK	(1,278.39)	167.19	275.00	(1,170.58)
03 704 3011		B. MCCREIGHT	240.00	0.00	25.00	265.00
03 704 3012		C. PESTER	1,333.28	0.00	83.33	1,416.61
03 704 3013		S. SULLIVAN	(407.96)	0.00	100.00	(307.96)
03 704 3014		K.VODICKA	(57.83)	0.00	357.83	300.00
Total:	Fund Balance		43,737.26	770.49	3,309.82	46,276.59
Revenue						
03 1510		INTEREST ON INVESTMENTS	16.24	0.00	3.69	19.93
03 5200 3001		M. BATMAN FUND TRANSFER	1,666.64	0.00	416.66	2,083.30
03 5200 3002		A. CONN FUND TRANSFERS	1,666.64	0.00	416.66	2,083.30
03 5200 3003		D. DOWDING FUND TRANSFER	1,333.32	0.00	333.33	1,666.65
03 5200 3005		K. LINKE FUND TRANSFERS	1,666.64	0.00	416.66	2,083.30
03 5200 3006		R. PETSKA FUND TRANSFERS	2,066.64	0.00	516.66	2,583.30
03 5200 3007		B. BROWN FUND TRANSFERS	500.00	0.00	125.00	625.00
03 5200 3008		A. EASTEP FUND TRANSFERS	742.78	0.00	120.00	862.78
03 5200 3009		R. GILL-ROSE FUND TRANSFERS	522.47	0.00	120.00	642.47
03 5200 3010		M. KOTIK FUND TRANSFERS	1,184.32	0.00	275.00	1,459.32
03 5200 3011		B. MCCREIGHT FUND TRANSFERS	100.00	0.00	25.00	125.00
03 5200 3012		C. PESTER FUND TRANSFERS	333.32	0.00	83.33	416.65
03 5200 3013		S. SULLIVAN FUND TRANSFERS	400.00	0.00	100.00	500.00
03 5200 3014		K. VODICKA FUND TRANSFERS	233.37	0.00	357.83	591.20
Total:	Revenue		12,432.38	0.00	3,309.82	15,742.20
Expenditure						
03 2900 291 000 0 601		M. BATMAN FSA/DEPENDENT CARE EXPENSE	1,505.00	0.00	0.00	1,505.00
03 2900 291 000 0 602		A. CONN FSA/DEPENDENT CARE	4,999.92	0.00	0.00	4,999.92
03 2900 291 000 0 603		D. DOWDING FSA/DEPENDENT CARE	2,249.97	0.00	0.00	2,249.97
03 2900 291 000 0 606		R. PETSKA	1,937.36	528.30	0.00	2,465.66
03 2900 291 000 0 607		B. BROWN FSA/DEPENDENT CARE	3,143.91	0.00	0.00	3,143.91
03 2900 291 000 0 608		A. EASTEP FSA/DEPENDENT CARE	1,624.06	35.00	0.00	1,659.06
03 2900 291 000 0 609		R. GILL FSA/DEPENDENT CARE	1,274.96	40.00	0.00	1,314.96
03 2900 291 000 0 610		M. KOTIK FSA/DEPENDENT CARE	2,461.88	167.19	0.00	2,629.07
03 2900 291 000 0 613		S. SULLIVAN FSA/DEPENDENT CARE	1,743.82	0.00	0.00	1,743.82
03 2900 291 000 0 614		K. VODICKA FSA/DEPENDENT CARE	346.20	0.00	0.00	346.20
Total:	Expenditure		21,287.08	770.49	0.00	22,057.57
Total:	03		121,193.98	4,850.80	7,390.13	130,352.95

Fund: 05 Activity Fund

		Beginning Balance	Debits	Credits	Ending Balance
Current Assets					
05 101	CASH	298,540.83	11,553.16	14,758.87	295,335.12
Total: Current Assets		298,540.83	11,553.16	14,758.87	295,335.12
Fund Balance					
05 704 0001	ATHLETICS	68,388.61	10,126.66	3,133.15	61,395.10
05 704 0002	ANNUAL	10,360.78	0.00	0.00	10,360.78
05 704 0003	BAND	3,308.75	332.75	0.00	2,976.00
05 704 0004	ELEMENTARY UNIT	10,395.64	335.65	20.70	10,080.69
05 704 0005	STUDENT COUNCIL	6,494.92	0.00	0.00	6,494.92
05 704 0006	FFA	19,863.88	58.60	2,605.00	22,410.28
05 704 0007	HIGH SCHOOL UNIT	1,086.95	67.24	20.70	1,040.41
05 704 0008	LIFE SKILLS	790.29	148.62	0.00	641.67
05 704 0009	FCCLA	4,023.96	203.12	64.25	3,885.09
05 704 0010	MISC ACCOUNT	4,167.22	0.00	0.00	4,167.22
05 704 0011	ART CLUB	623.13	229.96	0.00	393.17
05 704 0012	NATIONAL HONOR SOCIETY	1,489.59	155.30	0.00	1,334.29
05 704 0013	SPEECH	525.59	0.00	62.00	587.59
05 704 0014	1ST GRADE	677.58	0.00	0.00	677.58
05 704 0015	BOYS BASKETBALL	1,437.14	0.00	0.00	1,437.14
05 704 0016	CONCESSIONS	10,438.58	1,951.44	4,224.21	12,711.35
05 704 0017	GIRLS BASKETBALL	1,970.50	462.00	0.00	1,508.50
05 704 0019	INTEREST	1,352.01	0.00	24.95	1,376.96
05 704 0021	HS TRACK	9,566.72	0.00	0.00	9,566.72
05 704 0022	FIELDS SCHOLARSHIP	4,063.80	0.00	0.00	4,063.80
05 704 0023	CROSS COUNTRY	2,099.57	0.00	0.00	2,099.57
05 704 0024	INDUSTRIAL ARTS SHOP	3,021.43	78.86	0.00	2,942.57
05 704 0025	LIBRARY	955.72	0.00	0.00	955.72
05 704 0026	PARTY GROUP	769.76	0.00	0.00	769.76
05 704 0028	MUSICAL/DRAMA	9,228.10	346.61	0.00	8,881.49
05 704 0029	WRESTLING	3,036.23	75.00	506.20	3,467.43
05 704 0030	GENERAL FUND REIMBURSEMENT	0.00	100.00	0.00	(100.00)
05 704 0031	ELEM STUDENT COUNCIL	1,649.62	0.00	0.00	1,649.62
05 704 0032	WEIGHTS	8,921.76	0.00	0.00	8,921.76
05 704 0033	VOLLEYBALL ACCOUNT	1,963.89	0.00	0.00	1,963.89
05 704 0034	IMPREST FUND	2,000.00	0.00	0.00	2,000.00
05 704 0036	CHEERLEADING	1,883.00	230.00	0.00	1,653.00
05 704 0037	BENNET BACK-PACK PROGRAM	1,243.09	30.39	0.00	1,212.70
05 704 0039	FAMILY PASSES	10,305.00	0.00	130.00	10,435.00
05 704 0040	STUDENT FEES	9,040.00	0.00	0.00	9,040.00
05 704 0041	QUIZ BOWL	830.08	0.00	0.00	830.08
05 704 0042	JR HIGH BASKETBALL	654.00	0.00	0.00	654.00
05 704 0043	PANTHER STORE	3,803.60	50.18	1,388.00	5,141.42
05 704 0044	ELEM FUN RUN	20,152.11	0.00	0.00	20,152.11
05 704 0048	CHESS CLUB	127.80	0.00	0.00	127.80
05 704 0049	SHOW CHOIR/CHOIR	923.10	0.00	0.00	923.10
05 704 0050	CHROMEBOOK INSURANCE	21,085.23	0.00	0.00	21,085.23
05 704 0051	GOLF	1,863.76	0.00	0.00	1,863.76
05 704 0052	CIRCLE OF FRIENDS	1,379.13	0.00	0.00	1,379.13
05 704 0053	CLASS OF 2031	375.00	0.00	291.74	666.74
05 704 0054	UNIFIED SPORTS	1,160.69	0.00	0.00	1,160.69
05 704 0055	FOOTBALL	7,918.72	300.00	0.00	7,618.72
05 704 0056	ASPIRE ACADEMY	3,801.88	53.49	11.00	3,759.39
05 704 0057	CHICK-FIL-A GRANT/PLAYGROUND	1,050.00	0.00	0.00	1,050.00
05 704 0058	CLASS OF 2025	1,458.78	1,458.78	0.00	0.00

Fund: 05 Activity Fund

		Beginning Balance	Debits	Credits	Ending Balance
05 704 0059	CLASS OF 2026	3,671.19	0.00	0.00	3,671.19
05 704 0060	CLASS OF 2027	1,389.65	0.00	291.76	1,681.41
05 704 0061	CLASS OF 2028	896.58	0.00	291.76	1,188.34
05 704 0062	CLASS OF 2029	1,334.57	0.00	291.76	1,626.33
05 704 0063	HOSPITALITY FUND	5,007.71	0.00	0.00	5,007.71
05 704 0064	CLASS OF 2030	815.00	0.00	291.76	1,106.76
05 704 0065	JR HIGH VOLLEYBALL	198.84	0.00	0.00	198.84
05 704 0066	GIRLS WRESTLING REVENUE	1,500.60	450.00	318.00	1,368.60
05 704 0067	BASEBALL	0.00	0.00	72.00	72.00
Total: Fund Balance		298,540.83	17,244.65	14,038.94	295,335.12
Revenue					
05 1710 0001	ATHLETIC ADMISSIONS REVENUE	20,088.60	0.00	2,759.54	22,848.14
05 1710 0028	MUSICAL/DRAMA ADMISSIONS REVENUE	770.00	0.00	0.00	770.00
05 1790 0001	OTHER ACTIVITY REVENUE	2,414.00	0.00	208.61	2,622.61
05 1790 0002	ANNUAL REVENUE	600.00	0.00	0.00	600.00
05 1790 0003	BAND REVENUE	10,907.10	0.00	0.00	10,907.10
05 1790 0004	ELEMENTARY PRINCIPAL REVENUE	0.00	0.00	20.70	20.70
05 1790 0005	STUDENT COUNCIL REVENUE	1,094.00	0.00	0.00	1,094.00
05 1790 0006	FFA REVENUE	6,467.09	0.00	2,605.00	9,072.09
05 1790 0007	HIGH SCHOOL PRINCIPAL REVENUE	0.00	0.00	20.70	20.70
05 1790 0008	LIFE SKILLS REVENUE	368.32	0.00	0.00	368.32
05 1790 0009	FCCLA REVENUE	6,623.85	0.00	64.25	6,688.10
05 1790 0010	MISC ACCOUNT REVENUE	24,324.34	0.00	0.00	24,324.34
05 1790 0012	NATIONAL HONOR SOCIETY REVENUE	664.40	0.00	0.00	664.40
05 1790 0013	SPEECH REVENUE	424.44	0.00	62.00	486.44
05 1790 0015	BOYS BASKETBALL HS REVENUE	2,609.00	0.00	0.00	2,609.00
05 1790 0016	CONCESSIONS REVENUE	28,097.10	0.00	4,224.21	32,321.31
05 1790 0017	GIRLS BASKETBALL HS REVENUE	720.00	0.00	0.00	720.00
05 1790 0019	INTEREST REVENUE	106.33	0.00	24.95	131.28
05 1790 0021	HS TRACK	3,000.00	0.00	0.00	3,000.00
05 1790 0023	CROSS COUNTRY REVENUE	1,802.21	0.00	0.00	1,802.21
05 1790 0024	INDUSTRIAL ARTS SHOP REVENUE	1,473.20	0.00	0.00	1,473.20
05 1790 0025	LIBRARY REVENUE	26.00	0.00	0.00	26.00
05 1790 0029	WRESTLING REVENUE	672.20	0.00	506.20	1,178.40
05 1790 0030	GENERAL FUND REIMBURSEMENT REVENUE	11,146.59	0.00	0.00	11,146.59
05 1790 0031	ELEM STUDENT COUNCIL REVENUE	537.55	0.00	0.00	537.55
05 1790 0032	WEIGHTS REVENUE	100.00	0.00	0.00	100.00
05 1790 0033	VOLLEYBALL REVENUE	2,431.00	0.00	0.00	2,431.00
05 1790 0036	CHEERLEADING REVENUE	4,926.85	0.00	0.00	4,926.85
05 1790 0039	FAMILY PASSES REVENUE	10,435.00	0.00	130.00	10,565.00
05 1790 0040	STUDENT FEES REVENUE	9,080.00	0.00	0.00	9,080.00
05 1790 0043	PANTHER STORE	9,436.34	0.00	1,388.00	10,824.34
05 1790 0044	ELEM FUN RUN REVENUE	20,213.45	0.00	0.00	20,213.45
05 1790 0049	SHOW CHOIR/CHOIR REVENUE	1,724.05	0.00	0.00	1,724.05
05 1790 0050	CHROMEBOOK INSURANCE REVENUE	355.00	0.00	0.00	355.00
05 1790 0051	GOLF REVENUE	492.60	0.00	0.00	492.60
05 1790 0053	CLASS OF 2031 REVENUE	0.00	0.00	291.74	291.74
05 1790 0054	UNIFIED SPORTS REVENUE	600.00	0.00	0.00	600.00
05 1790 0055	FOOTBALL	1,088.00	0.00	0.00	1,088.00
05 1790 0056	ASPIRE ACADEMY REVENUE	5,058.99	0.00	11.00	5,069.99
05 1790 0058	CLASS OF 2025	0.00	1,458.78	0.00	(1,458.78)

Fund: 05 Activity Fund

		Beginning Balance	Debits	Credits	Ending Balance
05 1790 0059	CLASS OF 2026	66.01	0.00	0.00	66.01
05 1790 0060	CLASS OF 2027	531.00	0.00	291.76	822.76
05 1790 0061	CLASS OF 2028	0.00	0.00	291.76	291.76
05 1790 0062	CLASS OF 2029	0.00	0.00	291.76	291.76
05 1790 0064	CLASS OF 2030	0.00	0.00	291.76	291.76
05 1790 0065	JR HIGH VOLLEYBALL	393.96	0.00	0.00	393.96
05 1790 0066	GIRLS WRESTLING REVENUE	1,063.60	0.00	318.00	1,381.60
05 1790 0067	BASEBALL REVENUE	0.00	0.00	72.00	72.00
Total: Revenue		192,932.17	1,458.78	13,873.94	205,347.33
Expenditure					
05 2900 610 000 0 001	ATHLETIC EXPENSE	34,613.59	10,126.66	165.00	44,575.25
05 2900 610 000 0 003	BAND EXPENSE	10,102.32	332.75	0.00	10,435.07
05 2900 610 000 0 004	ELEMENTARY PRINCIPAL EXPENSE	314.54	335.65	0.00	650.19
05 2900 610 000 0 005	STUDENT COUNCIL EXPENSE	2,205.80	0.00	0.00	2,205.80
05 2900 610 000 0 006	FFA EXPENSE	12,617.65	58.60	0.00	12,676.25
05 2900 610 000 0 007	HIGH SCHOOL PRINCIPAL EXPENSE	305.86	67.24	0.00	373.10
05 2900 610 000 0 008	LIFE SKILLS EXPENSE	394.58	148.62	0.00	543.20
05 2900 610 000 0 009	FCCLA EXPENSE	4,812.58	203.12	0.00	5,015.70
05 2900 610 000 0 010	MISC. ACCOUNT EXPENSE	23,518.05	0.00	0.00	23,518.05
05 2900 610 000 0 011	ART CLUB EXPENSE	25.09	229.96	0.00	255.05
05 2900 610 000 0 012	NATIONAL HONOR SOCIETY EXPENSE	227.32	155.30	0.00	382.62
05 2900 610 000 0 013	SPEECH EXPENSE	142.23	0.00	0.00	142.23
05 2900 610 000 0 015	BOYS BASKETBALL HS EXPENSE	1,808.22	0.00	0.00	1,808.22
05 2900 610 000 0 016	CONCESSION EXPENSE	25,691.06	1,951.44	0.00	27,642.50
05 2900 610 000 0 017	GIRLS BASKETBALL EXPENSE	556.20	462.00	0.00	1,018.20
05 2900 610 000 0 023	CROSS COUNTRY	1,705.76	0.00	0.00	1,705.76
05 2900 610 000 0 024	INDUSTRIAL ARTS SHOP EXPENSE	222.06	78.86	0.00	300.92
05 2900 610 000 0 025	LIBRARY EXPENSE	26.18	0.00	0.00	26.18
05 2900 610 000 0 028	MUSICAL/DRAMA EXPENSE	1,864.92	346.61	0.00	2,211.53
05 2900 610 000 0 029	WRESTLING EXPENSE	449.00	75.00	0.00	524.00
05 2900 610 000 0 030	GENERAL FUND REIMBURSEMENT EXPENSE	1,611.59	100.00	0.00	1,711.59
05 2900 610 000 0 031	ELEM STUDENT COUNCIL EXPENSE	490.56	0.00	0.00	490.56
05 2900 610 000 0 033	VOLLEYBALL EXPENSE	3,488.56	0.00	0.00	3,488.56
05 2900 610 000 0 036	CHEERLEADING EXPENSE	9,059.25	230.00	0.00	9,289.25
05 2900 610 000 0 037	BENNET BACK-PACK PROGRAM EXPENSE	182.38	30.39	0.00	212.77
05 2900 610 000 0 039	FAMILY PASSES EXPENSE	130.00	0.00	0.00	130.00
05 2900 610 000 0 040	STUDENT FEES EXPENSE	40.00	0.00	0.00	40.00
05 2900 610 000 0 043	PANTHER STORE	10,330.59	50.18	0.00	10,380.77
05 2900 610 000 0 044	ELEM FUN RUN EXPENSE	811.34	0.00	0.00	811.34
05 2900 610 000 0 049	SHOW CHOIR/CHOIR EXPENSE	906.38	0.00	0.00	906.38
05 2900 610 000 0 050	CHROMEBOOK INSURANCE EXPENSE	40.00	0.00	0.00	40.00
05 2900 610 000 0 051	GOLF EXPENSE	0.00	0.00	0.00	0.00
05 2900 610 000 0 054	UNIFIED SPORTS	504.90	0.00	0.00	504.90
05 2900 610 000 0 055	FOOTBALL	2,287.40	300.00	0.00	2,587.40
05 2900 610 000 0 056	ASPIRE ACADEMY	6,731.04	53.49	0.00	6,784.53
05 2900 610 000 0 060	CLASS OF 2027	259.68	0.00	0.00	259.68
05 2900 610 000 0 063	HOSPITALITY FUND	1,228.86	0.00	0.00	1,228.86
05 2900 610 000 0 065	JR HIGH VOLLEYBALL	4,350.64	0.00	0.00	4,350.64
05 2900 610 000 0 066	GIRLS WRESTLING	738.00	450.00	0.00	1,188.00
Total: Expenditure		164,794.18	15,785.87	165.00	180,415.05
Total: 05		954,808.01	46,042.46	42,836.75	976,432.62

Fund: 06 LUNCH FUND

				Beginning Balance	Debits	Credits	Ending Balance
Current Assets							
06 101			CASH	27,528.91	38,639.16	47,185.65	18,982.42
	Total:	Current Assets		27,528.91	38,639.16	47,185.65	18,982.42
Fund Balance							
06 704			FUND BALANCE	27,528.91	47,185.65	38,639.16	18,982.42
	Total:	Fund Balance		27,528.91	47,185.65	38,639.16	18,982.42
Revenue							
06 1510			INTEREST ON INVESTMENTS	19.44	0.00	2.78	22.22
06 1620			DAILY SALES OF BREAK/LUNCH/MILK	117,513.36	0.00	25,631.42	143,144.78
06 3150			STATE REIMBURSEMENT(OF NUTRITION PROG)	186.98	0.00	0.00	186.98
06 4210			FEDERAL REIMBURSEMENT OF NUTR PROGRAM	47,314.00	0.00	10,103.37	57,417.37
06 5690			OTHER NON-REVENUE RECEIPTS	(162.64)	0.00	227.45	64.81
	Total:	Revenue		164,871.14	0.00	35,965.02	200,836.16
Expenditure							
06 3100 110 000			SALARIES TO NON-INSTRUCTIONAL EMPLOYEES	94,768.97	21,340.18	0.00	116,109.15
06 3100 290 000			LUNCH PROGRAM EMPLOYEE BENEFITS	17,269.60	6,464.86	2,476.51	21,257.95
06 3100 333 000			MILEAGE PAID TO STAFF	78.40	0.00	0.00	78.40
06 3100 610 000			LUNCH SUPPLIES	2,849.80	315.17	67.84	3,097.13
06 3100 630 000			LUNCH PROGRAM FOOD EXPENSES	97,498.66	18,632.20	129.79	116,001.07
06 3100 810 000			DUES AND FEES	2,014.05	433.24	0.00	2,447.29
06 3100 890 000			LUNCH PROGRAM MISC. EXPENSES	259.95	0.00	0.00	259.95
	Total:	Expenditure		214,739.43	47,185.65	2,674.14	259,250.94
	Total:	06		434,668.39	133,010.46	124,463.97	498,051.94

Fund: 07 2021 REFINANCED (2016) A & B BONDS

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
07 101		CASH	76,092.51	60,677.21	606.69	136,163.03
07 101 1300		CASH	810,221.71	0.00	0.00	810,221.71
07 900		Cash County Treasurer	411,820.80	0.00	0.00	411,820.80
Total:	Current Assets		1,298,135.02	60,677.21	606.69	1,358,205.54
Fund Balance						
07 704		FUND BALANCE	1,298,135.02	606.69	60,677.21	1,358,205.54
Total:	Fund Balance		1,298,135.02	606.69	60,677.21	1,358,205.54
Revenue						
07 1100		LOCAL PROPERTY TAXES	208,284.34	606.69	60,318.21	267,995.86
07 1115		CARLINE TAXES	12.71	0.00	0.00	12.71
07 1140		Interest Levied Tax	413.12	0.00	350.93	764.05
07 1510		INTEREST	172.39	0.00	8.07	180.46
07 3130		HOMESTEAD EXEMPTION	1,814.80	0.00	0.00	1,814.80
07 3180		PRO-RATE MOTOR VEHICLE	138.35	0.00	0.00	138.35
Total:	Revenue		210,835.71	606.69	60,677.21	270,906.23
Expenditure						
07 5000 830 000		DEBT-RELATED EXPENSES	400.00	0.00	0.00	400.00
07 5000 831 000		REDEMPTION OF PRINCIPAL	540,000.00	0.00	0.00	540,000.00
07 5000 832 000		INTEREST ON LONG-TERM DEBT	64,081.25	0.00	0.00	64,081.25
Total:	Expenditure		604,481.25	0.00	0.00	604,481.25
Total:	07		3,411,587.00	61,890.59	121,961.11	3,591,798.56

Fund: 08 Special Building Fund

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
08 101		CASH - FARMER & MERCHANTS BANK	327,582.53	14,951.88	149.25	342,385.16
08 101 1400		CASH	841,820.10	0.00	0.00	841,820.10
08 101 1600		CASH	66,232.83	0.00	0.00	66,232.83
08 106		SAVINGS CERTIFICATES	50,000.00	0.00	0.00	50,000.00
08 106 1		SAVINGS CERTIFICATES	512,922.15	0.00	0.00	512,922.15
08 900		Cash County Treasurer	35,716.59	0.00	0.00	35,716.59
Total:	Current Assets		1,834,274.20	14,951.88	149.25	1,849,076.83
Fund Balance						
08 704		FUND BALANCE	1,834,274.20	149.25	14,951.88	1,849,076.83
Total:	Fund Balance		1,834,274.20	149.25	14,951.88	1,849,076.83
Revenue						
08 1100		LOCAL PROPERTY TAXES	20,885.91	149.25	14,885.18	35,621.84
08 1115		CARLINE TAXES	3.65	0.00	0.00	3.65
08 1140		Interest Levied Tax	57.09	0.00	39.33	96.42
08 1510		INTEREST on CD'S AND INVESTMENTS	216.83	0.00	27.37	244.20
08 5690		OTHER NON-REVENUE RECIEPTS	710.42	0.00	0.00	710.42
Total:	Revenue		21,873.90	149.25	14,951.88	36,676.53
Expenditure						
08 2610 720 000		BUILDINGS	174,349.58	0.00	0.00	174,349.58
08 2610 810 000		DUES AND FEES	500,000.00	0.00	0.00	500,000.00
Total:	Expenditure		674,349.58	0.00	0.00	674,349.58
Total:	08		4,364,771.88	15,250.38	30,053.01	4,409,179.77

Fund: 09 Qualified Capital Purpose Fund

				Beginning Balance	Debits	Credits	Ending Balance
Current Assets							
09 101			CASH	151,292.46	12,343.65	123.00	163,513.11
	Total:	Current Assets		151,292.46	12,343.65	123.00	163,513.11
Other Assets							
09 900			Cash County Treasurer	11,401.36	0.00	0.00	11,401.36
	Total:	Other Assets		11,401.36	0.00	0.00	11,401.36
Fund Balance							
09 704			FUND BALANCE	162,693.82	123.00	12,343.65	174,914.47
	Total:	Fund Balance		162,693.82	123.00	12,343.65	174,914.47
Revenue							
09 1100			LOCAL PROPERTY TAXES	17,525.05	123.00	12,250.31	29,652.36
09 1115			CARLINE TAXES	5.47	0.00	0.00	5.47
09 1140			Interest Levied Tax	90.53	0.00	49.54	140.07
09 1510			INTEREST ON INVESTMENTS	87.97	0.00	12.85	100.82
09 3180			PRO-RATE MOTOR VEHICLE	24.11	0.00	30.95	55.06
	Total:	Revenue		17,733.13	123.00	12,343.65	29,953.78
Expenditure							
09 5000 830 000			DEBT-RELATED EXPENSES	200.00	0.00	0.00	200.00
09 5000 831 000			REDEMPTION OF PRINCIPAL	135,000.00	0.00	0.00	135,000.00
09 5000 832 000			INTEREST ON LONG-TERM DEBT	7,303.75	0.00	0.00	7,303.75
	Total:	Expenditure		142,503.75	0.00	0.00	142,503.75
	Total:	09		485,624.52	12,589.65	24,810.30	522,286.47

Fund: 13 2022 Bond

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
13 101		CASH	303,098.64	168,093.08	1,677.09	469,514.63
Total:	Current Assets		303,098.64	168,093.08	1,677.09	469,514.63
Fund Balance						
13 704		FUND BALANCE	303,098.64	1,677.09	168,093.08	469,514.63
Total:	Fund Balance		303,098.64	1,677.09	168,093.08	469,514.63
Revenue						
13 1100		LOCAL PROPERTY TAXES	272,872.25	1,677.09	167,044.94	438,240.10
13 1115		CARLINE TAXES	65.96	0.00	0.00	65.96
13 1140		Interest Levied Tax	1,181.61	0.00	663.89	1,845.50
13 1510		INTEREST ON INVESTMENTS	290.97	0.00	30.67	321.64
13 3180		PRO-RATE MOTOR VEHICLE	309.90	0.00	353.58	663.48
Total:	Revenue		274,720.69	1,677.09	168,093.08	441,136.68
Expenditure						
13 5000 830 000		DEBT-RELATED EXPENSES	280,600.00	0.00	0.00	280,600.00
13 5000 831 000		REDEMPTION OF PRINCIPAL	388,368.76	0.00	0.00	388,368.76
13 5000 832 000		INTEREST ON LONG-TERM DEBT	112,875.00	0.00	0.00	112,875.00
Total:	Expenditure		781,843.76	0.00	0.00	781,843.76
Total:	13		1,662,761.73	171,447.26	337,863.25	2,162,009.70

Fund: 14 RIVERSTONE BANK - CONSTRUCTION

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
14 101		CASH	187,158.38	977.51	56,929.02	131,206.87
Total:	Current Assets		187,158.38	977.51	56,929.02	131,206.87
Fund Balance						
14 704		FUND BALANCE	187,158.38	56,929.02	977.51	131,206.87
Total:	Fund Balance		187,158.38	56,929.02	977.51	131,206.87
Revenue						
14 1510		INTEREST ON INVESTMENTS	6,585.80	0.00	977.51	7,563.31
Total:	Revenue		6,585.80	0.00	977.51	7,563.31
Expenditure						
14 2610 720 000		BUILDINGS	661,247.52	56,929.02	0.00	718,176.54
Total:	Expenditure		661,247.52	56,929.02	0.00	718,176.54
Total:	14		1,042,150.08	114,835.55	58,884.04	988,153.59

Fund: 16 RIVERSTONE BANK - SPECIAL BUILDING

				Beginning Balance	Debits	Credits	Ending Balance
Current Assets							
16 101			CASH	69,578.45	63,019.21	58,578.25	74,019.41
	Total:	Current Assets		69,578.45	63,019.21	58,578.25	74,019.41
Fund Balance							
16 704			FUND BALANCE	69,578.45	58,578.25	63,019.21	74,019.41
	Total:	Fund Balance		69,578.45	58,578.25	63,019.21	74,019.41
Revenue							
16 1100			LOCAL PROPERTY TAXES	3,189.56	60.23	5,993.86	9,123.19
16 1115			CARLINE TAXES	3.86	0.00	0.00	3.86
16 1140			Interest Levied Tax	54.07	0.00	28.70	82.77
16 1510			INTEREST ON INVESTMENTS	86.58	0.00	14.27	100.85
16 3180			PRO-RATE MOTOR VEHICLE	11.55	0.00	53.36	64.91
16 5200			TRANSFERS	661,247.52	0.00	56,929.02	718,176.54
	Total:	Revenue		664,593.14	60.23	63,019.21	727,552.12
Expenditure							
16 4500 610 000			GENERAL SUPPLIES	31,459.65	210.00	0.00	31,669.65
16 4500 720 000			BUILDINGS	629,787.87	58,308.02	0.00	688,095.89
	Total:	Expenditure		661,247.52	58,518.02	0.00	719,765.54
	Total:	16		1,464,997.56	180,175.71	184,616.67	1,595,356.48

NEBRASKA
DEPARTMENT OF EDUCATION

2025-26 Teacher Vacancy Survey Report Summary

The Nebraska Department of Education (NDE) conducted the 2025-26 Teacher Vacancy Survey in the fall of 2025. All public-school districts, nonpublic school systems and Educational Service Units (ESU) have been included in the collection of data. For purposes of this report, the ESU data has been combined with the public-school data (district) while the nonpublic data (system) is combined with them into the total counts. This summary shows the totals. For the separate district and system counts, see the full report.

The survey of all 434 Nebraska districts/systems (261 PK-12 public school districts and ESUs, and 173 nonpublic school systems) in the state requested the following information:

- The number of districts/systems that could not find fully qualified teachers* to fill positions;
- The endorsement areas of the positions that were unfilled**;
- The reasons why the applicant pool was not sufficient; and
- What the district/system did to address the unfilled positions.

The overall response rate climbed to **81.80%**, marking the strongest participation the survey has ever received. The district rate (public/ESU) was 255 of 261 responding for a 97.70% response rate, while the system rate (nonpublic) was 100 of 173 responding for a 57.80% response rate. Participation by public districts, ESUs, and nonpublic systems increased nearly 10% this year. Unfilled positions in descending order by endorsement area (excluding Other and Middle Level – include under content area) are as follows:

	Unfilled**		Vacant ***		Unfilled**		Vacant ***
Endorsement Area	#	%	#	**Endorsement Area**	#	%	#
Special Education	**140.00**	**28.59%**	42.50	School Counselor	**18.00**	**3.68%**	1.00
Elementary Education	**61.75**	**12.61%**	5.00	Art	**15.50**	**3.17%**	1.00
Career Education Areas	**36.75**	**7.50%**	10.00	School Psychologist	**15.50**	**3.17%**	7.50
Science	**30.50**	**6.23%**	6.00	Music Instrumental/Vocal	**12.50**	**2.55%**	4.00
Mathematics	**27.25**	**5.56%**	2.00	World Language	**11.40**	**2.33%**	2.00
Speech Language Pathology	**23.40**	**4.78%**	14.40	ESL/ELL[+]	**9.00**	**1.84%**	0
Language Arts	**20.50**	**4.19%**	1.00	School Library	**7.00**	**1.43%**	0
Early Childhood Education Areas	**19.00**	**3.88%**	7.00	Social Studies/Social Science	**2.00**	**0.41%**	0
Health and/or Physical Education	**18.00**	**3.68%**	2.00				

[+]ESL/ELL are traditional shortage areas for federal consideration, so Nebraska recognizes them as well.

Overall, there were 135 districts/systems reporting unfilled positions, or 38.03% of the returned sample, at the beginning of the 2025-26 school year.

Districts/systems reported 489.70 positions as unfilled with fully qualified personnel, and 111.40 left vacant for 2025-26. Of the 489.70 unfilled positions, 123 positions (25.12%) were in districts/systems with **less than 500** students.

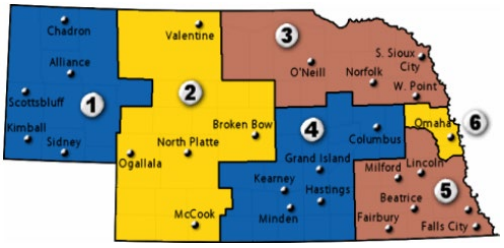
For the purposes of this survey:

***Fully qualified teacher** is an individual who holds an Initial, Standard, or Professional Nebraska teaching certificate with the appropriate endorsement for the assigned class and the professional attributes sought by the school district.

****Unfilled** refers to a position that was filled by someone other than a fully qualified teacher **or** a position that was left vacant.

*****Vacant** refers to a position that was not filled at all – i.e., in Special Education of the 140.00 unfilled positions, 97.5 have teachers and 42.50 were left vacant.

2025-2026 Teacher Vacancy Survey Report Summary Continued



1 – Western
2 – West Central
3 – Northeast
4 – Central
5 – Southeast
6 – Metro

Region	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts/Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled Vacant for Region
Western	13	9.63%	28.35	5.79%	8.00	28.22%
West Central	20	14.81%	29.50	6.02%	5.00	16.95%
Northeast	23	17.04%	56.50	11.54%	26.00	46.02%
Central	33	24.44%	75.75	15.47%	18.50	24.42%
Southeast	23	17.04%	124.95	25.52%	36.90	29.53%
Metro	23	17.04%	174.65	35.66%	17.00	9.73%
Total	**135**	**100.00%**	**489.70**	**100.00%**	**111.40**	**Avg. 25.81%**

Districts/systems were allowed to identify multiple reasons for unfilled** positions. Of the 135 districts/systems reporting unfilled positions, the main reasons given were divided between "*No applicants*" (60%) and "*No fully qualified applicants based on endorsement area"* (18%).

The survey offered solutions from which districts/systems could choose from when identifying how they solved the dilemma of unfilled** positions. The most frequently reported solutions for unfilled positions include: "*Position was not filled*" (20%); "*Hired a person who holds a provisional permit in the content area*" (17%); *"Hired a person NOT appropriately endorsed in the content area"* (14%); and *"Used substitute teachers"* (11%). For further information, see Tables 10a-c in the full report.

Of the 17 endorsement shortage areas, six have been designated shortage areas each year for the last 15 years: Language Arts, Mathematics, Science, Special Education, Speech-Language Pathology, and World Language. In addition to these, 8 others have been designated shortage areas each of the last five years: Career Education Areas; Art; Early Childhood Education; Health and/or Physical Education; School Counselor; School Library; School Psychologist; and Music/Instrumental/Vocal.

Find the full report at https://www.education.ne.gov/educatorprep/teacher-shortage-survey/. Tables included in the Report Summary combine public and nonpublic system responses. The full report provides an analysis of public and nonpublic in separate tables as well.

For the purposes of this survey:

***Fully qualified teacher** is an individual who holds an Initial, Standard, or Professional Nebraska teaching certificate with the appropriate endorsement for the assigned class and the professional attributes sought by the school district.

****Unfilled** refers to a position that was filled by someone other than a fully qualified teacher **or** a position that was left vacant.

*****Vacant** refers to a position that was not filled at all – i.e., in Special Education of the 140.00 unfilled positions, 97.5 have teachers and 42.50 were left vacant.

Teacher Vacancy Survey Comparison

The Nebraska Department of Education (NDE) administers the Teacher Vacancy Survey to assess shortage areas annually. This report serves as a comparison between the 2025 and 2024 survey results.

To view the full reports, visit education.ne.gov.

Responses

2025 **82%**

2024 **71%**

In 2025, 355 of 434 (82%) districts/systems responded. In 2024, 310 of 436 (71%) districts/systems responded.

Unfilled Positions

2025 **489**

2024 **669**

In 2025, 135 respondents reported 489.70 unfilled positions compared to 153 reporting 669.35 in 2024.

Vacancies

2025 **23%**

2024 **30%**

In 2025, 111.40 of 489.70 (23%) positions were vacant. In 2024, 200.65 of 669.35 (30%) positions were vacant.

Top Unfilled

2025 **Special Education**

2024 **Special Education**

Special Education topped the list of unfilled positions by endorsement area with 140 in 2025 and 149 in 2024.

Top Reason:

2025

Of 135 respondents, 60% reported *"No applicants,"* and 18 % reported *"No fully qualified applicants."*

2024

Of 153 respondents, 63% reported "No applicants," and 15 % reported "No fully qualified applicants."

Top Solution:

In 2025, 20% of respondents reported the **"Position was not filled."**

In 2024, 22% of respondents reported the **"Position was not filled."**

Top 5 Unfilled:

2025
1. Special Education
2. Elementary Ed.
3. Career Education
4. Science
5. Mathematics

2024
1. Special Education
2. Elementary Ed.
3. Career Education
4. Language Arts
5. Early Childhood

Rev. Dec. 2025
Office of Coordinated School and District Support

Press Release: Nebraska Sees Improving Trends in Addressing Teacher Vacancies According to 2025-26 Survey Results

The Nebraska Department of Education (NDE) has released the results of the 2025-26 Teacher Vacancy Survey, highlighting significant improvements in staffing stability and record-breaking participation from school systems across the state.

Participation in the annual survey reached an all-time high this year, with an 81.80% response rate from Public and nonpublic schools and the states Educational Service Units (ESU). A total of 355 out of 434 districts and systems shared their staffing data, a notable increase from the 71% participation rate (310 districts and systems) recorded in 2024.

While the educator shortage remains a priority, the 2025-26 data shows a downward trend in unfilled positions compared to the previous year:

- **Unfilled Positions:** Reported unfilled positions dropped to 489.70 in 2025, down from 669.35 in 2024.
- **Total Vacancies:** The number of positions left completely vacant also decreased. In 2025, 23% (111.40) of unfilled positions remained vacant, compared to 30% (200.65) in 2024.
- **Impacted Districts:** The number of districts reporting unfilled positions fell from 153 in 2024 to 135 this year.

Special Education continues to be the endorsement area with the highest need, representing 140 unfilled positions in 2025, a slight improvement from 149 in 2024. The top five areas of need for 2025 were rounded out by Elementary Education, Career Education, Science, and Mathematics.

The primary reason schools struggle to staff classrooms remains a lack of candidates. In 2025, 60% of districts reported "No applicants" as their main challenge, while 18% cited a lack of fully qualified applicants.

When positions cannot be filled with fully qualified personnel, the most frequent outcome in 2025 was leaving the position unfilled (20%), though this occurred less frequently than the 22% reported in 2024.

"The increase in survey participation gives us the most accurate picture to date of the workforce landscape in Nebraska," said Nebraska Commissioner of Education Brian Maher. "While it is encouraging to see the total number of unfilled positions and vacancies decreasing, we remain committed to supporting districts still facing these challenges".

In December, the State Board of Education approved the NDE's 5-year strategic plan which included a strategic priority to grow the educator pipeline. The board set a goal to cut the number of vacant teacher positions in half by 2030. To combat these shortages, Nebraska continues to leverage the Excellence in Teaching Act through the Nebraska Coordinating Council of Postsecondary Education, which provides forgivable loans to students and current teachers pursuing endorsements in high-need areas. Additionally, the state has introduced alternative certification pathways and removed barriers such as the basic skills

Praxis Core test to attract a wider pool of talent to the profession. The Department is also working with districts statewide in the teacher apprenticeship program, offering paraprofessionals a new pathway to become teachers.

The Nebraska Legislature also enacted two teacher grant programs. The Teacher Recruitment and Retention Act Program is focused on teachers with 2, 4, or 6 years of service, and teachers who obtain and teach in high need endorsement areas. The Teach in Nebraska Today Program began in the 2023-2024 school year and is aimed at attracting individuals interested in the teaching profession and support their employment as classroom teachers by offering a $5,000 grant for their service within the state. A recent program evaluation survey showed 84% of participating teachers reported that the grant improved their financial stability and 82% of respondents indicating it influenced their decision to remain in the teaching profession in Nebraska. Furthermore, 85% of teachers reported that the grant made them feel more valued by the state.

The full 2025-26 report and historical comparisons can be found at: https://www.education.ne.gov/educatorprep/teacher-shortage-survey/.

District OR-1 Memorial Policy "Draft" for Review and Discussion
Community Relations: 1000 Policy Series
First Reading: March 14, 2022
Second Reading: April 11, 2022

Policy No. 1320

District Memorial Policy

- The loss of a loved one is always very difficult and the desire to remember that loved one is significant. The staff and administration of District OR-1 will adhere to the following guidelines when memorializing deceased students and staff.

District Guidelines:

- **Funerals:**
  - School will not be routinely dismissed for funerals.
  - Parental permission is required in order for students to attend funerals.
  - Using school grounds or facilities for funerals will not be allowed.
  - Parents need to provide for the transportation needs of their students to and from the funeral as well as the emotional support necessary before, during, and after the service. It is for those reasons that District OR-1 will not transport students to and from funerals.

- **Memorials and Monetary Donations**
  - The superintendent or his/her designee has the discretion to make the final decision on any requested memorial project
  - Memorials and monetary donations will be allowed for students who attended District OR-1, staff who served the district, and community members.
  - All visible memorials will be of the same design. The design of the memorial will be a plaque or inscription no bigger than 8" X 10". The top of the plaque or inscription will contain the words, "In Memory of" with the deceased's name appearing below.
  - The plaque or inscription will have no pictures or other ornamentation.
  - The plaque may be affixed to an approved donated item, such as a tree, bench, flower planter, or picture or an inscription may be made directly on the donated item.
  - The plaque or inscribed item will be offered to the parents, spouse, or relatives of the deceased when it is removed.
  - If no one wants the plaque or inscribed item, it will be disposed of.
  - All memorials must be pre-approved by the administration and may be removed by the administration.
  - No memorials will be acceptable that alter the conduct of a regular school day.
  - No memorials will be acceptable that alter school activities or the school activities schedule.
  - No memorials will be acceptable that require the retirement or discontinued use of school property.

- No memorials will be acceptable that infringe on the separation of church and state.
- No memorials will be acceptable that require the use of public funds for purchase, development, or maintenance.
- Money may be donated to a fund on behalf of the deceased and commemorated with an appropriate size plaque as designated above.
- Memorial inscriptions should read, *"In Memory of"* followed by the deceased's name.
- Anyone donating money to the school on behalf of the deceased may make suggestions on how the money is to be used, but the final determination of how the funds will be used will be made by the administration.
- If those donating the funds cannot agree to this condition, the money will be returned.

- A partial and acceptable list of items that might be purchased with memorial funds include:
  - Purchase of library books
  - Purchase of computers
  - Purchase of software
  - Purchase of athletic equipment
  - Purchase of shop or technical equipment
  - Monetary gifts designated to a specific curricular area
  - Landscaping improvements to the school's property
  - Purchase of improvements to the school's physical plant

<u>Honors, Flower Arrangements, and Diplomas</u>

- Honorary diplomas may be privately awarded to the family of students who were enrolled in grades 9-12 at District OR-1 at the time of their death.
- A flower arrangement will be placed at the graduation ceremony with the notation that it is *"in honor of all classmates who couldn't be with us today."*
- No scholarships or awards in the deceased's name will be set up by the school.
- Scholarships, awards, and monetary donations in the deceased's name shall be arranged with the **Foundation For Knowledge.**

The Board of Education recognizes that the guidelines listed above are not an all-encompassing list and respectfully reserves the right to exercise its best judgment for those instances not covered by the guidelines appearing above.

Date of First Reading: Monday, March 14, 2022
Date of Second Reading: Monday April 11, 2022

Family and Community Workshop

PRESENTED BY MOURNING HOPE GRIEF CENTER

TUESDAY | JANUARY 27, 2026 | 6:30 PM
BENNET ELEMENTARY SCHOOL

An opportunity for District OR-1 families and community members to learn about grief, how to healthily grieve yourself, and best ways to support children through the grief process.

Daycare will be provided in the gym.

Doors open at 6pm for families to gather prior if you wish to.

District OR-1 Memorial Policy "Draft" for Review and Discussion
Community Relations: 1000 Policy Series
First Reading: March 14, 2022
Second Reading: April 11, 2022

Policy No. 1320

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Date of First Reading: Monday, March 14, 2022
Date of Second Reading: Monday April 11, 2022

SWATTING CALLS AND HOAX THREATS

Homeland Security

Introduction

Throughout the country, schools, hospitals, businesses, places of worship, non-governmental organizations, and individuals to include U.S. government officials, journalists, celebrities, online gamers, and many others have increasingly been victims of swatting calls and hoax threats. These incidents cause fear and potentially dangerous interactions with law enforcement. Swatting calls and hoax threats are a daily occurrence, often come in clusters across the U.S., and are typically made to harass, intimidate, and/or retaliate against their intended target.

Swatting and Hoax Threats



Swatting is making malicious hoax calls to emergency services to falsely report an ongoing emergency such as a violent crime or explosive device at a certain location. The intent is to cause large-scale deployment of Special Weapons and Tactics (SWAT) teams, bomb squads, and other police resources. Individuals and institutions are often unaware of the emergency response, causing confusion, frustration, and potential use of force that may result in harm for the target and responding officials.



Hoax threats are designed to disrupt, distract, or harass locations or organizations. Threats may come in via e-mail, social media, or to a listed phone number in the form of active shooter incidents, bomb threats, hostage situations, or other acts of violence. Threats should be treated seriously and reported to law enforcement who will evaluate and verify if the threat is a hoax.

On January 12, 2024, DHS, the Federal Bureau of Investigation (FBI), and the National Counterterrorism Center issued a bulletin, Malicious Actors Threaten U.S. Synagogues, Schools, Hospitals, and Other Institutions With Bomb Threats, tracking more than 100 separate threats to over 1,000 institutions across 42 states and the District of Columbia over a one-month period.

If you receive a threat, call 9-1-1. Provide the call taker with your name, address, and as many details as possible.

@DHS.gov Facebook.com/HomelandSecurity @dhsgov NGOEngagement@hq.dhs.gov

SWATTING CALLS AND HOAX THREATS

Coordinate in Advance with First Responders



- Initiate or strengthen your relationship with local law enforcement; conduct building walk-throughs with the day, night, and weekend shifts; and discuss local response plans. Keep in mind each shift might respond differently.
- Plan how to alert personnel within the building of an incident (cell phones, radios, email, message boards, etc.), and decide who makes notifications. Have a current personnel roster available.
- Provide contact information for key personnel and/or your security team for law enforcement to share with the 9-1-1 Dispatch Center.
- *Swatting specific:* During a suspected swatting incident, the dispatcher may try to contact the institution prior to law enforcement response. Alert law enforcement of any customs or practices that could hinder reaching you in an emergency when you provide your contact information.
- Work with local law enforcement to determine what resources they will need to better respond e.g., floor plans, master keys, combinations to doors, key fobs or access control cards, remote access to live CCTV feeds (if available), etc. Organizational leadership should always carry copies.
- Have a plan for sharing information with your local Fusion Center, the local FBI Field Office, and community-based security focused organizations for national awareness.

Become Familiar with the Characteristics of Hoax Threats and Protect Your Information Online



- Familiarize yourself with the characteristics of hoax emails – use of anonymous email services, vague threats and grand claims (e.g., *I will attack ALL schools, hospitals,* etc.). Bad actors may use publicly available contact information to submit their threats; for example, the *Contact Us* link or generic email address on your organization's website.
- Review the information on your online presence to prevent malicious actors from using personal information to conduct a swatting call or hoax threat. Consult with law enforcement and your security team to determine what public information could make you more vulnerable.
- Consider restricting or adding a delay of public livestreaming services.
- The FBI's Threat Intimidation Guide provides information on phoned and electronic message threats and is translated in 68 languages.
- See DHS OPE's Resources for Individuals on the Threat of Doxing, the Cybersecurity and Infrastructure Security Agency's (CISA) K-12 Anonymized Threat Response Guidance, and the FBI's Think Before you Post: Hoax Threats are Serious Federal Crimes.

SWATTING CALLS AND HOAX THREATS



DEVELOP OR UPDATE YOUR SECURITY PLAN

It is important to prepare for incidents by creating or updating a security plan for your organization. The CISA Security Planning Workbook provides a fillable form to guide planning and information sharing efforts. Additionally, the Office for Bombing Prevention has a Bomb Threat Management Plan and a wealth of information on bomb threat preparedness.

If you receive a threat, notify law enforcement immediately.



- Initiate your security plan and make internal notifications. Tell the 9-1-1 call taker how many buildings are occupied and how many personnel are present. Terminate any live stream broadcast if applicable.
- Save all emails, voicemails, and text messages you receive, and take screenshots or photos of comments on social media. See CISA's Swatting Prevention and Response Guidance for Election Workers and Law Enforcement for helpful information on what to do if you receive a threat.
- When responding law enforcement officers arrive, remain calm. Follow all instructions, keep your hands visible and answer questions to the best of your ability.
- Law enforcement will assess the situation and provide guidance regarding facility lockdown, search, and/or evacuation.
- Law enforcement need to know the locations of bathrooms, kitchen areas, storage rooms, stairs and exits. Provide floor plans and keys/codes as quickly as possible.
- Once the scene is secure, law enforcement will then initiate an investigation.
- If the threat originated online, law enforcement will need your personal or organization's IP address to conduct their investigation. If livestreaming, know who is accessing your meeting through IP addresses.

SWATTING CALLS:

When 9-1-1 receives a call reporting a threat of violence or a violent act is taking place at your location or institution, the responding law enforcement officers will treat the threat as real until they can determine it is a swatting call. If several law enforcement officers arrive at your location/institution unexpectedly, remain calm, keep your hands visible, and follow instructions.

SWATTING CALLS AND HOAX THREATS

After an incident



- Coordinate with responding law enforcement officers to provide updates to personnel and media if applicable.
- Hold post-incident follow up calls with institution leadership, security, and staff and initiate a prompt after action review.
- Connect with your local Fusion Center and FBI Field Office after the incident has concluded. This facilitates information sharing and national awareness with the FBI's Swatting Virtual Command Center – National Common Operating Picture to mitigate additional criminal activities associated with swatting and hoax threats.
- Conduct a post-incident after action review with law enforcement and staff. Identify and remove public information and update action plans. See CISA's Cybersecurity Resources for High-Risk Communities for resources and tools to help keep your online information secure.

If you need support connecting with your local law enforcement or Fusion Center, please contact the DHS Office of Partnership and Engagement at **NGOEngagement@hq.dhs.gov**.

District OR 1 Public Schools Bennet/Palmyra

425 F St, P.O. Box 130 Palmyra, NE 68418

402-780-5327 (Palmyra) 402-782-3535 (Bennet) www.districtor1.org

Michael Hart	Heath Johnson	Jared Haag	Aaron Hoeft	Linde Walter
Superintendent	Secondary Principal	Elementary Principal	Activities Director	Director of Student Programs

Date: February 9, 2026
To: Palmyra Library New Facility Leadership Committee
From: Michael T. Hart
RE: School District Letter of Support for the Palmyra Village Library

To Whom It May Concern:

On behalf of District OR-1 Public Schools, including Bennet Elementary and Palmyra High School, I am proud to offer our full support for the continued expansion and facility enhancement of the Palmyra Village Library. Our schools and community share a common mission: to provide meaningful opportunities that strengthen student learning, encourage curiosity and critical thinking, and support the growth and well-being of every child.

A strong public library serves as an extension of the classroom. By expanding the size of the facility and improving learning spaces and access for children and families, the social infrastructure and "interpersonal connectivity" of the Palmyra community is also strengthened. These connections are vital to communities who seek to continually grow and thrive, and I am proud of our library leaders for their hard work, collective vision, and collaborative dedication to this project.

Consistent access to books and educational media outside of school hours and the regular school year is critically important, especially in rural communities. The Palmyra Village Library provides a safe and welcoming space where children and families can gather, learn together, and strengthen a lifelong love of reading. Opportunities for after-school study, digital access, and community programming will also support students and families who seek additional enrichment, quiet reading environments, or reliable educational resources.

The partnership between our schools and the Palmyra Village Library reflects the shared belief that literacy and lifelong learning are foundational cornerstones of strong communities. Investing in this expansion is an investment in our students, our families, and the future of Palmyra.

We are extremely grateful for the leadership and vision behind this project and look forward to the positive impact it will have on our students and residents for years to come. Keep up the good work and continue to let us know how we can help!

Sincerely,

Michael T. Hart
Superintendent

2026 Legislative Session*

January

Sun	Mon	Tues	Wed	Thur	Fri	Sat
				1	2	3
4	5	6	7 DAY 1	8 DAY 2	9 DAY 3	10
11	12 DAY 4	13 DAY 5	14 DAY 6	15 DAY 7	16 DAY 8	17
18	19 HOLIDAY	20 DAY 9	21 DAY 10	22 DAY 11	23 DAY 12	24
25	26 DAY 13	27 DAY 14	28 DAY 15	29 DAY 16	30 DAY 17	31

February

Sun	Mon	Tues	Wed	Thur	Fri	Sat
1	2 DAY 18	3 DAY 19	4 DAY 20	5 DAY 21	6 DAY 22	7
8	9 DAY 23	10 DAY 24	11 DAY 25	12 DAY 26	13 RECESS	14
15	16 HOLIDAY	17 DAY 27	18 DAY 28	19 DAY 29	20 DAY 30	21
22	23 DAY 31	24 DAY 32	25 DAY 33	26 DAY 34	27 DAY 35	28

March

Sun	Mon	Tues	Wed	Thur	Fri	Sat
1	2 RECESS	3 DAY 36	4 DAY 37	5 DAY 38	6 DAY 39	7
8	9 DAY 40	10 DAY 41	11 DAY 42	12 DAY 43	13 RECESS	14
15	16 RECESS	17 DAY 44	18 DAY 45	19 DAY 46	20 DAY 47	21
22	23 DAY 48	24 DAY 49	25 DAY 50	26 DAY 51	27 RECESS	28
29	30 DAY 52	31 DAY 53				

April

Sun	Mon	Tues	Wed	Thur	Fri	Sat
			1 DAY 54	2 DAY 55	3 RECESS	4
5	6 RECESS	7 DAY 56	8 DAY 57	9 DAY 58	10 DAY 59	11
12	13 RECESS	14 RECESS	15 RECESS	16 RECESS	17 DAY 60	18
19	20	21	22	23	24	25
26	27	28	29	30		

Federal & State Holidays

January 19 – Martin Luther King Jr. Day
February 16 – Presidents' Day

Legislative Recess Days

February 13
March 2, 13, 16, 27
April 3, 6, 13, 14, 15, 16

*The Speaker reserves the right to revise the session calendar.



Palmyra

February, 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 **11:00am** Doane Cheer/Dance Collaboration @ Crete High School **1:30pm-7:30pm** Youth Basketball Practice @ Bennet Elementary Gym **3:00pm-6:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym	2 **6:00pm-9:00pm** Youth Wrestling Practice **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm-9:00pm** Youth Wrestling Practice @ Palmyra High School East Gym Wrestling Deck **6:30pm** Basketball-B/Varsity **Mead Jr. / Sr.** @ Mead Jr./Sr. High School	3 **5:30pm** FFA Pancake Feed Member Auction @ Palmyra High School East Commons **6:00pm** Basketball-G/Varsity **Weeping Water** @ Weeping Water High School **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym	4 **6:00pm-7:30pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm-9:00pm** Youth Wrestling Practice @ Palmyra High School Garden Level Weight Room	5 **4:30pm** Basketball-G/JH **Johnson County Central** @ Johnson County Central Middle School **5:30pm Basketball-B/Varsity Falls City @ Elmwood-Murdock High School** **6:00pm-9:00pm** Youth Wrestling Practice **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm-9:00pm** Youth Wrestling Practice @ Palmyra High School East Gym Wrestling Deck	6 **TBD** Basketball-G/Varsity **TBA vs. TBA** **TBD** Wrestling-G/Varsity **Weeping Water** @ Weeping Water High School No School Speech Meet **10:00am Wrestling-B/Varsity Palmyra vs. Multiple Schools @ Palmyra High School Main Gym** **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-7:30pm** Youth Basketball Practice @ Palmyra High School Aux East Gym	7 **TBD** Basketball-B/Varsity **TBA vs. TBA** **TBD** Basketball-G/Varsity **TBA vs. TBA** **8:00am** Basketball-G/JH **Weeping Water vs. Multiple Schools vs. Weeping Water @ Conestoga High School** **8:00am-11:00am** Youth Basketball Practice @ Multiple Locations **9:30am** Wrestling-G/Varsity **Weeping Water** @ Weeping Water High School

8	9	10	11	12	13	14
1:30pm-7:30pm Youth Basketball Practice @ Bennet Elementary Gym **3:00pm-6:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym	**4:00pm** Basketball-G/JH **Freeman** @ Freeman High School **6:00pm-9:00pm** Youth Wrestling Practice **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm-9:00pm** Youth Wrestling Practice @ Palmyra High School East Gym Wrestling Deck	**4:30pm** Basketball-B/JV **Fairbury** @ Fairbury High School **4:30pm** Basketball-G/JV **Fairbury** @ Fairbury High School **5:45pm** Basketball-G/Varsity **Fairbury** @ Fairbury High School **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **7:15pm** Basketball-B/Varsity **Fairbury** @ Fairbury High School	**2:00pm-8:00pm** Parent Teacher Conferences @ Multiple Locations **6:00pm-7:30pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm-9:00pm** Youth Wrestling Practice @ Palmyra High School Garden Level Weight Room	No School-Staff Collaborative PD/WD Nebraska Wesleyan Honors Weekend @ Nebraska Wesleyan University **4:00pm Basketball-G/JH Lincoln Christian @ Palmyra High School Auxiliary Gym** **4:30pm** Basketball-B/JV **Nebraska City** @ Nebraska City High School **4:30pm** Basketball-G/JV **Nebraska City** @ Nebraska City High School **5:45pm** Basketball-G/Varsity **Nebraska City** @ Nebraska City High School **6:00pm-9:00pm** Youth Wrestling Practice **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm-9:00pm** Youth Wrestling Practice @ Palmyra High School East Gym Wrestling Deck **7:15pm** Basketball-B/Varsity **Nebraska City** @ Nebraska City High School	**TBD** Wrestling-B/Varsity **TBA** @ TBA No School Nebraska Wesleyan Honors Weekend @ Nebraska Wesleyan University **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-7:30pm** Youth Basketball Practice @ Palmyra High School Aux East Gym	**TBD** Wrestling-B/Varsity **TBA** @ TBA Nebraska Wesleyan Honors Weekend @ Nebraska Wesleyan University Speech Meet **8:00am-11:00am** Youth Basketball Practice @ Multiple Locations
15	16	17	18	19	20	21
1:30pm-7:30pm Youth Basketball Practice @ Bennet Elementary Gym **3:00pm-6:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym	**TBD** Basketball-G/Varsity **TBA vs. TBA** No School FFA Poultry Evaluation **4:00pm Basketball-G/JH Syracuse @ Palmyra High School Auxiliary Gym** **6:00pm-9:00pm** Youth Wrestling Practice **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm-9:00pm** Youth Wrestling Practice @ Palmyra High School East Gym Wrestling Deck	**TBD** Basketball-G/Varsity **TBA vs. TBA** **TBD** Wrestling-G/Varsity **Nebraska School Activities Association** @ CHI Health Center Omaha **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym	**TBD** Wrestling-G/Varsity **Nebraska School Activities Association** @ CHI Health Center Omaha Midland Show Choir Festival @ Midland University **6:00pm-7:30pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm-9:00pm** Youth Wrestling Practice @ Palmyra High School Garden Level Weight Room	**TBD** Basketball-G/Varsity **TBA vs. TBA** **TBD** Wrestling-B/Varsity **Nebraska School Activities Association** @ CHI Health Center Omaha **4:00pm Basketball-G/JH Weeping Water @ Palmyra High School Auxiliary Gym** **6:00pm-9:00pm** Youth Wrestling Practice **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm-9:00pm** Youth Wrestling Practice @ Palmyra High School East Gym Wrestling Deck	**TBD** Wrestling-B/Varsity **Nebraska School Activities Association** @ CHI Health Center Omaha State Cheer @ Heartland Event Center Grand Island **4:15pm Basketball-B/C Team HTRS @ Palmyra High School Main Gym** **5:00pm Basketball-B/JV HTRS @ Palmyra High School Main Gym** **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-7:30pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm Basketball-B/Varsity HTRS @ Palmyra High School Main Gym**	**TBD** Basketball-G/Varsity **TBA vs. TBA** **TBD** Wrestling-B/Varsity **Nebraska School Activities Association** @ CHI Health Center Omaha Speech Meet @ Conestoga High School **8:00am Basketball-G/JH Palmyra vs. Multiple Schools @ Palmyra High School Main Gym** **8:00am-11:00am** Youth Basketball Practice @ Multiple Locations **1:00pm-3:00pm** Pinewood Derby @ Bennet Elementary Commons

22	23	24	25	26	27	28
National FFA Week **1:30pm-7:30pm** Youth Basketball Practice @ Bennet Elementary Gym **3:00pm-6:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym	**TBD** Basketball-B/Varsity **TBA vs. TBA** National FFA Week FCCLA Peer Education Conference @ Kearney **6:00pm-9:00pm** Youth Wrestling Practice **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm-9:00pm** Youth Wrestling Practice @ Palmyra High School East Gym Wrestling Deck	**TBD** Basketball-B/Varsity **TBA vs. TBA** FFA District Career Development Events @ SCC Beatrice National FFA Week **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym	National FFA Week **9:00am** ECNC Speech @ Mead Jr/Sr High School **6:00pm-7:30pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm-9:00pm** Youth Wrestling Practice @ Palmyra High School Garden Level Weight Room	**TBD** Basketball-B/Varsity **TBA vs. TBA** National FFA Week **6:00pm-9:00pm** Youth Wrestling Practice **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **6:00pm-9:00pm** Youth Basketball Practice @ Palmyra High School Aux East Gym **6:15pm-9:00pm** Youth Wrestling Practice @ Palmyra High School East Gym Wrestling Deck	National FFA Week **10:00am** Wrestling-B/JH **Weeping Water vs. Multiple Schools vs. Weeping Water @ Weeping Water High School** **6:00pm-9:00pm** Youth Basketball Practice @ Bennet Elementary Gym **7:00pm-10:00pm** 6-8th Grade Dance @ Palmyra High School Aux East Gym	National FFA Week Speech Meet @ Plattsmouth High School **8:00am-11:00am** Youth Basketball Practice @ Multiple Locations

February Activities Board Report

Girls WR Districts—Friday February 6th @ Weeping Water
Boys District WR Feb 14th @ Centennial HS
State Cheer Feb. 20th @ Heartland Event Center in Grand Island
Sub-District Girls Basketball Feb 16th, 17th & 19th—Location not assigned yet
Sub-District Boys Basketball Feb—Feb 23rd, 24th & 26th—Location not assigned yet
ECNC Speech Feb. 25th @ Mead HS
Cheer-1st place finish @ Crete Cheer Competition

Activities Calendar
See attached

Student Services Report
Monday, February 9, 2026

1. Mrs. Vodicka, Mr. Johnson, and I will meet to discuss adding courses for the upcoming year for High School Students. Mrs. Vodicka has been receiving feedback from students and teachers on options that could be provided for the course catalog.

2. The next two months will be busy with Quiz Bowl opportunities for students in grades 5th-12th.

3. We will continue to look at preschool numbers to determine what the structure will look like in regards to how many full-day four-year-old programs and half-day three/four-year-olds.
    a. Preschool is looking at a curriculum for the upcoming school year that is based on State requirements with GOLD.

4. Palmyra 8th grade students were selected to test for NAEP on March 3rd.
    a. NAEP testing, also known as The Nation's Report Card, is the only national assessment measuring U.S. students' academic achievement in subjects like reading, math, and science, providing a common benchmark for states and districts. Administered by the National Center for Education Statistics (NCES), it assesses representative samples of students in grades 4, 8, and 12, offering insights to improve education policy and practice

Administrator Board Report.updated
Monday, February 9th 2026

Bennet/Palmyra School Update:

1. Friday, February 6th was a Teacher In-service work day for the high school.

2. Parent Teacher Conferences will be held on Wednesday, February 11th and Thursday, February 12th.

3. Scheduling conversations have begun for next year.

District OR-1 Public Schools

2026 Board of Education: Committee Assignments:

Updated: ***January 12, 2026***

- **Negotiations Committee:**
  - **Purpose:** Policy # 8152
  - **Meetings:** Several meetings in November -January
  - **Members:** Jaimi Calfee, Dean Busch, and Josh Penterman
- **Curriculum, Committee on American Civics:**
  - **Purpose:** Policy #8153
  - **Meetings:** At least twice a year -- one where public testimony is accepted:
  - **Members:** Jaimi Calfee, Dean Busch, and Dee Moore
- **Transportation/Facilities Committee:**
  - **Purpose:** Discuss and analyse the transportation and facility needs of the district, as well as vehicle replacements and maintenance proposals.
  - **Meetings:** At least quarterly; more frequently when needed:
  - **Members:** Dean Busch and Tim Cheney
- **Finance/Budget Committee:**
  - **Purpose**: Studies financial documents of the district, as well as finance and facilities proposals.
  - **Meetings:** At least quarterly; more frequently when needed
  - **Members:** Josh Penterman and Tim Cheney
- **Policy and Government Relations Committee:**
  - **Purpose:** Review proposed policy revisions and adoptions and make recommendations to the full Board. Participates in government relations activities, such as NASB legislative meetings, visiting with senators, and testifying before the legislature if needed.
  - **Meetings:** As needed and potentially more frequent during the legislative session
  - **Members:** Brandon Desh, Josh Penterman, and Dee Moore
- **Strategic Planning Committee:**
  - **Purpose:** Serve on the district strategic planning committee (when in the SP process) and report meeting progress back to the full board.
  - **Meetings:** As needed during the strategic planning process
  - **Members:** Brandon Desh and Dee Moore
- **School Improvement Steering Committee:**
  - **Purpose:** *Assist in the SIP goal-setting process.*
  - **Meetings:** *As needed during the school accreditation and goal-setting process.*
  - **Members:** Jaimi Calfee and Dee Moore
- **Administration Review Committee:**
  - **Purpose:** Completes the annual evaluation of the Superintendent, with input from the Board as a whole.
  - **Meetings:** 1-3 times before the Superintendent's evaluation.
  - **Member:** Board President
- **Foundation for Knowledge:**
  - **Purpose:** Serves as the BOE representative on the *Foundation for Knowledge* Board.
  - **Meetings:** As needed
  - **Member:** Jaimi Calfee
- **Proposed Adjunct Committees:**
  - As needed

DISTRICT OR-1 NEGOTIATED AGREEMENT
2026-2027 and 2027-2028 SCHOOL YEAR

This agreement, made this **9th day of February 2026,** by and between the District OR-1 School District and the District OR-1 Education Association. *This agreement shall be effective as of **August 1, 2026,** and shall continue in effect until **July 31, 2027**. Payroll, benefits, and other agreement changes will become effective with the start of the new school year specified on the official school calendar and with the September pay period annually.*

The undersigned parties have negotiated in good faith regarding the wages, hours, and conditions of employment for the members of the Education Association employed by the School District.

The undersigned have reached an agreement in accordance with the following terms and conditions:

1. For the school years **2026-2027 and 2027-2028**, the salary schedules, health insurance, extra-duty pay, disability insurance, eye care coverage, sick leave benefits, personal leave benefits, and professional leave benefits shall be those which are provided by the district.

2. It is further agreed that those items resolved by negotiations represent the agreement of the parties relative to wages, hours, and conditions of employment of the members of the Education Association by the School District. The parties recognize the right of management to conduct the business of the employer and to direct their workforce. The employer expressly reserves the right to fire and lay off employees, to classify, assign, transfer and promote them, and to discipline and discharge them for just cause, and in general to maintain the right to publish reasonable rules and regulations from time to time as it may deem necessary and appropriate for the conduct of its business, and may do so provided only that the same are not inconsistent with the express terms as resolved by negotiations. Once executed, those items resolved by negotiations shall not be renegotiated or reopened with respect to any subject or any term or conditions of employment of the bargaining unit except by the mutual consent of the parties involved or any agreed upon reopen clause as defined in No. 6. Mutual consent shall be the sole remedy and means of reopening or renegotiating this contract and if mutual consent is not forthcoming, then reopening and renegotiations shall not take place.

3. Each individual, full-time teaching contract represents a mutual binding agreement upon both parties, and the Education Association shall encourage its members to maintain professional integrity in honoring their contractual commitments and in complying with the Statutes of the State of Nebraska.

4. The Parties agree to develop collaboratively a **Workplace Safety Committee** process to improve security procedures, expand training opportunities for all staff, and engage in problem-solving to improve workplace safety. The Association shall select two representatives each year to serve on the Committee. The Board shall select two representatives to serve each year on the Committee. The Superintendent shall also serve on the Committee. The Committee will meet on an as-needed basis and shall endeavor to promptly address staff concerns.

5. The School District and Association agree that there shall be no unlawful discrimination in the workplace setting and that all practices, procedures, and interpretations under or of this Agreement shall clearly exemplify that there is no unlawful discrimination on the basis of any protected status. The Parties agree to renegotiate in good faith any provision or interpretation of this Agreement deemed to constitute unlawful discrimination against any staff member.

6. A reopening clause is in effect following the **2026-2027** school year, allowing for recommendations from the newly-created "Insurance Task Force" (comprised of board members and district staff) to be considered for the **2027-2028** school year.

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Health Coverage

A. Coverage

The coverage shall be equal to the Blue Cross/Blue Shield PPO Plan with single PPO - 80% A & B with 50% C Coverage dental as provided by the carrier and shall be subject to pre-admission certification and a **$1,200** deductible or **$4,000** HSA (exempt from deductible reimbursement). All deductibles paid by the employee in the **$1,200** deductible plan will be limited to the amount required for the applicable $650 deductible plan, i.e., Employee Only Plan, up to maximum reimbursement of **$550/$1,100.** The balance of a deductible in excess of those amounts will be reimbursed to the employee by the District with documented evidence of the expenditure, e.g., insurance E.O.B's.

Example: Employees w/employee-only insurance will pay the first **$650** of the deductible and will be reimbursed for amounts above **$650 up to $550** for a calendar year.

All other plans, participants would pay the first **$650** of the first insured's plan, and are eligible for reimbursement for up to **$550** to meet the difference of the first insured's liability in deductible over the **$650** mark. Those remaining insured on the first insured's policy (other than the first insured) will combine to be eligible for the same reimbursement schedule as the first insured. The total reimbursement of the calendar year deductible will be a **maximum of $1,100.**

Employees who elect the high deductible option of the dual choice plan must place the premium savings into a health savings account administered by the school district or its designee.

B. Carrier

The carrier for the **2026-2027 and 2027-2028** contract years shall be the EHA-endorsed Blue Cross/Blue Shield Plan.

C. Provisions of the Agreement

- The District will pay per month **$2,570.38** for full-time teachers with dependent spouse and child/children coverage and single PPO- 80% A & B with 50% C dental for the **2026-2027** contract year.
- The District will pay **$1,914.27** per month for full-time teachers with dependent spouse coverage and single PPO - 80% A & B with 50% C dental coverage for the **2026-2027** contract year.
- The District will pay **$1,686.40** per month for full-time teachers with dependent child/children coverage and single PPO- 80% A & B with 50% C dental coverage for the **2026-2027** contract year.
- The District will pay **$911.59** per month for full-time teachers with employee-only coverage and single PPO- 80% A & B with 50% C dental coverage for the **2026-2027** contract year.

- Teachers employed less than full-time by the district will receive the same percentage of the above figures as their Full-Time Equivalent based on the type of coverage they choose.

- If spouses are employed by the District as teachers, the District will pay up to **$2,570.38** per month for one of the full-time teachers with required dependent coverage with single PPO - 80% A & B with 50% C dental coverage during the **2026-2027** contract year. The spouse will be eligible for the cash in lieu of insurance.

- Employees who elect to be excluded from the group health insurance plan will be given cash-in-lieu of insurance **up to $3,000** for the **2026-2027** contract year based upon their Full-Time Equivalency, but must provide proof of health insurance from another provider.
- **Special Note:** *For the **2027-2028** School Year, the EHA-endorsed Blue Cross/Blue Shield Plan will be updated when current rates are published.*

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Life Insurance

The district will pay the premium for **$50,000** of term life insurance on certified teachers while they are employed by the district .5 FTE or greater.

Experience Allowed into the System

All teaching experience up to five years of credit shall be given for previous teaching experience in a state-accredited school upon initial employment. The Board of Education may, with the consensus of the Association leadership, grant additional years of outside experience for purposes of placement when special needs arise.

Salary Schedule Advancement

- Horizontal steps on the salary schedule will be granted for work that is completed at the graduate level. The coursework shall be in the area of education, and hours should be reviewed and approved in advance by the Association leadership and the central office team.
- Teachers may advance to the ISC+18 level by taking appropriate graduate hours. To advance beyond the ISC+18 level to the MA column, the hours must be in an approved Master's degree program or by specific approval of the Superintendent. Credit hours used for salary determination and advancement in the ISC+ range must have been earned after the BA Degree was earned.
- Credit hours for salary determination and for advancement in the MA+ range must have been earned after the MA Degree was earned, e.g., no hours earned before the date the MA Degree was earned will carry over from the BA level to be counted for MA+ hours. Graduate credit must be issued by a college with regional or national accreditation and be approved by the Association leadership team and the Central Office team.
- Transcripts of credits must be in the Office of the Superintendent of Schools **by September 1** for verification of where said teacher is on the salary schedule. If not presented to the office by this date, the teacher will remain on the salary schedule coordinated with the hours that are on file.
- Vertical advancement will be limited to one step each year. Staff members who do not move horizontally will reach a freezing point and remain there until additional credits are earned. At such time sufficient credits are acquired, members will move horizontally to the proper placement plus one step vertically.
- Horizontal movement is limited to 2 columns per contract year.

Longevity Advancement

Once a certified staff member reaches the MA +36 level and Step 16, a longevity advancement of 1% per year will be added until the staff member reaches index 1.96.

Sick Leave

A teacher shall be granted leave for personal illness, accident, or non-elective surgery resulting in disability in the following manner:

At the beginning of each school year, each full-time teacher shall be credited a maximum of **twelve (12) days** of sick leave. Teachers who are employed less than full-time will be credited with sick leave proportional to their full-time equivalency. Teachers will be entitled to accumulate unused sick leave up to a **maximum of forty-five (45) days.**

Each day's absence for disability-related reasons in excess of the teacher's accumulated sick leave shall result in the loss of a normal day's pay.

Sick leave for as many as ten (10) days per year may be used for absences requiring the staff member to be with a hospitalized member of the immediate family or for the care of a teacher's child/ children. Each day's absence for such reasons in excess of (10) days shall result in the loss of a normal day's pay.

Absence for more than half a day shall result in the loss of one day's sick leave entitlement.

Any teacher who is absent for five (5) continuous contract days due to personal illness may be required to certify his or her disability with a physician's statement, which shall be filed with the superintendent's office.

DRAFT

Long Term Disability

District OR-1 will pay each teacher the amount of LTD premium cost; this amount will then be deducted from the employee's check to pay the LTD premium for the Long-Term Disability plan that calls for the coverage to include an end of sick leave waiting period and 66 2/3% of the teacher's salary. The salary covered by this policy will include any pay received for co-curricular activities.

Eye Care Coverage

The district will pay the premium of $(TBD) per month for eye care coverage for each certified employee while they are employed at .5 FTE or greater. Staff who wish to add family members may be allowed to do so at their own expense.

Summer /Curricular Work/ Professional Development

Staff members who work administratively approved times during the summer or during other non-student contact hours for such things as curriculum work, program development, safety planning, etc., shall be paid the following hourly wages.

- *Bachelor's Degree:* ***$27.00 per hour.***
- *Master's Degree:* ***$30.00 per hour***

Sub Coverage Pay

In a situation where no other alternative is available, a certificated employee may be asked by his or her principal to cover a class during their regularly scheduled planning time. If a teacher covers the class during this planning time, they will be paid at the rate of **$20.00** per hour.

Professional Leave

Teachers may be granted professional leave during the school year with the approval of the Principal. This type of leave is intended for conventions or conferences that may be within the teacher's responsibility.

Personal Leave Policy

When a teacher must be absent for reasons not included in the sick leave provision, an application may be made for personal leave. Each full-time teacher shall be granted two (2) days of personal leave per year (for any reason). Teachers will be entitled to accumulate up to a maximum of **four (4) days** of unused personal leave. Teachers who are employed less than full-time will be credited with personal leave proportional to their full-time equivalency.

- All requests should be submitted in writing to the superintendent of schools, at least two full school days in advance, for approval. No more than three (3) requests per date, with a maximum of two (2) per building, will be granted, except in the case of a circumstance beyond the teacher's control, when the superintendent may approve additional requests. The requests will be approved in the order in which they are received.
- Please note: The following days are considered outside of the typical personal leave request timeframe: the **first ten (10) days** of the 185-day school calendar, **the last ten** (10) days of the 185-day school calendar, and **one day before or after** a planned school **vacation**. Personal leave requests may be given additional consideration from the superintendent based on staff absence projections for the day and the impact on student learning.
- In the case of circumstances beyond the teacher's control, the teacher and superintendent will discuss the circumstances and determine whether the absence of the teacher is necessary and/or whether the two full days of notice in advance should be waived.

Bereavement Leave:

- *All certified staff members will be allowed bereavement leave (this is outside of the current sick leave provisions) beginning with the* ***2026-2027*** *school year under the subsequent guidelines:*
    - *A total of* ***not more than five (5) consecutive work days*** *on full pay is allowed each certified employee for absence in case of death in the immediate family, defined as spouse, children, mother, father, mother-in-law, father-in- law, brother, sister, son-in-law and daughter-in-law, or a person in the same home as part of the family for at least the previous six months for the purpose of attending the funeral or attending to matters related to the death.*
    - *A total of* ***not more than three (3) consecutive workdays*** *on full pay is allowed for each certified employee for absence in case of the death of other members of the family, defined as brother-in-law, sister-in-law, grandparent, or grandchildren.*

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- *Employees may request permission to use bereavement leave on <u>non-consecutive days</u> for the purpose of attending a funeral and/or attending to matters related to a death by submitting a request to the Superintendent.*
- *Bereavement leave is not limited to five or three days, respectively, in one year, but covers each death in the immediate family that occurs during the year.*
- *An employee may be excused, without loss of pay, to attend funeral services of relatives and/or friends other than those listed above, provided no substitute is required.*
- *If a substitute is required, the employee will have the opportunity to take up to one sick day for bereavement leave.*
- *Superintendent discretion for extenuating circumstances may be requested by a staff member.*

<u>Jury Duty:</u>

Teachers who serve on court juries shall receive their full salary, less per diem received from the courts.

<u>Grievance</u>

Legal Definition of Grievance: A grievance is an alleged violation, misinterpretation, or misapplication of the terms of the contract or of board policy.

1. Should a grievance arise between the school district and the teachers covered under this contract, such grievance shall be taken up for settlement under the following procedure.
2. Any covered grievant who feels aggrieved must make an informal notification of such alleged grievance within 30 calendar days of such incident.
3. The grievant may have a P.R. and R. representative from District OR-1 Education Association assist him/her in efforts to resolve the grievance at all levels of procedure.

<u>Step 1 (Informal)</u>

- The grievance shall be presented orally by the teacher to the building principal or the teacher's immediate supervisor. (Such a presentation may be made in private or in the presence of another person.)

<u>Step 2 (Formal)</u>

- If a satisfactory adjustment of such grievance shall not thereby be reached within 5 school days thereafter, it may be presented in writing to the building principal or immediate supervisor of the grievant within 5 school days after the informal decision by the principal. The principal will, within 5 school days thereafter, present a decision thereon in writing to the grievant.

<u>Step 3 (Formal)</u>

- If a satisfactory adjustment of such grievance shall not thereby be reached within 10 school days, it may be presented in writing to the Superintendent of Schools or his designated representative, who will, within five (5) school days thereafter, present a decision thereon in writing to the grievant. If a satisfactory adjustment is not thereby reached, it may be presented in writing within 5 school days to the Board of Education, which will hear the grievance in a formal hearing within 30 days and will present a written decision to the grievant within 5 school days following the hearing.

<u>Step 4 (Formal)</u>

- If the aggrieved is not satisfied with the final decision of the board, then such grievant may appeal to the court of competent jurisdiction to settle the unresolved dispute.

This contract shall be effective as of the beginning of the **2026-2027** contract year and shall continue in effect until the end of the contract year. If a new or substitute contract has not been duly entered into before the end of the **2027-2028** school year, the terms of this contract shall continue in full force and effect until such substitute contract is agreed upon through negotiations between the Association and the District.

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2026-2027 Salary Schedule ... **EXHIBIT A**

4% x 4% | 43,500 | Base

Step	ISC	ISC+9	ISC+18	ISC+27	MA	MA+9	MA+18	MA+27	MA+36
1	43,500	45,240	46,980	48,720	50,460	52,200	53,940	55,680	57,420
	1.00	**1.04**	**1.08**	**1.12**	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**
2	45,240	46,980	48,720	50,460	52,200	53,940	55,680	57,420	59,160
	1.04	**1.08**	**1.12**	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**
3	46,980	48,720	50,460	52,200	53,940	55,680	57,420	59,160	60,900
	1.08	**1.12**	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**	**1.40**
4	48,720	50,460	52,200	53,940	55,680	57,420	59,160	60,900	62,640
	1.12	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**	1.40	**1.44**
5	50,460	52,200	53,940	55,680	57,420	59,160	60,900	62,640	64,380
	1.16	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**	**1.40**	**1.44**	**1.48**
6		53,940	55,680	57,420	59,160	60,900	62,640	64,380	66,120
		1.24	**1.28**	**1.32**	**1.36**	**1.4**	**1.44**	**1.48**	**1.52**
7		55,680	57,420	59,160	60,900	62,640	64,380	66,120	67,860
		1.28	**1.32**	**1.36**	**1.40**	**1.44**	**1.48**	**1.52**	**1.56**
8			59,160	60,900	62,640	64,380	66,120	67,860	69,600
			1.36	**1.40**	**1.44**	**1.48**	**1.52**	**1.56**	**1.60**
9				62,640	64,380	66,120	67,860	69,600	71,340
				1.44	**1.48**	**1.52**	**1.56**	**1.60**	**1.64**
10				64,380	66,120	67,860	69,600	71,340	73,080
				1.48	**1.52**	**1.56**	**1.60**	**1.64**	**1.68**
11				66,120	67,860	69,600	71,340	73,080	74,820
				1.52	**1.56**	**1.60**	**1.64**	**1.68**	**1.72**
12				67,860	69,600	71,340	73,080	74,820	76,560
				1.56	**1.60**	**1.64**	**1.68**	**1.72**	**1.76**
13							74,820	76,560	78,300
							1.72	**1.76**	**1.80**
14								78,300	80,040
								1.80	**1.84**
15									81,780
									1.88

Notes:

ISC: Initial Standard Certification.

-Longevity starts on year 16 through maturity (MAX 1.96). Column MA+36 only.

2027-2028 Salary Schedule ... **EXHIBIT A**

4% x 4% | 44,300 | Base

Step	ISC	ISC+9	ISC+18	ISC+27	MA	MA+9	MA+18	MA+27	MA+36
1	44,300	46,072	47,844	49,616	51,388	53,160	54,932	56,704	58,476
	1.00	**1.04**	**1.08**	**1.12**	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**
2	46,072	47,844	49,616	51,388	53,160	54,932	56,704	58,476	60,248
	1.04	**1.08**	**1.12**	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**
3	47,844	49,616	51,388	53,160	54,932	56,704	58,476	60,248	62,020
	1.08	**1.12**	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**	**1.40**
4	49,616	51,388	53,160	54,932	56,704	58,476	60,248	62,020	63,792
	1.12	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**	1.40	**1.44**
5	51,388	53,160	54,932	56,704	58,476	60,248	62,020	63,792	65,564
	1.16	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**	**1.40**	**1.44**	**1.48**
6		54,932	56,704	58,476	60,248	62,020	63,792	65,564	67,336
		1.24	**1.28**	**1.32**	**1.36**	**1.4**	**1.44**	**1.48**	**1.52**
7		56,704	58,476	60,248	62,020	63,792	65,564	67,336	69,108
		1.28	**1.32**	**1.36**	**1.40**	**1.44**	**1.48**	**1.52**	**1.56**
8			60,248	62,020	63,792	65,564	67,336	69,108	70,880
			1.36	**1.40**	**1.44**	**1.48**	**1.52**	**1.56**	**1.60**
9				63,792	65,564	67,336	69,108	70,880	72,652
				1.44	**1.48**	**1.52**	**1.56**	**1.60**	**1.64**
10				65,564	67,336	69,108	70,880	72,652	74,424
				1.48	**1.52**	**1.56**	**1.60**	**1.64**	**1.68**
11				67,336	69,108	70,880	72,652	74,424	76,196
				1.52	**1.56**	**1.60**	**1.64**	**1.68**	**1.72**
12				69,108	70,880	72,652	74,424	76,196	77,968
				1.56	**1.60**	**1.64**	**1.68**	**1.72**	**1.76**
13							76,196	77,968	79,740
							1.72	**1.76**	**1.80**
14								79,740	81,512
								1.80	**1.84**
	Notes:								
15	ISC: Initial Standard Certification.								83,284
	-Longevity starts on year 16 through maturity (MAX 1.96). Column MA+36 only.								**1.88**

District OR-1 Extra Duty				
HS Varsity Coaches	**Year 1-5**	**Year 6**	**Year 8**	**Year 10**
HS Football	0.13	0.143	0.153	0.166
HS Volleyball	0.13	0.143	0.153	0.166
HS Boys Basketball	0.13	0.143	0.153	0.166
HS Girls Basketball	0.13	0.143	0.153	0.166
HS Boys Wrestling	0.13	0.143	0.153	0.166
HS Girls Wrestling	0.13	0.143	0.153	0.166
HS Boys Track	0.11	0.121	0.129	0.14
HS Girls Track	0.11	0.121	0.129	0.14
Cross Country	0.0925	0.102	0.109	0.118
Boys Golf	0.0925	0.102	0.109	0.118
Girls Golf	0.0925	0.102	0.109	0.118
Baseball	0.1	0.11	0.118	0.128
Softball	0.1	0.11	0.118	0.128
Cheer 1	0.08	0.088	0.094	0.102
Cheer 2	0.08	0.088	0.094	0.102
HS Assistant Coaches				
Assistant HS Football 1	0.0875	0.096	0.103	0.112
Assistant HS Football 2	0.0875	0.096	0.103	0.112
Assistant HS Football 3	0.0875	0.096	0.103	0.112
Assistant HS Football 4	0.0875	0.096	0.103	0.112
Assistant HS Volleyball 1	0.0925	0.102	0.109	0.118
Assistant HS Volleyball 2	0.0925	0.102	0.109	0.118
Assistant HS Cross Country	0.065	0.072	0.076	0.083
Assistant HS Boys Basketball	0.0875	0.096	0.103	0.112
Assistant HS Girls Basketball	0.0875	0.096	0.103	0.112
Assistant HS Boys Wrestling	0.1	0.11	0.118	0.128
Assistant HS Girls Wrestling	0.1	0.11	0.118	0.128
Assistant HS Track	0.05	0.055	0.059	0.064
Assistant HS Baseball	0.0925	0.102	0.109	0.118
Assistant HS Softball	0.0925	0.102	0.109	0.118
Assistant Speech	0.045	0.05	0.053	0.057
Assistant One Act	0.045	0.05	0.053	0.057
JH Head Coaches				
JH Football	0.0525	0.058	0.062	0.067
JH Boys Basketball	0.0525	0.058	0.062	0.067
JH Girls Basketball	0.0525	0.058	0.062	0.067
JH Boys Wrestling	0.0525	0.058	0.062	0.067
JH Girls Wrestling	0.0525	0.058	0.062	0.067
JH Volleyball	0.0525	0.058	0.062	0.067
JH Track Head 1	0.05	0.055	0.059	0.064
JH Track Head 2	0.05	0.055	0.059	0.064
JH Track Head 3	0.05	0.055	0.059	0.064
JH Track Head 4	0.05	0.055	0.059	0.064
JH Cross Country Head	0.05	0.055	0.059	0.064
JH Assistant Coaches				
JH Ass't Football 1	0.04	0.044	0.047	0.051
JH Ass't Football 2	0.04	0.044	0.047	0.051
JH Ass't Boys Basketball 1	0.04	0.044	0.047	0.051
JH Ass't Boys Basketball 2	0.04	0.044	0.047	0.051
JH Ass't Girls Basketball 1	0.04	0.044	0.047	0.051
JH Ass't Girls Basketball 2	0.04	0.044	0.047	0.051
JH Ass't Volleyball 1	0.04	0.044	0.047	0.051

District OR-1 Extra Duty				
	Year 1-5	**Year 6**	**Year 8**	**Year 10**
JH Ass't Volleyball 2	0.04	0.044	0.047	0.051
JH Ass't Girls Wrestling	0.04	0.044	0.047	0.051
JH Ass't Boys Wrestling	0.04	0.044	0.047	0.051
Other Duties/Coaches				
Summer S/C Head	0.075	0.083	0.088	0.096
Summer S/C Supervision	0.16			
Morning HS Duty	0.016	0.018	0.019	0.02
Speech	0.065	0.072	0.076	0.083
One Act	0.045	0.05	0.053	0.057
Main Stage/ Musical Head	0.06	0.066	0.071	0.077
Main Stage/ Musical Assistant	0.04	0.044	0.047	0.051
Instrumental Music	0.1	0.11	0.118	0.128
Vocal Music	0.07	0.077	0.082	0.089
Unified Bowling 1	0.0175	0.019	0.021	0.022
Unified Bowling 2	0.0175	0.019	0.021	0.022
Unified Track 1	0.0175	0.019	0.021	0.022
Unified Track 2	0.0175	0.019	0.021	0.022
HS Quiz Bowl	0.0175	0.019	0.021	0.022
JH Quiz Bowl	0.0175	0.019	0.021	0.022
HS Student Council 1	0.02	0.022	0.024	0.026
HS Student Council 2	0.02	0.022	0.024	0.026
Elem. Student Council	0.01	0.011	0.012	0.013
Yearbook	0.1	0.11	0.118	0.128
Senior Sponsor 1	0.015	0.017	0.018	0.019
Senior Sponsor 2	0.015	0.017	0.018	0.019
Junior Sponsor 1	0.02	0.022	0.024	0.026
Junior Sponsor 2	0.02	0.022	0.024	0.026
NHS	0.005	0.006	0.006	0.006
FCCLA	0.05	0.055	0.059	0.064
FFA	0.06	0.066	0.071	0.077
Teacher Mentoring Coordinator	0.03	0.033	0.035	0.038
Building Teacher Mentors (x New Staff)	0.01	0.011	0.012	0.013
Teammates Mentoring	0.025	0.028	0.029	0.032
Concessions Manager 1	0.025	0.028	0.029	0.032
Concessions Manager 2	0.025	0.028	0.029	0.032
Activity Director	0.1835	0.202	0.216	0.234
Other Unassigned Duties	0.15	0.165	0.176	0.191

Notes:

S/C = Strength and Conditioning: Supervision hours (331) are forever .16 of base.

Signature Page

District OR-1 School District

By _____ Date _____

President, Board of Education

By _____ Date _____
Teachers Association, Negotiations Chair

DRAFT

District OR-1 Memorial Policy "Draft" for Review and Discussion
Community Relations: 1000 Policy Series
First Reading: March 14, 2022
Second Reading: April 11, 2022

Policy No. 1320

District Memorial Policy

- The loss of a loved one is always very difficult and the desire to remember that loved one is significant. The staff and administration of District OR-1 will adhere to the following guidelines when memorializing deceased students and staff.

District Guidelines:

- **Funerals:**
  - School will not be routinely dismissed for funerals.
  - Parental permission is required in order for students to attend funerals.
  - Using school grounds or facilities for funerals will not be allowed.
  - Parents need to provide for the transportation needs of their students to and from the funeral as well as the emotional support necessary before, during, and after the service. It is for those reasons that District OR-1 will not transport students to and from funerals.

- **Memorials and Monetary Donations**
  - The superintendent or his/her designee has the discretion to make the final decision on any requested memorial project
  - Memorials and monetary donations will be allowed for students who attended District OR-1, staff who served the district, and community members.
  - All visible memorials will be of the same design. The design of the memorial will be a plaque or inscription no bigger than 8" X 10". The top of the plaque or inscription will contain the words, "In Memory of" with the deceased's name appearing below.
  - The plaque or inscription will have no pictures or other ornamentation.
  - The plaque may be affixed to an approved donated item, such as a tree, bench, flower planter, or picture or an inscription may be made directly on the donated item.
  - The plaque or inscribed item will be offered to the parents, spouse, or relatives of the deceased when it is removed.
  - If no one wants the plaque or inscribed item, it will be disposed of.
  - All memorials must be pre-approved by the administration and may be removed by the administration.
  - No memorials will be acceptable that alter the conduct of a regular school day.
  - No memorials will be acceptable that alter school activities or the school activities schedule.
  - No memorials will be acceptable that require the retirement or discontinued use of school property.

- No memorials will be acceptable that infringe on the separation of church and state.
- No memorials will be acceptable that require the use of public funds for purchase, development, or maintenance.
- Money may be donated to a fund on behalf of the deceased and commemorated with an appropriate size plaque as designated above.
- Memorial inscriptions should read, *"In Memory of"* followed by the deceased's name.
- Anyone donating money to the school on behalf of the deceased may make suggestions on how the money is to be used, but the final determination of how the funds will be used will be made by the administration.
- If those donating the funds cannot agree to this condition, the money will be returned.

- A partial and acceptable list of items that might be purchased with memorial funds include:
  - Purchase of library books
  - Purchase of computers
  - Purchase of software
  - Purchase of athletic equipment
  - Purchase of shop or technical equipment
  - Monetary gifts designated to a specific curricular area
  - Landscaping improvements to the school's property
  - Purchase of improvements to the school's physical plant

<u>Honors, Flower Arrangements, and Diplomas</u>

- Honorary diplomas may be privately awarded to the family of students who were enrolled in grades 9-12 at District OR-1 at the time of their death.
- A flower arrangement will be placed at the graduation ceremony with the notation that it is *"in honor of all classmates who couldn't be with us today."*
- No scholarships or awards in the deceased's name will be set up by the school.
- Scholarships, awards, and monetary donations in the deceased's name shall be arranged with the **Foundation For Knowledge.**

The Board of Education recognizes that the guidelines listed above are not an all-encompassing list and respectfully reserves the right to exercise its best judgment for those instances not covered by the guidelines appearing above.

Date of First Reading: Monday, March 14, 2022
Date of Second Reading: Monday April 11, 2022

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Bylaws of the Board - Board Authority

General Statement

Bylaws are rules or procedures adopted by the board to govern its internal operations. The use of such guidelines or bylaws helps the board to comply with the responsibility and duties delegated to it by law and by the local electorate, in an efficient and effective manner.

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Authority

Limits of Authority

The Board of Education is the unit of authority. Apart from the normal function as part of the unit, a board member has no individual authority. Individually, the board member may not commit the district to any policy, act or expenditure.

No individual member of the board shall exercise any administrative responsibility with respect to the schools.

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Legal Description

The corporate name of this school district shall be:

> Otoe County School District 66-0501, and shall also be known as the District OR-1 Public Schools.

Legal Reference: Neb. Rev. Stat. § 79-405

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Number of Members, Terms of Office

The Board of Education shall consist of six (6) members elected at large by the qualified voters of the school district in a manner prescribed by law under the provisions pertaining to a Class III school district in the statutes of the State of Nebraska.

The terms of office for board members shall be four (4) years and will begin on the **first Thursday** after the **first Tuesday** in January.

Legal Reference: Neb. Rev. Stat. § 79-549
Neb. Rev. Stat. § 79-550
Neb. Rev. Stat. § 32-543

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Officers

1. Members of the school board will elect from among its members a president and vice president.

2. There will also be an elected or appointed secretary who does not need to be a member of the school board.

3. These officers shall be elected at the board's organizational meeting in January of each year.

4. The Board of Education may employ a treasurer for the district at the January meeting who shall be paid a salary from school district funds within the limits permitted by law, in amounts to be fixed by the Board. A treasurer so employed shall not be a member of the Board. A board member serving as treasurer shall not be compensated.

Legal Reference: Neb. Rev. Stat. § 79-520
Neb. Rev. Stat. § 79-590

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

President

1. The duties of the board president shall be to:

   a. Preside at all meetings of the school board in accordance with Robert's Rules of Order.

   b. Countersign all orders upon the school treasury for funds to be disbursed by the district.

   c. Countersign all warrants of the secretary of the county treasurer.

   d. Administer the oath to the secretary and treasurer when so required by law.

   e. Other duties as the law may require.

2. The president has the right to vote on any issue that may come before the school board.

3. The president has the additional duty to maintain order at public meetings of the school board.

4. The president must appear for and on behalf of the district in all suits brought by or against the district.

5. The president shall appoint or provide for the election of all committees of the board, unless otherwise directed by the board. The president shall be kept apprised of the workings of all such committees.

6. The president may call special meetings of the board.

7. The president shall call special meetings of the board when requested by two (2) or more board members.

Legal Reference: Neb. Rev. Stat. Sec. 79-569
Neb. Rev. Stat. Sec. 79-570
Neb. Rev. Stat. Sec. 79-572

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Vice-President

The vice president shall perform the duties of the president in case of absence of the president. In the case of the absence of both the president and vice-president, the remaining members shall select a president pro tem to preside at the meeting.

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Treasurer

The treasurer shall be custodian of all money belonging to the school district, and shall perform duties required by law or by the board.

Legal Reference: Neb. Rev. Stat. § 79-586
Neb. Rev. Stat. § 79-587
Neb. Rev. Stat. § 79-588
Neb. Rev. Stat. § 79-590

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Secretary

The secretary shall perform duties required by law and such duties as the Board and Superintendent may request. In the secretary's absence, documents requiring the signature of the secretary may be signed on the secretary's behalf by the treasurer or another board officer as the secretary's designee.

Legal Reference: Neb. Rev. Stat. § 79-576
Neb. Rev. Stat. § 79-577
Neb. Rev. Stat. § 79-578
Neb. Rev. Stat. § 79-524

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Attorney

The board may, at its discretion, appoint an attorney to perform desired legal services. The attorney shall serve at the board's pleasure and be compensated at a mutually agreeable rate.

Legal Reference: Neb. Rev. Stat. § 79-513

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Auditor

The board will have an annual independent audit of the finances of the district. The board will contract only with state approved auditors and their analysis and report will be in keeping with state approved or accepted standards. This annual audit will be completed by November 5 of each year.

Legal Reference: Neb. Rev. Stat. § 79-1089
NDE Rule 1.3.05

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Individual Members

It is understood that the members of the Board have authority only when acting as a Board legally in session. The Board shall not be bound in any way by any action or statement on the part of any individual Board members, except when such statement or action is in pursuance of specific, formal instructions from the Board.

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Removal From Office

Any member elected or appointed to an officer position on the Board of Education may be removed from the officer position by a two-thirds (2/3rds) vote of the membership of the Board.

Date of Adoption: January 17, 2017

Bylaws of the Board - Bylaws, Policies and Regulations

Formulation, Adoption, Amendment of Policies

Policy proposals and suggested amendments to or revisions of existing policies shall normally be submitted to all members of the Board of Education by the Superintendent in writing prior to a regularly scheduled Board of Education meeting in which such proposed policies, amendments, or revisions thereof shall be read and discussed.

Policies will be adopted after consideration at two (2) meetings of the Board of Education Policy amendments resulting from legal requirements or those that are minor may be revised in one meeting at the discretion of the Board. The agenda and minutes shall be marked to indicate policy matters.

The formal adoption of policies shall be by majority vote of all members of the Board of Education and the actions shall be recorded in the minutes of the Board of Education. Only those written statements so adopted and so recorded shall be regarded as official policy.

Policies shall be reviewed at least every two (2) years or at such other periodic time periods as may be required by law.

Reference: Robert's Rules of Order

Date of Adoption: January 17, 2017

Bylaws of the Board - Bylaws, Policies and Regulations

Adoption and Amendment of Bylaws

Proposed new bylaws and suggested amendments to or revisions of existing bylaws may be adopted by a majority vote of ALL members of the Board during the second of two (2) regularly scheduled meetings of the Board not less than four (4) weeks apart in the calls for which meeting the proposed additions, amendments or revisions shall have been described in writing.

Legal Reference: Neb. Rev. Stat. § 79-526
Reference: Robert's Rules of Order

Date of Adoption: January 17, 2017

Bylaws of the Board - Bylaws, Policies and Regulations

Approval and Amendment of Administrative Regulations

The Board does not adopt administrative regulations unless specifically required to do so by law, or unless requested to do so by the Superintendent, or as required by negotiated agreements with employee organizations, in which case, any such regulation shall become a part of any such agreement and shall be subject to amendment as provided in any such agreement. Adoption and amendment of such Board adopted regulations shall be by the same procedure as that specified for policies at 9200.

The Board reserves the right to review and demand revisions of administrative regulations should they, in the Board's judgment, be inconsistent with the policies adopted by the Board.

Legal Reference: Neb. Rev. Stat. § 79-526

Date of Adoption: January 17, 2017

Bylaws of the Board - Meetings

Regular Meetings

The Board shall meet in regular session on the second Monday of each calendar month, unless otherwise designated by the president with the approval of the Board. Such meetings shall begin at 7:00 p.m.

All meetings shall be held in the boardroom at the District OR-1 Public Schools' District office unless otherwise designated by the president with the approval of the Board.

In each odd-numbered year, the January meeting will be held on or after the first Thursday after the first Tuesday.

Legal Reference: Neb. Rev. Stat. § 79-554
Neb. Rev. Stat. § 79-555
Neb. Rev. Stat. § 84-1401

Date of Adoption: January 17, 2017

Bylaws of the Board - Meetings

Special Meetings

A special meeting of the Board may be called by the president when in his opinion it is necessary, or upon recommendation of the Superintendent of Schools, or any two (2) Board members.

No business shall be transacted at any special meeting which does not come within the purpose or purposes set forth in the call for the meeting unless it is of an emergency nature.

All meetings shall be held in the Board of Education room at Palmyra High School unless otherwise designated by the president with the approval of the Board.

Special Board sessions may be adjourned to a definite date and time.

Legal Reference: Neb. Rev. Stat. § 79-554
Neb. Rev. Stat. § 79-520
Neb. Rev. Stat. § 79-555
Neb. Rev. Stat. § 84-1401

Date of Adoption: January 17, 2017

Bylaws of the Board - Meetings

Advance Delivery of Meeting Materials

The Board shall require the Superintendent to prepare an agenda which, with the minutes, shall be mailed or delivered to the Board members on Friday or prior to each regular monthly Board meeting.

Items not placed on the regular agenda may be shelved until the regular meeting on the following month to provide the Board adequate time to research the item in question. Citizens may have an item placed on the agenda by permission of the President of the Board or the Superintendent of Schools.

Legal Reference: Neb. Rev. Stat. § 79-520

Date of Adoption: January 17, 2017

Bylaws of the Board - Meetings

Order of Business

The following shall be the order of business for the regular meetings. The order of business may be changed when the Board President or Superintendent establish the Agenda and also by consent of the Board.

A. Call to Order, Pledge of Allegiance and Announce Location of Open Meetings Poster
B. Consent Agenda
    a. Approval of minutes of previous meetings
    b. Approval of Claims/Payment of Bills and Payroll
    c. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)
    d. Financial Report
C. Public Comment
D. Administrative Reports
E. Discussion Items-Committee Reports
F. Action Items
G. Board of Education Development
H. Topics for Next Month's Agenda
I. Adjournment

Date of Adoption: January 17, 2017 Date of Revision: August 14, 2017

Bylaws of the Board - Meetings

Parliamentary Procedure

The rules of parliamentary procedures as embodied in Robert's Rules of Order, latest edition, may guide the school Board in the conduct of Board meetings. Exceptions shall be made when the issue in question is covered by Board policies or bylaws, and as to minutes, adjournment and as otherwise required by statute. The President, or meeting chair, shall decide all questions of procedure and order, subject to an appeal to the Board, with the object that Board meetings be conducted with order, decency, and regularity and to accomplish the work of the school Board in the best possible manner.

Date of Adoption: June 12, 2017

Bylaws of the Board - Meetings

Minutes

The Board of Education shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed. The resignation of a Board member or any other circumstance that results in a vacancy in office shall be made a part of the minutes.

The minutes shall be prepared by the secretary immediately following the meeting, shall be written, shall be available on the District's website and for inspection by the public and for distribution to the members of the Board within ten (10) working days, or prior to the next convened meeting, whichever occurs earlier, and shall be a part of the agenda for the next regular meeting at which time they shall be corrected, if necessary, and approved.

The minutes shall be kept in the office of the superintendent and shall be public records and open to public inspection during normal business hours. The minutes shall also be available on the District's website for at least six (6) months.

Legal Reference: Neb. Rev. Stat. §§ 79-555; 79-570; and 79-577
Neb. Rev. Stat. §§ 84-1408 to 1414

Date of Adoption: January 17, 2017

Date Revised: June 13, 2022

Bylaws of the Board - Meetings

Voting

Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the Board in open session, and the record shall state how each member voted, or if the member was absent or not voting. The requirements of a roll call or viva voce vote may be satisfied by use of an electronic voting device which allows the yeas and nays of each member of the board to be readily seen by the public.

Date of Adoption: January 17, 2017

Bylaws of the Board - Meetings

Methods of Operation/Quorum

The Board of Education shall transact business only when it is in session, has a quorum present, and minutes are kept. A majority of all members of the Board shall constitute a quorum.

Legal Reference: Neb. Rev. Stat. § 79-554

Date of Adoption: January 17, 2017

Bylaws of the Board - Meetings

Board/School District Records

Exceptions and Locations

The Board of Education and the Superintendent may withhold from the public those records in their custody enumerated by law. Records which are open to inspection shall be available in the office of the Superintendent.

Open Meetings Act Posting and Public Access to Board Records

The Board of Education accepts its responsibility to conduct its meetings in public and in compliance with law. The Superintendent shall post at least one current copy of the Open Meetings Act in the meeting room at a location accessible to members of the public. At the beginning of each meeting the public shall be informed about the location of the posted information by announcement of the Board President or Chairperson or via notice given in the Agenda. The Superintendent and the Board secretary shall make available for examination and copying by members of the public at least one copy of all reproducible written material to be discussed at an open meeting except where the law specifically states that a matter is exempted either temporarily or permanently from such disclosure.

Therefore, the Board of Education directs the Superintendent and the Board secretary, acting jointly and cooperatively, to make easily available copies of the Board of Education policy manual and the minutes of meetings of the Board of Education and its committees (except as exempt by law). Minutes shall be made available within ten (10) days of the meeting reported; policies shall be incorporated into the manual within thirty (30) days of adoption.

Legal Reference: Neb. Rev. Stat. §§ 84-1408 to 84-1414
Neb. Rev. Stat. § 84-712

Date of Adoption: January 17, 2017

Bylaws of the Board - Meetings

Open Sessions

Subject to the provisions of the public meeting law of the State of Nebraska and the policies of the District, the public shall have the right to attend and the right to speak at meetings of the Board except any part thereof held in closed session, and all or any part of a meeting of the Board except that held in closed session may be recorded by any person in attendance by means of a tape recorder or any other means of sonic reproduction or in writing.

The Board may make and enforce reasonable rules and regulations regarding the conduct of persons attending its meetings and regarding their privilege to speak. The Board is not required to allow citizens to speak at each meeting, nor may it forbid public participation at all meetings.

Any person or group may attend the regular or special meeting of the Board of Education. Undue interruption or other interference with the orderly conduct of business cannot be allowed. Defamatory or abusive remarks are always out of order. A speaker's privilege of address may be terminated if he persists in improper remarks.

At a public meeting of the Board no person shall orally initiate charges or complaints against an individual employee of the District or challenge instructional materials used in the District. All such complaints, charges or challenges shall be presented to the Superintendent or Board in writing and signed by the complainant. All such charges, if presented to the Board directly, shall be referred to the Superintendent for investigation and report.

The Board is not obligated to act on any request unless the same has been submitted in writing to the Superintendent or to the president of the Board sufficiently in advance to allow the same to have been incorporated into the agenda for the meeting.

Date of Adoption: January 17, 2017

Bylaws of the Board - Meetings

Closed Sessions

The Board of Education may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. Closed sessions may be held for, but shall not be limited to, such reasons as: (a) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations or misconduct; or (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; provided, however a closed meeting shall never be held for the purpose of discussing the appointment or election of a new member to the Board of Education.

The vote to hold a closed session shall be taken in open session. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The Board shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken.

Any member of the Board shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reasons stated in the original motion to hold a closed session. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

The term "closed session" as used in the policies, regulations and Bylaws of the District shall include within its meaning any "executive session" or "executive meeting" authorized or prescribed by said policies, regulations and Bylaws, all of said terms being interchangeable.

Legal Reference: Neb. Rev. Stat. §§ 84-1407 to 84-1414

Date of Adoption: January 17, 2017

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Internal Board Policies - Organization

Purpose and Role of the Board

The responsibilities of the Board of Education shall be as follows:

1. Provide a school system which offers a Kindergarten through twelfth grade program.

2. Confer with the Superintendent of schools about recommendations for school programs.

3. Consider and adopt textbooks selected by the Superintendent and staff together with the courses of study recommended by them.

4. Set and annually review long-term written goals for the school district.

5. Consider and approve the annual operating budget prepared by the Superintendent.

6. Consider and approve claims for expenditure.

7. Be responsible to interpret the school programs to the community through a community relations program.

8. Represent the needs of the school system before city and state authorities as well as the general public.

9. Refer parent and community criticism and suggestions to the Superintendent for consideration and recommendation.

10. Serve as a body of final appeal for staff members and school patrons on matters properly appealable from orders of the Superintendent.

11. Establish and maintain policies consistent with the Board's interpretation of the wishes of the community and the requirements of the law. Conduct an annual review of policies as and to the extent required by law.

12. Develop a procedure whereby policy changes and/or additions may be proposed by board members, other school employees, or the general public by submitting them to the Superintendent for consideration and recommendation.

13. Continuously evaluate the effectiveness of Board policies.

14. Adopt rules and regulations in cooperation with the Superintendent for governance of the school system.

15. Select the Superintendent and support the Superintendent in the efficient discharge of the Superintendent's duties.

16. Require reports from the Superintendent.

17. Evaluate the Superintendent of Schools in accordance with applicable state laws.

18. Elect school personnel upon nomination and recommendation of the Superintendent.

19. Annually elect officers of the Board and appoint auxiliary personnel as necessary.

20. Distinguish between selfish, uninformed criticism and genuinely helpful criticism.

21. Perform specific duties imposed on school boards by statutes of the State of Nebraska.

22. Participate in local, state and national organizations for school board members.

23. Cooperate with other governmental bodies and agencies.

24. Cooperate with professional and educational organizations.

Legal Reference: Neb. Rev. Stat. § 79-501
Neb. Rev. Stat. § 79-512
Neb. Rev. Stat. § 79-525
Neb. Rev. Stat. § 79-526

Date of Adoption: January 17, 2017

Internal Board Policies - Organization

Duties and Functions of the Board of Education

A. The Board of Education shall exercise full legislative control over District OR-1 Public Schools, in accordance with the statutes of the State of Nebraska.

B. The Board of Education shall elect a Superintendent to carry out the executive duties of District OR-1 Public Schools. The Superintendent's appointment shall be a major item of business at the December meeting, unless the present Superintendent is on a term contract.

C. The Board of Education shall, through its legislative function, initiate questions of policy and act on the recommendations of the Superintendent in matters of policy, employee employment or dismissal, salary schedules or other personnel regulations, courses of study, selection of text books, and other matters pertaining to the direct welfare of the schools.

D. The Board of Education shall require reports from its executive officer concerning conditions of efficiency and needs of the schools. The Board shall take steps to appraise the effectiveness with which the schools are achieving the educational purposes of the school system as may be determined by the Board of Education.

E. The Board of Education shall provide for the preparation and adoption of the annual budget and shall provide, by the exercise of its taxing power, the funds necessary to finance the operation of the schools within the guidelines of Nebraska State Statute.

F. In order to exercise its rights and duties, the Board of Education shall prepare and publish a body of policies and regulations covering organization, policies, and procedures of the school system. The Board of Education shall cause its policies and regulations to be kept in constant revision, conduct an annual review to the extent and shall republish such policies as and to the extent required by law and as deemed necessary.

Date of Adoption: January 17, 2017

Internal Board Policies - Organization

Annual Organizational Meeting

A. An organizational meeting of the District OR-1 School District Board of Education shall be held on or before the third Monday of January of each year for the purposes of seating any new members and electing officers.

The following are procedures for election of officers and other business to take place at the annual organizational meeting of the Board:

1. After new Board members are sworn in, the Board will elect from its members a President, Vice President, and appoint a Secretary and Treasurer, and if it is determined by the Board of Education to be needed an ex officio secretary and treasurer and those elected will assume office at the organizational meeting.

2. Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee. If the tie is not broken after five ballots, the Chair will determine the winner by the flip of a coin, followed by a vote ratifying such selection. The vote may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes of the meeting.

3. The President shall assume the chair immediately upon the President's election.

B. The order of business for meeting should be as follows:

1. Call to Order and Roll Call

2. Oath of office for most recently elected

3. Elections and Appointments
    a. President
    b. Vice President
    c. Treasurer
    d. Secretary

4. Approval of committees, positions, and designations
    a. Consider, discuss and take action to elect Secretary to the BOE
    b. Consider, discuss and take action to select Legal counsel
    c. Consider, discuss and take action to elect Committees as determined by the BOE

d. Consider, discuss and take action to select Depository bank(s)
e. Consider, discuss and take action to select District newspaper(s) of record

5. Approval of current Board policies and regulations

6. Designate date for the annual review of BOE policies

7. Dissemination to each Board member of conflict of interest statutes

8. Adjournment

Date of Adoption: June 12, 2017

RESOLUTION

RESOLVED, that the official depository of school funds for this School District is hereby designated to be _____, and that the designation of any other institution as the depository of school funds is hereby withdrawn.

The above Resolution, having been read in its entirety, member _____ moved for its passage and adoption, and member _____ seconded the same. After discussion and roll call vote, the following members voted in favor of passage and adoption of the above Resolution: _____

_____.

The following members voted against the same: _____

_____.

The following members were absent or not voting: _____

_____.

The above Resolution, having been consented to and approved by more than a majority of the members of the School Board of this School District, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this ____ day of _____, 20__.

District OR-1 Public Schools

BY: _____
President

Attest:

_____
Secretary

Legal Reference: Neb. Rev. Stat. §§ 77-2350 and 77-2350.01

Date of Adoption: June 12, 2017

Internal Board Policies - Organization

Committee of the Whole

It shall be the policy of District OR-1 Public Schools that the Board of Education shall take formal actions as a Committee of the Whole on all matters pertaining to business and educational policies of the district.

Legal Reference: Neb. Rev. Stat. § 79-520

Date of Adoption: January 17, 2017

Internal Board Policies - Organization

Standing Committees

It shall be the policy of District OR-1 Public Schools that the following will be the standing committees of the Board of Education:

1. Negotiations Committee
2. Curriculum, Committee on American Civics
3. Transportation/Facilities
4. Budget Committee
5. Policy Committee
6. Administration Review Committee

It shall further be the policy of District OR-1 Public Schools that the board chair shall appoint the members of the above committees.

Legal Reference: Neb. Rev. Stat. § 79-724
Neb. Rev. Stat. § 79-520

Date of Adoption: January 17, 2017 Date of Revision: June 10, 2019

Internal Board Policies

Standing Committee on Negotiations

It shall be the policy of District OR-1 Public Schools that the Negotiations Committee shall consist of three members appointed by the board chair.

The Negotiations Committee will represent the full Board of Education in negotiations with recognized labor organizations. The full Board of Education may also include selected administrators on the negotiations team. The Board of Education reserves the right to appoint a chief spokesperson who is not a member of the Board to represent the Board in negotiations.

After negotiations are completed, the negotiations committee will make a recommendation to the full Board of Education on the salary schedule and benefits under consideration.

Date of Adoption: January 17, 2017

Internal Board Policies - Organization

Standing Committee on American Civics

It shall be the policy of District OR-1 Public Schools that the Committee on American Civics shall consist of three members appointed by the Board President. The Committee shall meet at least twice per year. One of the responsibilities of this committee will be to examine recommended social studies textbooks and report findings based on this examination to other members of the Board of Education. The Committee shall take all other steps to ensure compliance with Nebraska law.

It shall further be the policy of District OR-1 Public Schools that the Committee on American Civics shall review all major proposals prepared by the superintendent of schools and instructional staff for adoption of new textbooks, development of new instructional programs, revision of existing instructional programs, modification of established graduation requirements, and other related matters. After the review is completed, the Committee on Curriculum and Americanism will make a recommendation to the full Board of Education about approval or adoption of the matter under consideration.

Legal Reference: Neb. Rev. Stat. § 79-724
Neb. Rev. Stat. § 79-520
LB 399 (2019)

Date of Adoption: January 17, 2017 Date of Revision: June 10, 2019

Internal Board Policies - Organization

Temporary Committees

It shall be the policy of District OR-1 Public Schools that in addition to the appointment of standing committees, the President of the Board of Education or the full Board may appoint such temporary committees as are deemed necessary.

Temporary committees shall serve at the pleasure of the President of the Board of Education or of a majority of the members of the Board of Education, but in general the duration of temporary committees shall not exceed beyond the next annual meeting of the Board of Education.

Temporary committees will be expected to submit their recommendations to the full Board of Education for appropriate action.

Legal Reference: Neb. Rev. Stat. § 79-520

Date of Adoption: January 17, 2017

Internal Board Policies - Organization

Board Self-Evaluation

The primary purpose for board self-evaluation is for the improvement of school board leadership. In evaluating the board's functions and roles, the board may focus attention to the following:

1. Evaluation shall be conducted in odd years at a scheduled time and place.

2. The evaluation should be a composite of the individual board member's opinions;

3. The evaluation should include a constructive discussion of strengths and weaknesses; and

4. The board should be free to comment on any area related to its function of governing the district.

The board and superintendent will cooperatively develop an evaluation plan that evaluates the various aspects of the board's functions, duties, and roles. The evaluation will include the following items:

1. The evaluation instrument shall define and describe the standards against which the board evaluates its performance.

2. The evaluation shall include the establishment of objectives and strategies for improving board performance.

3. The evaluation shall analyze progress toward existing board goals and examine the need to establish new or revised goals.

Legal Reference: Neb. Rev. Stat. § 79-526

Date of Adoption: January 17, 2017

Internal Board Policies - Board Members

Retirement

It shall be the policy of District OR-1 Public Schools that retiring members of the Board of Education shall be appropriately recognized and thanked for the service which they have rendered to the schools and to the community.

When a Board member is retiring from service, the President of the Board of Education will direct that preparation be made for any presentation or award which will be made at the final meeting attended by the retiring Board member.

Date of Adoption: January 17, 2017

Internal Board Policies - Board Members

Orientation for Newly-Elected Members of the Board of Education

The Board of Education and staff members shall assist each new elected member to understand the functions, policies, and procedures of the Board of Education before the member takes office. To this end the following steps shall be taken:

1. The newly-elected member shall be given selected materials such as a copy of the Board's policies, a copy of the school budget, a copy of Nebraska school laws and information on the responsibility of a school Board member.

2. The newly-elected member shall be invited to attend meetings of the Board of Education and to participate in the discussions.

3. The secretary of the Board of Education shall supply material pertinent to the meetings and the Superintendent of the School shall explain the use of such materials.

4. The newly-elected member shall be invited to meet with the Superintendent and Principal to discuss their area of responsibility as defined by the Board of Education.

5. Any other material deemed helpful shall be made available upon request.

Date of Adoption: January 17, 2017

Internal Board Policies - Board Members

Policy for Board Member Attendance at Educational Workshops, Conferences, Training Programs, Official Functions, Hearings, and Meetings

Board members are expected to maintain effectiveness by being well-informed on educational issues. Accordingly, Board members are encouraged to attend educational workshops, conferences, training programs, official functions, hearings, or meetings which are sponsored by the school district, state, and national education organizations.

Board members are specifically authorized to attend such functions which are sponsored by this school district, the Nebraska Association of School Boards, the National School Boards Association, AASA, NRCSA and similar organizations without specific action by the Board of Education. In addition, school Board members may attend such functions at district expense sponsored by other organizations upon specific prior approval of the Board of Education.

Legal Reference: Neb. Rev. Stat. § 79-512

Date of Adoption: January 17, 2017

Internal Board Policies - Board Members

Coffee Act Policy (Reimbursable Expenses)

A. Board members, employees or volunteers of the school district are expected to maintain effectiveness by being well informed on educational and related issues and are encouraged to diligently perform their required duties, attend educational workshops, conferences, training programs, official functions, hearings or meetings which are necessary to perform required duties, sponsored by the school district or State and national educational organizations or which are otherwise in the best interests of this school district as follows:

1. Board members as a result of this policy are hereby given prior approval by this school Board and upon approval by the Superintendent or the Superintendent's designee are specifically authorized to attend such functions without additional or further approval by the school Board unless otherwise so determined and the school district shall pay the registration costs, tuition costs, fees or charges for such functions along with actual travel expenses, if travel is by commercial or charter means or if a personal automobile is used, mileage shall be allowed at the rate provided by law with meals and lodging to be reimbursed based upon substantiated costs actually and necessarily incurred or applicable Federal Rates.

2. Employees and volunteers are authorized to attend such functions upon prior approval by the Superintendent or the Superintendent's designee and the school district shall pay registration costs, tuition costs, fees or charges for such functions along with actual travel expenses, if travel is by commercial or charter means or if a personal automobile is used, mileage shall be allowed at the rate provided by law with meals and lodging to be reimbursed based upon substantiated costs actually and necessarily incurred or applicable to Federal rates.

B. Payment or reimbursement for expenses incurred by Board members, employees or volunteers as otherwise specifically permitted by law shall also be allowed as provided by such law.

C. Since it is hereby determined to be important and in the best interest of this school district to recognize service by Board members, employees and volunteers, the school Board hereby authorizes the President, Superintendent or the Superintendent's designee to determine when and to whom plaques, certificates of achievement, flowers or other items of value should be granted provided that no such plaque, certificate, flowers or other item of value to be awarded shall cost more than $50.00.

D. School Board members are not paid members and when appropriate because of the timing, length or other factors, sandwiches or meals may be provided to School Board members, employees and volunteers attending public meetings or in other appropriate or necessary situations such as joint meetings with other governing bodies.

E. That non-alcoholic beverages, cookies or other similar items may be provided to individuals attending public meetings, private meetings, discussions or public or private conferences as determined necessary or appropriate by the Superintendent or the Superintendent's designee to be in the best interest of this school district.

F. Non-alcoholic beverages and meals may be provided for individuals while performing or immediately after performing relief, assistance or support activities in emergency situations or during or immediately following their participation in any activity approved by the School Board.

G. In addition to the other matters covered and allowed by this policy, one recognition dinner each fiscal year may be held for Board members, employees or volunteers provided the maximum cost per person, which is hereby established for such dinner shall not exceed $50.00 and further provided that such annual dinner may be held separately for employees of each department or separately for volunteers or any of them in combination.

H. The authority necessary to carry out the provisions of this policy should be and is hereby delegated from the School Board to the designated officials so indicated herein.

I. Nothing in this policy shall authorize the expenditure of public funds to pay for any expenses incurred by a spouse of a Board member, employee or volunteer unless the spouse is also a Board member, employee or volunteer.

Legal Reference: Neb. Rev. Stat. §§ 13-2201 to 13-2204
Neb. Rev. Stat. §79-546

Date of Adoption: January 17, 2017 Date of Revision: June 11, 2018

Internal Board Policies - Board Members

Coffee Act Policy (Reimbursable Expenses)

A. Board members, employees or volunteers of the school district are expected to maintain effectiveness by being well informed on educational and related issues and are encouraged to diligently perform their required duties, attend educational workshops, conferences, training programs, official functions, hearings or meetings which are necessary to perform required duties, sponsored by the school district or State and national educational organizations or which are otherwise in the best interests of this school district as follows:

1. Board members as a result of this policy are hereby given prior approval by this school Board and upon approval by the Superintendent or the Superintendent's designee are specifically authorized to attend such functions without additional or further approval by the school Board unless otherwise so determined and the school district shall pay the registration costs, tuition costs, fees or charges for such functions along with actual travel expenses, if travel is by commercial or charter means or if a personal automobile is used, mileage shall be allowed at the rate provided by law with meals and lodging to be reimbursed based upon substantiated costs actually and necessarily incurred or applicable Federal Rates.

2. Employees and volunteers are authorized to attend such functions upon prior approval by the Superintendent or the Superintendent's designee and the school district shall pay registration costs, tuition costs, fees or charges for such functions along with actual travel expenses, if travel is by commercial or charter means or if a personal automobile is used, mileage shall be allowed at the rate provided by law with meals and lodging to be reimbursed based upon substantiated costs actually and necessarily incurred or applicable to Federal rates.

B. Payment or reimbursement for expenses incurred by Board members, employees or volunteers as otherwise specifically permitted by law shall also be allowed as provided by such law.

C. Since it is hereby determined to be important and in the best interest of this school district to recognize service by Board members, employees and volunteers, the school Board hereby authorizes the President, Superintendent or the Superintendent's designee to determine when and to whom plaques, certificates of achievement, flowers or other items of value should be granted provided that no such plaque, certificate, flowers or other item of value to be awarded shall cost more than $50.00.

D. School Board members are not paid members and when appropriate because of the timing, length or other factors, sandwiches or meals may be provided to School Board members, employees and volunteers attending public meetings or in other appropriate or necessary situations such as joint meetings with other governing bodies.

E. That non-alcoholic beverages, cookies or other similar items may be provided to individuals attending public meetings, private meetings, discussions or public or private conferences as determined necessary or appropriate by the Superintendent or the Superintendent's designee to be in the best interest of this school district.

F. Non-alcoholic beverages and meals may be provided for individuals while performing or immediately after performing relief, assistance or support activities in emergency situations or during or immediately following their participation in any activity approved by the School Board.

G. In addition to the other matters covered and allowed by this policy, one recognition dinner each fiscal year may be held for Board members, employees or volunteers provided the maximum cost per person, which is hereby established for such dinner shall not exceed $50.00 and further provided that such annual dinner may be held separately for employees of each department or separately for volunteers or any of them in combination.

H. The authority necessary to carry out the provisions of this policy should be and is hereby delegated from the School Board to the designated officials so indicated herein.

I. Nothing in this policy shall authorize the expenditure of public funds to pay for any expenses incurred by a spouse of a Board member, employee or volunteer unless the spouse is also a Board member, employee or volunteer.

Legal Reference: Neb. Rev. Stat. §§ 13-2201 to 13-2204
Neb. Rev. Stat. §79-546

Date of Adoption: January 17, 2017 Date of Revision: June 11, 2018

Internal Board Policies/Personnel

Use of Public Resources by Board Members and Employees

Restrictions on Use

No Board member or employee of District OR-1 Public Schools shall use or authorize the use of his or her public office or any confidential information received through the holding of the public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which the individual is associated.

No Board member or employee shall use or authorize the use of school district personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.

No Board member or employee shall use or authorize the use of school resources 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. For purposes of this restriction, "school resources" means personnel, property, resources, or funds under the official care and control of the Board member or employee.

Authorized Uses

The uses described below are not authorized by employees, and violate this policy, where an employee's use: (1) interferes with the conduct of school business; (2) interferes with the performance of the employee's duties and responsibilities; (3) is contrary to another Board policy or a rule or directive set forth in an employee handbook or other employee communication device; (4) is contrary to a supervisor's directive; or (5) the use is for the employee's personal financial gain or potential for personal financial gain.

Incidental or De Minimis Use: Use of school resources by a Board member or employee which is incidental or de minimis does not constitute a violation of this policy.

Personal Use as Part of Compensation: Use of school resources for personal purposes is authorized by this policy if:

1. the use of the resource for personal purposes is part of the employee's compensation provided in an employment contract or is consistent with this policy; and

2. the personal use of the resource as compensation is reported in accordance with the Internal Revenue Code of 1986, as amended, and taxes, if any, are paid by the affected employee.

Employees who engage in such personal use shall, upon request of the Board of Education or the administration, provide evidence to establish that the compensation has been reported and taxes paid as required by the Tax Code.

School Vehicles: Use of a school vehicle by a Board member or employee to travel to a designated location or the home of the Board member or employee is permissible when the primary purpose of the travel serves a school district purpose. Such use is authorized by this policy. No travel other than directly to the school-related trip destination shall occur, however, when students are in the vehicle or if the vehicle is a school bus.

Communication Devices: A Board member or employee may use a telecommunication system, a cellular telephone, an electronic handheld device, or a computer under the control of the school district for email, text messaging, a local call, or a long-distance call, to a child at home, a teacher, a doctor, a day care center, a baby-sitter, a family member, or any other person to inform any such person of an unexpected schedule change or for other essential personal business. Any such communication shall be kept to a minimum and shall not interfere with the conduct of school business or the performance of an employee's duties.

A Board member or employee shall be responsible for payment or reimbursement of charges (e.g. long distance charges), if any, that directly results from any such communication. The Board member or employee shall promptly report any such communication that results in an expense to the School District to the Superintendent or the Superintendent's designee. The Superintendent or the Superintendent's designee shall establish procedures for reimbursement of charges incurred as a result of such communications.

Use of the District's internet system for such communications shall not be permitted to the extent such use violates the terms of the E-Rate program, which restricts use of the internet system to "educational purposes."

Election Issues: A Board member or the Superintendent, in the normal course of his or her duties, may use school resources to research and prepare materials to assist the School Board in determining the effect of a ballot question on the School District.

Mass mailings, mass duplication, or other mass communications at school expense for the purpose of qualifying, supporting, or opposing a ballot question is not permitted. Mass communications does not include placing public records demonstrating the consequences of the passage or defeat of a ballot question affecting the School District on its existing websites.

A Board member or employee may campaign for or against the qualification, passage, or defeat of a ballot question or the nomination or election of a candidate when no school resources are used. An employee shall not engage in campaign activity for or against the qualification, passage, or defeat of a ballot question or the nomination or election of a candidate while on duty time.

A Board member or authorized employee may make school facilities available 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 of use.

The School Board may discuss and vote upon a resolution supporting or opposing a ballot question.

A Board member may respond to specific inquiries by the press or the public as to his or her opinion regarding a ballot question or provide information in response to a request for information.

A Board member or employee may identify himself or herself by his or her official title when communicating about a ballot question. Employees who do so shall clearly communicate that their communication is their personal opinion and does not reflect the position or views of the Board of Education or the School District unless express authorization is given by the Board of Education or the Superintendent.

Legal Reference: Neb. Rev. Stat. §§49-14,101.01 and 49-14,101.02

Date of Adoption: January 17, 2017

Internal Board Policies - Board Members

Membership in School Board Associations

The Board of Education shall hold memberships in such school board associations as it may from time to time determine appropriate.

The Board will list on the school's website the organizations and memberships that the Board belongs to and the annual membership dues (if any) for such organizations and memberships, as well as the fees paid by the Board to any individual lobbyist or lobbying firm (if any).

Legal Reference: Neb. Rev. Stat. Sec. 79-512
LB 304 (2024)

Date of Adoption: January 17, 2017
Date of Revision: July 11, 2024

Internal Board Policies - Board Members

Conflict of Interest/Contracts

It shall be the policy of District OR-1 Public Schools that any contract whether oral or written, formal or informal, which is entered into by the school district and in which a member of the Board of Education is directly or indirectly interested, is voidable unless certain reporting, disclosure and abstention requirements are met. The school district is authorized to enter into a contract in which a member of the Board of Education is directly or indirectly interested so long as:

1. The Board member makes a declaration on the record regarding the nature of his/her interest prior to official consideration of the contract.

2. The affected Board member does not participate in consideration or discussion of the contract.

3. The Board member does not vote on the granting of the contract except that if the number of members of the Board declaring an interest in the contract would prevent the Board with all members present from securing a quorum in the issue, then all members may vote on the matter.

4. The Board member does not in any way participate in the inspection, operation, administration or performance under the contract on the part of the district.

It shall further be the policy of District OR-1 Public Schools that the above provisions apply not only to formal contracts but also to open accounts.

Legal Reference: Neb. Rev. Stat. Sec. 49-14,103.01

Date of Adoption: January 17, 2017

Internal Board Policies

Conflict of Interest - Employment of Family Member of Board Member or Supervisor and Employment of Board Member

1. A member of the Board of Education or an administrator or other employee with supervisory responsibilities may employ or recommend or supervise the employment of an immediate family member if:
   a. He or she does not abuse his or her official position (for this purpose, "abuse" means employing an immediate family member: who is not qualified for and able to perform the duties of the position; at an unreasonably high salary; or who is not required to perform the duties of the position);
   b. He or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Superintendent and/or Secretary of the Board; and,
   c. The Board of Education approves the employment or supervisory position.

2. No immediate family member of a Board of Education or an administrator or other employee with supervisory responsibilities shall be employed by the School District:
   a. Without first having made a reasonable solicitation and consideration of applications for such employment.
   b. Who is not qualified for and able to perform the duties of the position.
   c. For any unreasonably high salary.
   d. Who is not required to perform the duties of the position.

3. Neither the Board of Education nor an administrator or other employee with supervisory responsibilities shall 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. This policy shall not apply to an immediate family member of a member of the Board of Education or an administrator or other employee with supervisory responsibilities who was previously employed in a position with the School District prior to the election or appointment of the Board member or employee. Prior to or as soon as reasonably possible after the official date a Board member takes office or an employee assumes his or her responsibilities, such Board member, administrator or other employee with supervisory responsibilities shall make a full disclosure of any immediate family member employed in a position subject to this policy.

5. A member of the Board of Education may not be engaged in a contract to teach with the District OR-1 Public School District. Nor shall a member of the Board of Education cast a vote in favor of the election of any employee when the Board member is related by blood or marriage to such employee.

Legal Reference: Neb. Rev. Stat. §§ 49-1499.04; Sec.49-1499.05; 79-544; and 79-818

Date of Adoption: January 17, 2017

Internal Board Policies

Conflict of Interest—Other Than Contracts or Employment

1. Members of the Board of Education of this School District shall abstain from voting on matters on which they may have a conflict of interest. Any Board member who would be required to take any action or make any decision in the discharge of his or her duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(A) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and,

(B) Deliver a copy of the statement to the Secretary of the Board of Education, who shall enter the statement into the public records of the School District.

The Board member shall take such action as the Commission shall advise or prescribe to remove himself or herself from influence over the action or decision in the matter.

2. The provisions of paragraph 1 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such event, the Board member shall report the occurrence to the Commission.

3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.

4. The Superintendent, or the Superintendent's designee, shall provide:

(A) Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.

(B) When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.

5. For purposes of this policy, immediate family member shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax purposes.

Legal Reference: Neb. Rev. Stat. § 49-1425; § 49-14,101; § 49-14,102; § 49-14,103; § 49-14,103.01; § 49-14,103.02; § 49-14,103.03; § 49-14,103.04; § 49-14,103.05; § 49-14,103.06; § 79-818; § 79-544 and § 49-1499.

Date of Adoption: January 17, 2017

Internal Board Policies - Board Members

Reporting Procedures

It shall be the policy of District OR-1 Public Schools that any school Board member who has a direct or indirect interest in a formal contract entered into with District OR-1 Public Schools, or an open account, shall provide the Superintendent of schools with the following:

1. Names of the contracting parties.

2. Nature of the interest of the school Board member.

3. Date that the contract was approved by the school Board.

4. Amount of the contract.

5. Basic terms of the contract.

The above information shall be provided to the Superintendent of schools no later than ten (10) days after the contract has been signed by both parties. Such information shall be kept on a ledger, and shall be retained in the ledger for five (5) years from the date of the last day in office of the school Board member. The ledger kept by the Superintendent of schools shall be available for public inspection during the normal working hours.

It shall further be the policy of District OR-1 Public Schools that in the case of open accounts, the above information shall be filed within ten (10) days after the account is opened and thereafter the interested officer shall file a revision to the statement within ten (10) days of each payment on the account specifying the date and amount of the payment.

Legal Reference: Neb. Rev. Stat. § 49-14,103.02

Date of Adoption: January 17, 2017

Internal Board Policies - Board Members

Reporting Procedures

It shall be the policy of District OR-1 Public Schools that any school Board member who has a direct or indirect interest in a formal contract entered into with District OR-1 Public Schools, or an open account, shall provide the Superintendent of schools with the following:

1. Names of the contracting parties.

2. Nature of the interest of the school Board member.

3. Date that the contract was approved by the school Board.

4. Amount of the contract.

5. Basic terms of the contract.

The above information shall be provided to the Superintendent of schools no later than ten (10) days after the contract has been signed by both parties. Such information shall be kept on a ledger, and shall be retained in the ledger for five (5) years from the date of the last day in office of the school Board member. The ledger kept by the Superintendent of schools shall be available for public inspection during the normal working hours.

It shall further be the policy of District OR-1 Public Schools that in the case of open accounts, the above information shall be filed within ten (10) days after the account is opened and thereafter the interested officer shall file a revision to the statement within ten (10) days of each payment on the account specifying the date and amount of the payment.

Legal Reference: Neb. Rev. Stat. § 49-14,103.02

Date of Adoption: January 17, 2017

CONFLICTS LEDGER

CONTRACTS IN WHICH BOARD MEMBER HAS A POSSIBLE CONFLICT

(1) Names of the contracting parties-- (a) Business	(b) Board member with possible conflict	(2) Nature of the interest of the officer in question	(3) Date contract was approved by Board	(4) Amount of the contract[1]	(5) Basic terms of the contract

Note: May attach and reference NADC Form C-3.

§ 49-14,103.02. Contract with officer; information required; ledger maintained. The person charged with keeping records for each governing body shall maintain separately from other records a ledger containing the information listed in subdivisions (1) through (5) of this section about every contract entered into by the governing body in which an officer of the body has an interest and for which disclosure is made pursuant to section 49-14,103.01. Such information shall be kept in the ledger for five years from the date of the officer's last day in office and shall include the:
(1) Names of the contracting parties;
(2) Nature of the interest of the officer in question;
(3) Date that the contract was approved by the governing body;
(4) Amount of the contract; and
(5) Basic terms of the contract.
The information supplied relative to the contract shall be provided no later than ten days after the contract has been signed by both parties. The ledger kept pursuant to this section shall be available for public inspection during the normal working hours of the office in which it is kept.
Source: Laws 1986, LB 548, § 3; Laws 2001, LB 242, § 22.

§ 49-14,103.03. Open account with officer; how treated. An open account established for the benefit of any governing body with a business in which an officer has an interest shall be deemed a contract subject to sections 49-14,103.01 to 49-14,103.06. The statement required to be filed by section 49-14,103.02 shall be filed within ten days after such account is opened. Thereafter, the person charged with keeping records for such governing body shall maintain a running account of amounts purchased on the open account. Purchases made from petty cash or a petty cash fund shall not be subject to sections 49-14,103.01 to 49-14,103.06.
Source: Laws 1986, LB 548, § 4.
Written Statement Attached on form C2-A

[1] If contract involves an open account insert "open account." A running account of amounts purchased is maintained in the records of the District Bookkeeper.

Internal Board Policies - Board Members

Code of Ethics

It shall be the policy of District OR-1 Public Schools that members of the Board of Education will exercise their responsibilities in accordance with the following Code of Ethics:

1. As a member of the local Board of Education, representing all the citizens of the District OR-1 School District, each Board member will recognize:

    a. That he or she has been entrusted with the educational development of the children and youth of the district.

    b. That the district expects that the first and greatest concern of a school Board member will be the best interest of each and every one of the young people enrolled in the district's schools.

    c. That the future welfare of this district, of this state, and of our nation depends in the largest measure upon the quality of education provided in District OR-1 Public Schools to meet the needs of every learner.

    d. That members of the Board of Education must collectively take the initiative in helping all the people in this district to have updated, accurate information about the public schools system, and to provide the finest possible school programs, school staff, and school facilities.

    e. That by statute the authority of the Board of Education is derived from the state which is ultimately responsible for the organization and operation of the public schools and which determines the degree of discretionary power exercised by the Board representing the people of the District OR-1Public Schools District.

    f. That a school Board member must never neglect his or her personal obligation to the district and legal obligation to the State of Nebraska, nor surrender these responsibilities to any other person, group or organization; but that, beyond this, each school Board member has a moral and civic obligation to our country which can remain strong and free only so long as public schools in the United States are kept strong and free.

2. In view of the foregoing consideration, it must be the constant endeavor of each school Board member:

    a. To devote time, thought and study to the duties and responsibilities of a school Board member so that he/she may render effective and creditable service.

b. To work with fellow school Board members in a spirit of harmony and cooperation so as to convert differences of opinion which arise during discussion and debate into a consensus for the benefit of the students enrolled in District OR-1 Public Schools.

c. To base personal decisions upon all available facts in each situation, to vote honest conviction in every case, unswayed by partisan bias of any kind; thereafter, to abide by and uphold the final majority decision of the Board of Education.

d. To remember at all times that individual Board members have no local authority outside the meetings of the Board of Education, and to conduct relationships with school staff members, local citizens, and all media of communication on the basis of this fact.

e. To resist every temptation and outside pressure to use the position as a school Board member to benefit either oneself, immediate family or any other individual or agency apart from the total interest of the school system.

f. To recognize that it is as important for the Board of Education to understand and evaluate the educational program of District OR-1 Public Schools as it is to plan for the business of the school district.

g. To bear in mind under all circumstances that the primary function of the Board of Education is to establish and maintain the policies by which the schools are to be administered, but that the administration of the educational program and the conduct of school business shall be the primary responsibility of the Superintendent of Schools and the professional and non-professional staff members who are employed to work with the Superintendent of Schools.

h. To welcome and encourage active cooperation by citizens, organizations, and the media of communication in District OR-1 Public Schools with respect to the establishment of policy on current school operation and proposed future developments.

i. To strive step by step to achieve the ideal conditions for the most effective service by a Board of Education to its district, in a spirit of teamwork and unwavering commitment to the American system of public education as a primary means for preservation and perpetuation of our representative democracy.

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of Operation

Board Member Liability

Board members shall not be held personally liable for actions taken in the performance of their duties and responsibilities vested in them by the laws of Nebraska and the members of the school district community. In carrying out the duties and responsibilities of their office, board members shall act in good faith.

The school district shall defend, save harmless and indemnify board members against tort claims or demands, whether groundless or otherwise, arising out of an alleged act or omission occurring within the scope of their official duties, unless it constitutes a willful or wanton act or omission. However, the school district shall not save harmless or indemnify board members for punitive damages.

Legal Reference: Neb. Rev. Stat. § 79-516

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of Operation

Methods of Operation

It shall be the policy of District OR-1 Public Schools that the Board of Education exercises authority over the schools in accordance with applicable laws. It determines policy; delegates executive supervisory and instructional authority to its employees; and appraises results achieved in light of goals established by the Board of Education.

The Board of Education shall direct its attention primarily to broad questions of policy and the appraisal of results rather than to administrative details. It shall be recognized that the implementation and the application of policy is an administrative task to be performed by the Superintendent of Schools and professional and non-professional staff elected to work with the Superintendent of Schools. The Superintendent and Principals shall be held responsible for the effective administration and supervision of District OR-1 Public Schools and its policies.

All matters to be submitted to the Board of Education shall first be brought to the Superintendent of Schools for study, analysis, review and recommendation. The Superintendent will present to the Board of Education those matters which require formal action by the Board of Education.

Legal Reference: Neb. Rev. Stat. § 79-526
Neb. Rev. Stat. § 79-520

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of Operation

Formulation of Policies

It shall be the policy of District OR-1 Public Schools that the Board of Education, representing the people of the District OR-1 School District, will be the governing body which determines all questions of general policy to be employed in the governance of the District OR-1 Public Schools.

Proposals regarding school district policies and operation may be initiated by any of several sources: a parent, a taxpayer, a professional employee, a school board member, a non-professional employee, a professional consultant, a civic group, etc. Ordinarily policies will be developed for presentation to the Board of Education by the Superintendent.

Formal action on policy proposals, whatever their source, will be taken by the Board of Education in accordance with its bylaws. Ordinarily, the Board of Education shall take action on such matters upon the basis of recommendations presented to the Board of Education by the Superintendent.

Legal Reference: Neb. Rev. Stat. § 79-554
Neb. Rev. Stat. § 79-520

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of Operation

Adoption, Amendment or Suspension of Policies

A. Proposed policies introduced and recommended to the Board shall require a majority vote of the Board for adoption and if so passed shall take effect immediately.

B. Any policy of the Board may be suspended for an agreed upon period of time by a majority vote of the members of the Board.

C. The Superintendent, in case of emergency or to comply with legal requirements, may suspend any part of these policies and regulations as it pertains to administration of schools provided, however, that the Superintendent shall report the fact and the reason for such suspension at the next meeting of the Board of Education and, provided further that the suspension shall expire at the time of said report unless continued in effect by action of the Board of Education.

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of Operation

Formulation of Administrative Regulations

The Board of Education shall delegate to the Superintendent of Schools the function of specifying required actions and outlining detailed arrangements for operation of the schools. These rules and detailed arrangements shall constitute the administrative regulations governing the schools. These rules and arrangements must, in every respect, be consistent with the policies adopted by the Board of Education.

The Board of Education shall approve administrative regulations when specific state laws require such action or when the Superintendent recommends that the Board of Education take such action.

Legal Reference: Neb. Rev. Stat. § 79-520

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of Operation

Meetings

The formation of school policy is a public matter and final action on such a matter must be taken in an open meeting. Every meeting of the Board of Education shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of the Board of Education, except as otherwise provided by the Constitution of the State of Nebraska, and by federal and state law.

The term "meeting" shall refer to all regular, special, or called meetings, formal or informal, of the Board of Education for the purpose of briefing, discussing public business, forming tentative policy, or taking any action of the Board of Education. This definition of "meeting" includes any meeting of an advisory committee of the Board of Education, but specifically excludes any meeting of a subcommittee, or standing committee, of the Board of Education unless such subcommittee or standing committee has been given the authority to take formal action on behalf of the Board.

Since members of the Board of Education are unable to function officially as individuals, the meeting of the Board of Education will present an opportunity for the school program to be discussed and appraised and for individual biases and opinions to be aired as the members of the Board of Education strive for consensus decisions on specific issues. In addition, the meeting will provide an appropriate place for items of interest or concern to individual citizens or groups of the school community to be heard and considered. The Board of Education will take formal action only when the Board is meeting in open session.

Legal Reference: Neb. Rev. Stat. § 79-554
Neb. Rev. Stat. § 79-555
Neb. Rev. Stat. § 84-1412

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of Operation

Types of Meetings

Regular Meetings

Regular scheduled meetings may be of two kinds: business or education or both. The education meetings may be held for the purpose of reviewing the school program, or for the development and discussion of policy.

Special Meetings

A special meeting may be called by the President of the Board, or upon recommendation of the Superintendent, or by two members collectively in the event the President fails to act, upon due notice as specified by the bylaws. No business shall be transacted at a special meeting except that for which the meeting is called or that of an emergency nature.

Legal Reference: Neb. Rev. Stat. § 79-554
Neb. Rev. Stat. § 84-1409

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of Operation

Designated Method of Giving Notice of Meetings

The Board of Education will give advance notice of meetings by publishing such notice in a newspaper of general circulation within the District's jurisdiction and, if available, on such newspaper's website. If a newspaper refuses, neglects, or is unable to timely publish such notice, then notice may be given by (1) posting on the newspaper's website, if available, and (2) posting such notice in conspicuous public places within the District. The Board Secretary shall keep a written record of such postings.

Notice shall be given a reasonable time in advance of the meeting. Two (2) days advance notice shall be considered sufficient.

For an emergency meeting, notice shall not be required to be given; however, the Board will complete minutes for such an emergency meeting as required by law. An emergency has been defined as any event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; a sudden or unexpected happening; an unforeseen occurrence or condition.

The Secretary of the Board of Education, or the Secretary's designee, shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to such news media of the time and place of each meeting and the subjects to be discussed at the meeting.

Legal Reference: Neb. Rev. Stat. Sections 79-554; 79-555 and 84-1411

Date of Adoption: January 17, 2017
Dave of Revision: July 11, 2024

Internal Board Policies - Methods of Operation

Agenda Construction and Control

A. Written meeting agendas will be prepared by the Superintendent in collaboration with the President of the Board of Education. Any Board member may submit agenda items to be placed on the agenda by the Superintendent and the Board President.

B. Control of the agenda is the responsibility of the Board President. Agenda items shall set forth the matter to be discussed at that agenda item. An agenda, kept continuously current, shall be readily available for public inspection on the District's website and at the office of the Superintendent of Schools of the District OR-1 School District during normal business hours. Except for items of an emergency nature, the agenda shall not be altered later than 24 hours before the scheduled commencement of the meeting. The School Board shall have the right to modify the agenda to include items of an emergency nature only by action taken at the public meeting at which the item is to be considered. Agenda items shall be sufficiently specific to advise the public of the issues to be discussed under that agenda item.

Legal Reference: Neb. Rev. Stat. Sec. 84-1411

Date of Adoption: January 17, 2017
Date of Revision: June 13, 2022

Internal Board Policies

Location of School Board Meetings

The traditional meeting place for Board meetings will be the board room at the School District's principle office. The President or Superintendent may designate a different meeting place for individual meetings with advance notice to the members.

All meetings of the Board shall be held at the location designated in the notice of said meeting. If circumstances dictate meeting in a different location than designated in the notice, it shall be the responsibility of the Superintendent to take the appropriate steps to inform Board members and the public.

Meetings of the Board may be held outside the School District boundaries when deemed necessary by the Board and approved by the Board at any preceding meeting. Meetings of the Board may be held outside the state of Nebraska upon compliance with applicable laws.

Legal Reference: Neb. Rev. Stat. §§ 84-1411 and 84-1412

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of Operation

Procedures During Meetings

In the absence of the President and the Vice President of the Board of Education at any meeting, the Board shall choose a President pro tempore. In the absence of the Secretary at any meeting, the Board shall also choose a Secretary pro tempore.

Any action taken on a question or a motion duly moved and seconded shall be by roll call vote of the Board in open session, and the record shall state how each member voted, or if the member was absent or abstained.

Legal Reference: Neb. Rev. Stat. § 79-569
Neb. Rev. Stat. § 79-520
Neb. Rev. Stat. § 84-1413

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of Operation

Public Participation at Board Meetings

Attend

Members of the public shall be permitted to attend and to speak at Board meetings. They will not be required to identify themselves as a condition for admission to the meeting.

The Board may allow advisors, consultants, and other persons who are not Board members to appear at the meeting via telephone or other similar means.

The President has the authority to assure that people conduct themselves in an orderly manner at the meeting. Undue interruption or other interference with the orderly conduct of business will not be allowed. The President may order persons who are disorderly to be removed from the meeting.

Hear

The Board will, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at the meeting.

Record

Members of the public may use recording devices (phone, video camera, etc.) to record any part of a board meeting, except for closed sessions. The President shall control the placement of the recording device so the device does not obstruct the view of Board members or other members of the public attending the meeting and does not otherwise interfere with the meeting.

Access to Written Materials

At least one copy of all reproducible written material to be discussed at an open meeting will be made available at the meeting for examination and copying by members of the public.

Speak

Members of the public will be permitted to speak at Board meetings. Members of the public may also speak when invited to make a presentation or when recognized by the President.

For regular meetings of the Board, individual speakers shall have **up to 5 minutes** to address the Board, and the Board shall hear **up to 60 cumulative minutes** of public comment.

For all meetings other than regular meetings of the Board, individual speakers shall have **up to 5 minutes** to address the Board, and the Board shall hear **up to 30 cumulative minutes** of public comment. The Board may vote to modify these time limits when the Board deems

appropriate. The President may implement other reasonable requirements for public comment, consistent with the Open Meetings Act.

Members of the public will not be required to have their names placed on the agenda prior to the meeting to speak about items on the agenda.

Any member of the public desiring to address the body shall be required to identify himself or herself, including an address and the name of any organization represented by such person, unless the address requirement is waived to protect the security of the individual.

To ensure the Board completes its business during meetings other than regular meetings, public comment will be listed at the end of the agenda for all meetings other than regular meetings.

Speakers will be permitted to address the Board consistent with free speech rights. However, offensive language, defamatory remarks, and hostile conduct will not be tolerated. Further, charges or complaints against a school employee shall not be made for the first time at a public Board meeting without having followed the school's complaint procedure.

Legal Reference: Neb. Rev. Stat. 84-1412

Date of Adoption: January 17, 2017
Date of Revision: July 11, 2024

Internal Board Policies - Methods of Operation

Teacher-Administrator-Board of Education Relationships

Since it is recognized that providing a high quality education for children is the paramount aim of District OR-1 Public Schools and that good morale is necessary for the best education of children, the Board sets forth the following policy concerning the relationship of the Board, the administration, and the staff:

A. The Board of Education, under law, has the final responsibility of establishing policies for the district.

B. The Superintendent and staff have the responsibility of carrying out the policies established through the development and monitoring of administrative rules and regulations.

C. The professional teaching personnel has the ultimate responsibility of providing the best possible education in the classroom through the careful following of Board policies and administrative rules and regulations.

Date of Adoption: January 17, 2017

DISTRICT OR-1 POLICY REVIEW SCHEDULE: 2025

Updated January 12th, 2026

Policy Review Schedule for the 2026 calendar year

Policy Series	Topic	Date of Last Review	New Review Date	Status
1000	Community Relations	April 14, 2025	April 13, 2026	Scheduled
2000	Administration	April 14, 2025	April 13, 2026	Scheduled
3000	Business Operations	April 14, 2025	April 13, 2026	Scheduled
4000	Personnel	August 11, 2025	August 10, 2026	Scheduled
5000	Students	August 11, 2025	August 10, 2026	Scheduled
6000	Instruction	November 10, 2025	November 9, 2026	Scheduled
7000	New Construction	November 10, 2025	November 9, 2026	Scheduled
8000	Internal Board Policies	February 10, 2025	February 9, 2026	Scheduled
9000	Bylaws of the Board	February 10, 2025	February 9, 2026	Scheduled

District OR-1 Memorial Policy "Draft" for Review and Discussion
Community Relations: 1000 Policy Series
First Reading: March 14, 2022
Second Reading: April 11, 2022

Policy No. 1320

District Memorial Policy

- The loss of a loved one is always very difficult and the desire to remember that loved one is significant. The staff and administration of District OR-1 will adhere to the following guidelines when memorializing deceased students and staff.

District Guidelines:

- **Funerals:**
  - School will not be routinely dismissed for funerals.
  - Parental permission is required in order for students to attend funerals.
  - Using school grounds or facilities for funerals will not be allowed.
  - Parents need to provide for the transportation needs of their students to and from the funeral as well as the emotional support necessary before, during, and after the service. It is for those reasons that District OR-1 will not transport students to and from funerals.

- **Memorials and Monetary Donations**
  - The superintendent or his/her designee has the discretion to make the final decision on any requested memorial project
  - Memorials and monetary donations will be allowed for students who attended District OR-1, staff who served the district, and community members.
  - All visible memorials will be of the same design. The design of the memorial will be a plaque or inscription no bigger than 8" X 10". The top of the plaque or inscription will contain the words, "In Memory of" with the deceased's name appearing below.
  - The plaque or inscription will have no pictures or other ornamentation.
  - The plaque may be affixed to an approved donated item, such as a tree, bench, flower planter, or picture or an inscription may be made directly on the donated item.
  - The plaque or inscribed item will be offered to the parents, spouse, or relatives of the deceased when it is removed.
  - If no one wants the plaque or inscribed item, it will be disposed of.
  - All memorials must be pre-approved by the administration and may be removed by the administration.
  - No memorials will be acceptable that alter the conduct of a regular school day.
  - No memorials will be acceptable that alter school activities or the school activities schedule.
  - No memorials will be acceptable that require the retirement or discontinued use of school property.

- No memorials will be acceptable that infringe on the separation of church and state.
- No memorials will be acceptable that require the use of public funds for purchase, development, or maintenance.
- Money may be donated to a fund on behalf of the deceased and commemorated with an appropriate size plaque as designated above.
- Memorial inscriptions should read, *"In Memory of"* followed by the deceased's name.
- Anyone donating money to the school on behalf of the deceased may make suggestions on how the money is to be used, but the final determination of how the funds will be used will be made by the administration.
- If those donating the funds cannot agree to this condition, the money will be returned.

- A partial and acceptable list of items that might be purchased with memorial funds include:
  - Purchase of library books
  - Purchase of computers
  - Purchase of software
  - Purchase of athletic equipment
  - Purchase of shop or technical equipment
  - Monetary gifts designated to a specific curricular area
  - Landscaping improvements to the school's property
  - Purchase of improvements to the school's physical plant

<u>Honors, Flower Arrangements, and Diplomas</u>

- Honorary diplomas may be privately awarded to the family of students who were enrolled in grades 9-12 at District OR-1 at the time of their death.
- A flower arrangement will be placed at the graduation ceremony with the notation that it is *"in honor of all classmates who couldn't be with us today."*
- No scholarships or awards in the deceased's name will be set up by the school.
- Scholarships, awards, and monetary donations in the deceased's name shall be arranged with the **Foundation For Knowledge.**

The Board of Education recognizes that the guidelines listed above are not an all-encompassing list and respectfully reserves the right to exercise its best judgment for those instances not covered by the guidelines appearing above.

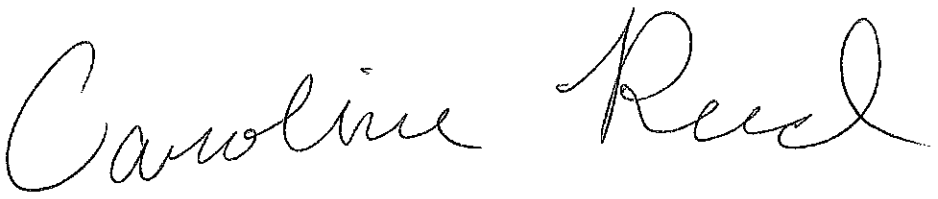
Date of First Reading: Monday, March 14, 2022
Date of Second Reading: Monday April 11, 2022

Feb 2nd, 2026

I, Caroline Reed, will be resigning from my position of 3rd grade teacher at the conclusion of the 2025-2026 school year.

Thanks,

Caroline Reed



BOARD OF EDUCATION
RESOLUTION TO CANCEL TEACHING CONTRACT

WHEREAS, on January 28, 2026, Cody Pester received, via hand-delivery, written notice of the recommended cancellation of his employment contract; and

WHEREAS, Cody Pester was notified of his right to request a hearing within seven (7) days from the date of such notification and was notified that, in the event no request for hearing was made, the Board may proceed to cancel his employment contract with the School District without further notice; and

WHEREAS, Cody Pester did not request a hearing within the time required by law; and,

WHEREAS, the Board, being duly advised of these facts, finds there is just cause to cancel Cody Pester's certificated employment contract, effective January 28, 2026.

NOW, THEREFORE, **BE IT RESOLVED** that the employment contract of Cody Pester, should be and is hereby cancelled, effective January 28, 2026.

DATED this **9th day** of February **2026.**

DISTRICT OR - 1

BY: Brandon Dash
_____
President, Board of Education

DISTRICT OR-1 TEACHER'S CONTRACT:

Please note that this is an abbreviated employment contract, which includes only the remaining contract days of the 2025-2026 school year.

THIS CONTRACT is made by and between the Board of Education of Otoe County School District 0501, a/k/a Palmyra District OR-1 Public Schools ("District") and **Shea Spaulding** ("Teacher"). That the Board of Education agrees to employ the Teacher as follows:

School Year: School Year begins **on or about February 10, 2026** and **ends on or about May 21, 2026** subject to Board modification.
Days of Service: Teacher shall be employed for **66** days of service, subject to terms of the negotiated agreement.
Full Time Equivalency: Teacher shall be employed for a full-time equivalency (FTE) of **1.0**
Salary Schedule Placement: Teacher's salary schedule placement is subject to final terms of the negotiated agreement for the applicable contract year between the Board and the bargaining unit representing the certificated employees of the District. The Teacher's salary schedule placement and other terms of employment for the **2026-2027** contract year may be set forth on the Annual Supplemental Renewal form to be executed subsequent to this Teacher's Contract. **Step, Column, and Job Assignment for this contract will be:**
STEP: 1
Column: 1
Job Assignment: Palmyra Middle School Teacher.
FIRST: Salary. The salary of the Teacher shall be payable in **4 (four)** equal installments. The first installment shall be payable on the **15th day of March**, and the remaining installments shall be payable on same day of each month thereafter. Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing, and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. This contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and Teacher's Retirement. Other deductions may be withheld as agreed to by the parties to this contract. Upon termination of this contract by the Board or the Teacher, the compensation shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service in the applicable contract year. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.
SECOND: Duties. The Teacher hereby agrees to be governed by the policies of the Board of Education of the District. The duties to be performed by the Teacher shall be subject to assignment by the Superintendent or the Board. Days of service may be adjusted from year to year by the Board. The Teacher further agrees to devote full time during days of school to the Teacher's position and in all respects to diligently and faithfully perform the assigned duties to the best of the Teacher's professional ability. Regular dependable attendance is an essential function of the Teacher's position.
THIRD: Extra Duty Assignments. In addition to the normal duties traditionally required of certificated employees, the Teacher may be assigned "extra duty" assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon; provided that the Teacher shall not unreasonably refuse to accept such assignments. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of this Teacher's Contract.
FOURTH: Contract Termination. To the extent this Contract is subject to the continuing contract statutes, this Contract may be amended, cancelled or terminated subject to required procedures in the event the Teacher violates any of the provisions of this Contract, or performs any act or does anything which is materially harmful to the employer, or which substantially inhibits the Teacher's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to teach in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. Non-renewal, suspension or other disciplinary action may be enforced in accordance with applicable law. To the extent this Contract is not subject to the continuing contract statutes, it shall be terminable at will, without cause or hearing.
FIFTH: Legal Requirements. The Teacher affirms that: (1) Teacher holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Teacher shall not be compensated for services performed prior to the date of registration of this certificate; (3) Teacher is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract and (4) there shall be no penalty for release or resignation by Teacher from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. It is understood that this Contract is also subject to provisions of the School Teachers Retirement Act.
SIXTH: Renewal. Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference except as stated on such Renewal Agreement. Renewal Agreements must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen calendar days of receipt thereof from the District. Said Renewal agreement shall not be required to be signed by the Teacher prior to March 16. Failure to return the Renewal Agreement or an intent card by the required date shall constitute grounds for termination.

The failure to return a signed copy of this contract to the Secretary of the Board of Education or the Superintendent of the District on or before **12:00 p.m. on Friday, February 6th, 2026** shall constitute a rejection by the Teacher of the offer of employment.

Executed this ____ day of _____, 2026	Executed this ___ day of_____, 2026
_____ Teacher	Board of Education of Otoe County School District 0501, a/k/a Palmyra District OR-1 Public Schools By: _____ Attest: _____ President Secretary

District OR-1 Certified Staff Contract Renewal Addendum and "Letter of Intent" March 2026

Please return this signed document to the District OR-1 Central Office
no later than the end of the school day on **Monday, March 16, 2026**

Attention: **[User.FirstName] [User.LastName]**
[Custom.Building]

This letter will serve as an official contract addendum, verifies your "Intent to Return" and is your notification under **§79-828** & **§79-829**, R.R.S. Nebraska. Your contractual obligations for the **2026-2027** school year will commence on or about **August 6, 2026** and will be completed on or about **May 20, 2027** (unless you are under an extended contract). Your salary for the **2026-2027** school year will be determined in accordance with the salary schedule identified in the **2026-2027** negotiated agreement.

Failure to sign and submit this document by the end of the school day on **Monday, March 16th, 2026**, will void this offer of continued employment and it will be deemed withdrawn. Thus, failure to submit a signed copy of the document indicating your "Intent to Return" will be considered resignation of your current contract effective at the end of the **2026-2027** contract year.

If you have any questions regarding this contract addendum, please contact the Superintendent's Office at (402) 780-5327.

I, **[User.FirstName][User.LastName]**, hereby accept a continuing contract for the **2026-2027** school year and understand that my final salary figure will be calculated in accordance with the **2026-2027** negotiated agreement. Adjustments and changes to the extra duty schedule will be made according to the **2026-2027** negotiated agreement.

Any staff member with an extra duty assignment will maintain the same extra duty as the current school year, unless agreed upon by the athletic director and building principal. Extra duty assignments are at the discretion of the administration and may be altered, modified, changed, or assigned at any time during the contract year.

Staff Signature: _____ **Date:** _____

Superintendent Signature: _____ **Date:** _____

District OR-1: Home of the Panthers!

Employment "Letter of Intent" for Classified Employees

Updated: February 9, 2026

Please return to Central Office by Friday, April 17th, 2026, at 4:00 p.m.

Employee Name:

Current Position:

_____ I would like to remain employed by District OR-1 for the **2026-2027** school year.

_____ I am not planning to return to District OR-1 for the **2026-2027** school year. In the absence of an attached resignation letter, this document will serve as my official resignation from my employment with District OR-1, effective at the end of the current school year unless communicated or approved otherwise by district administration.

This "intent to return" document provides you with the reasonable assurance that District OR-1 intends for you to return to perform services during the following academic year. However, nothing in this intent letter modifies or deviates from your position as an "at-will" employee in the District. Notwithstanding anything to the contrary, your job position, job duties, hourly rate of pay, and benefits remain on an "at-will" basis and may be modified at any time based on the needs of District OR-1.

Employee Signature: _____ **Date:**_____

Building Principal Signature:_____ **Date:** _____

Superintendent Signature: _____ **Date:**_____

DISTRICT OR-1 NEGOTIATED AGREEMENT
2026-2027 and 2027-2028 SCHOOL YEAR

This agreement, made this **9th day of February 2026,** by and between the District OR-1 School District and the District OR-1 Education Association. *This agreement shall be effective as of **August 1, 2026,** and shall continue in effect until **July 31, 2027**. Payroll, benefits, and other agreement changes will become effective with the start of the new school year specified on the official school calendar and with the September pay period annually.*

The undersigned parties have negotiated in good faith regarding the wages, hours, and conditions of employment for the members of the Education Association employed by the School District.

The undersigned have reached an agreement in accordance with the following terms and conditions:

1. For the school years **2026-2027 and 2027-2028**, the salary schedules, health insurance, extra-duty pay, disability insurance, eye care coverage, sick leave benefits, personal leave benefits, and professional leave benefits shall be those which are provided by the district.

2. It is further agreed that those items resolved by negotiations represent the agreement of the parties relative to wages, hours, and conditions of employment of the members of the Education Association by the School District. The parties recognize the right of management to conduct the business of the employer and to direct their workforce. The employer expressly reserves the right to fire and lay off employees, to classify, assign, transfer and promote them, and to discipline and discharge them for just cause, and in general to maintain the right to publish reasonable rules and regulations from time to time as it may deem necessary and appropriate for the conduct of its business, and may do so provided only that the same are not inconsistent with the express terms as resolved by negotiations. Once executed, those items resolved by negotiations shall not be renegotiated or reopened with respect to any subject or any term or conditions of employment of the bargaining unit except by the mutual consent of the parties involved or any agreed upon reopen clause as defined in No. 6. Mutual consent shall be the sole remedy and means of reopening or renegotiating this contract and if mutual consent is not forthcoming, then reopening and renegotiations shall not take place.

3. Each individual, full-time teaching contract represents a mutual binding agreement upon both parties, and the Education Association shall encourage its members to maintain professional integrity in honoring their contractual commitments and in complying with the Statutes of the State of Nebraska.

4. The Parties agree to develop collaboratively a **Workplace Safety Committee** process to improve security procedures, expand training opportunities for all staff, and engage in problem-solving to improve workplace safety. The Association shall select two representatives each year to serve on the Committee. The Board shall select two representatives to serve each year on the Committee. The Superintendent shall also serve on the Committee. The Committee will meet on an as-needed basis and shall endeavor to promptly address staff concerns.

5. The School District and Association agree that there shall be no unlawful discrimination in the workplace setting and that all practices, procedures, and interpretations under or of this Agreement shall clearly exemplify that there is no unlawful discrimination on the basis of any protected status. The Parties agree to renegotiate in good faith any provision or interpretation of this Agreement deemed to constitute unlawful discrimination against any staff member.

6. A reopening clause is in effect following the **2026-2027** school year, allowing for recommendations from the newly-created "Insurance Task Force" (comprised of board members and district staff) to be considered for the **2027-2028** school year.

DRAFT

Health Coverage

A. Coverage

The coverage shall be equal to the Blue Cross/Blue Shield PPO Plan with single PPO - 80% A & B with 50% C Coverage dental as provided by the carrier and shall be subject to pre-admission certification and a **$1,200** deductible or **$4,000** HSA (exempt from deductible reimbursement). All deductibles paid by the employee in the **$1,200** deductible plan will be limited to the amount required for the applicable $650 deductible plan, i.e., Employee Only Plan, up to maximum reimbursement of **$550/$1,100.** The balance of a deductible in excess of those amounts will be reimbursed to the employee by the District with documented evidence of the expenditure, e.g., insurance E.O.B's.

Example: Employees w/employee-only insurance will pay the first **$650** of the deductible and will be reimbursed for amounts above **$650 up to $550** for a calendar year.

All other plans, participants would pay the first **$650** of the first insured's plan, and are eligible for reimbursement for up to **$550** to meet the difference of the first insured's liability in deductible over the **$650** mark. Those remaining insured on the first insured's policy (other than the first insured) will combine to be eligible for the same reimbursement schedule as the first insured. The total reimbursement of the calendar year deductible will be a **maximum of $1,100.**

Employees who elect the high deductible option of the dual choice plan must place the premium savings into a health savings account administered by the school district or its designee.

B. Carrier

The carrier for the **2026-2027 and 2027-2028** contract years shall be the EHA-endorsed Blue Cross/Blue Shield Plan.

C. Provisions of the Agreement

- The District will pay per month **$2,570.38** for full-time teachers with dependent spouse and child/children coverage and single PPO- 80% A & B with 50% C dental for the **2026-2027** contract year.
- The District will pay **$1,914.27** per month for full-time teachers with dependent spouse coverage and single PPO - 80% A & B with 50% C dental coverage for the **2026-2027** contract year.
- The District will pay **$1,686.40** per month for full-time teachers with dependent child/children coverage and single PPO- 80% A & B with 50% C dental coverage for the **2026-2027** contract year.
- The District will pay **$911.59** per month for full-time teachers with employee-only coverage and single PPO- 80% A & B with 50% C dental coverage for the **2026-2027** contract year.

- Teachers employed less than full-time by the district will receive the same percentage of the above figures as their Full-Time Equivalent based on the type of coverage they choose.

- If spouses are employed by the District as teachers, the District will pay up to **$2,570.38** per month for one of the full-time teachers with required dependent coverage with single PPO - 80% A & B with 50% C dental coverage during the **2026-2027** contract year. The spouse will be eligible for the cash in lieu of insurance.

- Employees who elect to be excluded from the group health insurance plan will be given cash-in-lieu of insurance **up to $3,000** for the **2026-2027** contract year based upon their Full-Time Equivalency, but must provide proof of health insurance from another provider.
- **Special Note:** *For the **2027-2028** School Year, the EHA-endorsed Blue Cross/Blue Shield Plan will be updated when current rates are published.*

DRAFT

Life Insurance

The district will pay the premium for **$50,000** of term life insurance on certified teachers while they are employed by the district .5 FTE or greater.

Experience Allowed into the System

All teaching experience up to five years of credit shall be given for previous teaching experience in a state-accredited school upon initial employment. The Board of Education may, with the consensus of the Association leadership, grant additional years of outside experience for purposes of placement when special needs arise.

Salary Schedule Advancement

- Horizontal steps on the salary schedule will be granted for work that is completed at the graduate level. The coursework shall be in the area of education, and hours should be reviewed and approved in advance by the Association leadership and the central office team.
- Teachers may advance to the ISC+18 level by taking appropriate graduate hours. To advance beyond the ISC+18 level to the MA column, the hours must be in an approved Master's degree program or by specific approval of the Superintendent. Credit hours used for salary determination and advancement in the ISC+ range must have been earned after the BA Degree was earned.
- Credit hours for salary determination and for advancement in the MA+ range must have been earned after the MA Degree was earned, e.g., no hours earned before the date the MA Degree was earned will carry over from the BA level to be counted for MA+ hours. Graduate credit must be issued by a college with regional or national accreditation and be approved by the Association leadership team and the Central Office team.
- Transcripts of credits must be in the Office of the Superintendent of Schools **by September 1** for verification of where said teacher is on the salary schedule. If not presented to the office by this date, the teacher will remain on the salary schedule coordinated with the hours that are on file.
- Vertical advancement will be limited to one step each year. Staff members who do not move horizontally will reach a freezing point and remain there until additional credits are earned. At such time sufficient credits are acquired, members will move horizontally to the proper placement plus one step vertically.
- Horizontal movement is limited to 2 columns per contract year.

Longevity Advancement

Once a certified staff member reaches the MA +36 level and Step 16, a longevity advancement of 1% per year will be added until the staff member reaches index 1.96.

Sick Leave

A teacher shall be granted leave for personal illness, accident, or non-elective surgery resulting in disability in the following manner:

At the beginning of each school year, each full-time teacher shall be credited a maximum of **twelve (12) days** of sick leave. Teachers who are employed less than full-time will be credited with sick leave proportional to their full-time equivalency. Teachers will be entitled to accumulate unused sick leave up to a **maximum of forty-five (45) days.**

Each day's absence for disability-related reasons in excess of the teacher's accumulated sick leave shall result in the loss of a normal day's pay.

Sick leave for as many as ten (10) days per year may be used for absences requiring the staff member to be with a hospitalized member of the immediate family or for the care of a teacher's child/ children. Each day's absence for such reasons in excess of (10) days shall result in the loss of a normal day's pay.

Absence for more than half a day shall result in the loss of one day's sick leave entitlement.

Any teacher who is absent for five (5) continuous contract days due to personal illness may be required to certify his or her disability with a physician's statement, which shall be filed with the superintendent's office.

DRAFT

Long Term Disability

District OR-1 will pay each teacher the amount of LTD premium cost; this amount will then be deducted from the employee's check to pay the LTD premium for the Long-Term Disability plan that calls for the coverage to include an end of sick leave waiting period and 66 2/3% of the teacher's salary. The salary covered by this policy will include any pay received for co-curricular activities.

Eye Care Coverage

The district will pay the premium of $(TBD) per month for eye care coverage for each certified employee while they are employed at .5 FTE or greater. Staff who wish to add family members may be allowed to do so at their own expense.

Summer /Curricular Work/ Professional Development

Staff members who work administratively approved times during the summer or during other non-student contact hours for such things as curriculum work, program development, safety planning, etc., shall be paid the following hourly wages.

- *Bachelor's Degree:* ***$27.00 per hour.***
- *Master's Degree:* ***$30.00 per hour***

Sub Coverage Pay

In a situation where no other alternative is available, a certificated employee may be asked by his or her principal to cover a class during their regularly scheduled planning time. If a teacher covers the class during this planning time, they will be paid at the rate of **$20.00** per hour.

Professional Leave

Teachers may be granted professional leave during the school year with the approval of the Principal. This type of leave is intended for conventions or conferences that may be within the teacher's responsibility.

Personal Leave Policy

When a teacher must be absent for reasons not included in the sick leave provision, an application may be made for personal leave. Each full-time teacher shall be granted two (2) days of personal leave per year (for any reason). Teachers will be entitled to accumulate up to a maximum of **four (4) days** of unused personal leave. Teachers who are employed less than full-time will be credited with personal leave proportional to their full-time equivalency.

- All requests should be submitted in writing to the superintendent of schools, at least two full school days in advance, for approval. No more than three (3) requests per date, with a maximum of two (2) per building, will be granted, except in the case of a circumstance beyond the teacher's control, when the superintendent may approve additional requests. The requests will be approved in the order in which they are received.
- Please note: The following days are considered outside of the typical personal leave request timeframe: the **first ten (10) days** of the 185-day school calendar, **the last ten** (10) days of the 185-day school calendar, and **one day before or after** a planned school **vacation**. Personal leave requests may be given additional consideration from the superintendent based on staff absence projections for the day and the impact on student learning.
- In the case of circumstances beyond the teacher's control, the teacher and superintendent will discuss the circumstances and determine whether the absence of the teacher is necessary and/or whether the two full days of notice in advance should be waived.

Bereavement Leave:

- *All certified staff members will be allowed bereavement leave (this is outside of the current sick leave provisions) beginning with the* ***2026-2027*** *school year under the subsequent guidelines:*
    - *A total of* ***not more than five (5) consecutive work days*** *on full pay is allowed each certified employee for absence in case of death in the immediate family, defined as spouse, children, mother, father, mother-in-law, father-in- law, brother, sister, son-in-law and daughter-in-law, or a person in the same home as part of the family for at least the previous six months for the purpose of attending the funeral or attending to matters related to the death.*
    - *A total of* ***not more than three (3) consecutive workdays*** *on full pay is allowed for each certified employee for absence in case of the death of other members of the family, defined as brother-in-law, sister-in-law, grandparent, or grandchildren.*

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- *Employees may request permission to use bereavement leave on <u>non-consecutive days</u> for the purpose of attending a funeral and/or attending to matters related to a death by submitting a request to the Superintendent.*
- *Bereavement leave is not limited to five or three days, respectively, in one year, but covers each death in the immediate family that occurs during the year.*
- *An employee may be excused, without loss of pay, to attend funeral services of relatives and/or friends other than those listed above, provided no substitute is required.*
- *If a substitute is required, the employee will have the opportunity to take up to one sick day for bereavement leave.*
- *Superintendent discretion for extenuating circumstances may be requested by a staff member.*

<u>Jury Duty:</u>

Teachers who serve on court juries shall receive their full salary, less per diem received from the courts.

<u>Grievance</u>

Legal Definition of Grievance: A grievance is an alleged violation, misinterpretation, or misapplication of the terms of the contract or of board policy.

1. Should a grievance arise between the school district and the teachers covered under this contract, such grievance shall be taken up for settlement under the following procedure.
2. Any covered grievant who feels aggrieved must make an informal notification of such alleged grievance within 30 calendar days of such incident.
3. The grievant may have a P.R. and R. representative from District OR-1 Education Association assist him/her in efforts to resolve the grievance at all levels of procedure.

<u>Step 1 (Informal)</u>

- The grievance shall be presented orally by the teacher to the building principal or the teacher's immediate supervisor. (Such a presentation may be made in private or in the presence of another person.)

<u>Step 2 (Formal)</u>

- If a satisfactory adjustment of such grievance shall not thereby be reached within 5 school days thereafter, it may be presented in writing to the building principal or immediate supervisor of the grievant within 5 school days after the informal decision by the principal. The principal will, within 5 school days thereafter, present a decision thereon in writing to the grievant.

<u>Step 3 (Formal)</u>

- If a satisfactory adjustment of such grievance shall not thereby be reached within 10 school days, it may be presented in writing to the Superintendent of Schools or his designated representative, who will, within five (5) school days thereafter, present a decision thereon in writing to the grievant. If a satisfactory adjustment is not thereby reached, it may be presented in writing within 5 school days to the Board of Education, which will hear the grievance in a formal hearing within 30 days and will present a written decision to the grievant within 5 school days following the hearing.

<u>Step 4 (Formal)</u>

- If the aggrieved is not satisfied with the final decision of the board, then such grievant may appeal to the court of competent jurisdiction to settle the unresolved dispute.

This contract shall be effective as of the beginning of the **2026-2027** contract year and shall continue in effect until the end of the contract year. If a new or substitute contract has not been duly entered into before the end of the **2027-2028** school year, the terms of this contract shall continue in full force and effect until such substitute contract is agreed upon through negotiations between the Association and the District.

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2026-2027 Salary Schedule ... **EXHIBIT A**

4% x 4% | 43,500 | Base

Step	ISC	ISC+9	ISC+18	ISC+27	MA	MA+9	MA+18	MA+27	MA+36
1	43,500	45,240	46,980	48,720	50,460	52,200	53,940	55,680	57,420
	1.00	**1.04**	**1.08**	**1.12**	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**
2	45,240	46,980	48,720	50,460	52,200	53,940	55,680	57,420	59,160
	1.04	**1.08**	**1.12**	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**
3	46,980	48,720	50,460	52,200	53,940	55,680	57,420	59,160	60,900
	1.08	**1.12**	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**	**1.40**
4	48,720	50,460	52,200	53,940	55,680	57,420	59,160	60,900	62,640
	1.12	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**	1.40	**1.44**
5	50,460	52,200	53,940	55,680	57,420	59,160	60,900	62,640	64,380
	1.16	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**	**1.40**	**1.44**	**1.48**
6		53,940	55,680	57,420	59,160	60,900	62,640	64,380	66,120
		1.24	**1.28**	**1.32**	**1.36**	**1.4**	**1.44**	**1.48**	**1.52**
7		55,680	57,420	59,160	60,900	62,640	64,380	66,120	67,860
		1.28	**1.32**	**1.36**	**1.40**	**1.44**	**1.48**	**1.52**	**1.56**
8			59,160	60,900	62,640	64,380	66,120	67,860	69,600
			1.36	**1.40**	**1.44**	**1.48**	**1.52**	**1.56**	**1.60**
9				62,640	64,380	66,120	67,860	69,600	71,340
				1.44	**1.48**	**1.52**	**1.56**	**1.60**	**1.64**
10				64,380	66,120	67,860	69,600	71,340	73,080
				1.48	**1.52**	**1.56**	**1.60**	**1.64**	**1.68**
11				66,120	67,860	69,600	71,340	73,080	74,820
				1.52	**1.56**	**1.60**	**1.64**	**1.68**	**1.72**
12				67,860	69,600	71,340	73,080	74,820	76,560
				1.56	**1.60**	**1.64**	**1.68**	**1.72**	**1.76**
13							74,820	76,560	78,300
							1.72	**1.76**	**1.80**
14								78,300	80,040
								1.80	**1.84**
15									81,780
									1.88

Notes:

ISC: Initial Standard Certification.

-Longevity starts on year 16 through maturity (MAX 1.96). Column MA+36 only.

2027-2028 Salary Schedule ... **EXHIBIT A**

4% x 4% | 44,300 | Base

Step	ISC	ISC+9	ISC+18	ISC+27	MA	MA+9	MA+18	MA+27	MA+36
1	44,300	46,072	47,844	49,616	51,388	53,160	54,932	56,704	58,476
	1.00	**1.04**	**1.08**	**1.12**	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**
2	46,072	47,844	49,616	51,388	53,160	54,932	56,704	58,476	60,248
	1.04	**1.08**	**1.12**	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**
3	47,844	49,616	51,388	53,160	54,932	56,704	58,476	60,248	62,020
	1.08	**1.12**	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**	**1.40**
4	49,616	51,388	53,160	54,932	56,704	58,476	60,248	62,020	63,792
	1.12	**1.16**	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**	1.40	**1.44**
5	51,388	53,160	54,932	56,704	58,476	60,248	62,020	63,792	65,564
	1.16	**1.20**	**1.24**	**1.28**	**1.32**	**1.36**	**1.40**	**1.44**	**1.48**
6		54,932	56,704	58,476	60,248	62,020	63,792	65,564	67,336
		1.24	**1.28**	**1.32**	**1.36**	**1.4**	**1.44**	**1.48**	**1.52**
7		56,704	58,476	60,248	62,020	63,792	65,564	67,336	69,108
		1.28	**1.32**	**1.36**	**1.40**	**1.44**	**1.48**	**1.52**	**1.56**
8			60,248	62,020	63,792	65,564	67,336	69,108	70,880
			1.36	**1.40**	**1.44**	**1.48**	**1.52**	**1.56**	**1.60**
9				63,792	65,564	67,336	69,108	70,880	72,652
				1.44	**1.48**	**1.52**	**1.56**	**1.60**	**1.64**
10				65,564	67,336	69,108	70,880	72,652	74,424
				1.48	**1.52**	**1.56**	**1.60**	**1.64**	**1.68**
11				67,336	69,108	70,880	72,652	74,424	76,196
				1.52	**1.56**	**1.60**	**1.64**	**1.68**	**1.72**
12				69,108	70,880	72,652	74,424	76,196	77,968
				1.56	**1.60**	**1.64**	**1.68**	**1.72**	**1.76**
13							76,196	77,968	79,740
							1.72	**1.76**	**1.80**
14								79,740	81,512
								1.80	**1.84**
	Notes:								
15	ISC: Initial Standard Certification.								83,284
	-Longevity starts on year 16 through maturity (MAX 1.96). Column MA+36 only.								**1.88**

District OR-1 Extra Duty				
HS Varsity Coaches	**Year 1-5**	**Year 6**	**Year 8**	**Year 10**
HS Football	0.13	0.143	0.153	0.166
HS Volleyball	0.13	0.143	0.153	0.166
HS Boys Basketball	0.13	0.143	0.153	0.166
HS Girls Basketball	0.13	0.143	0.153	0.166
HS Boys Wrestling	0.13	0.143	0.153	0.166
HS Girls Wrestling	0.13	0.143	0.153	0.166
HS Boys Track	0.11	0.121	0.129	0.14
HS Girls Track	0.11	0.121	0.129	0.14
Cross Country	0.0925	0.102	0.109	0.118
Boys Golf	0.0925	0.102	0.109	0.118
Girls Golf	0.0925	0.102	0.109	0.118
Baseball	0.1	0.11	0.118	0.128
Softball	0.1	0.11	0.118	0.128
Cheer 1	0.08	0.088	0.094	0.102
Cheer 2	0.08	0.088	0.094	0.102
HS Assistant Coaches				
Assistant HS Football 1	0.0875	0.096	0.103	0.112
Assistant HS Football 2	0.0875	0.096	0.103	0.112
Assistant HS Football 3	0.0875	0.096	0.103	0.112
Assistant HS Football 4	0.0875	0.096	0.103	0.112
Assistant HS Volleyball 1	0.0925	0.102	0.109	0.118
Assistant HS Volleyball 2	0.0925	0.102	0.109	0.118
Assistant HS Cross Country	0.065	0.072	0.076	0.083
Assistant HS Boys Basketball	0.0875	0.096	0.103	0.112
Assistant HS Girls Basketball	0.0875	0.096	0.103	0.112
Assistant HS Boys Wrestling	0.1	0.11	0.118	0.128
Assistant HS Girls Wrestling	0.1	0.11	0.118	0.128
Assistant HS Track	0.05	0.055	0.059	0.064
Assistant HS Baseball	0.0925	0.102	0.109	0.118
Assistant HS Softball	0.0925	0.102	0.109	0.118
Assistant Speech	0.045	0.05	0.053	0.057
Assistant One Act	0.045	0.05	0.053	0.057
JH Head Coaches				
JH Football	0.0525	0.058	0.062	0.067
JH Boys Basketball	0.0525	0.058	0.062	0.067
JH Girls Basketball	0.0525	0.058	0.062	0.067
JH Boys Wrestling	0.0525	0.058	0.062	0.067
JH Girls Wrestling	0.0525	0.058	0.062	0.067
JH Volleyball	0.0525	0.058	0.062	0.067
JH Track Head 1	0.05	0.055	0.059	0.064
JH Track Head 2	0.05	0.055	0.059	0.064
JH Track Head 3	0.05	0.055	0.059	0.064
JH Track Head 4	0.05	0.055	0.059	0.064
JH Cross Country Head	0.05	0.055	0.059	0.064
JH Assistant Coaches				
JH Ass't Football 1	0.04	0.044	0.047	0.051
JH Ass't Football 2	0.04	0.044	0.047	0.051
JH Ass't Boys Basketball 1	0.04	0.044	0.047	0.051
JH Ass't Boys Basketball 2	0.04	0.044	0.047	0.051
JH Ass't Girls Basketball 1	0.04	0.044	0.047	0.051
JH Ass't Girls Basketball 2	0.04	0.044	0.047	0.051
JH Ass't Volleyball 1	0.04	0.044	0.047	0.051

District OR-1 Extra Duty				
	Year 1-5	**Year 6**	**Year 8**	**Year 10**
JH Ass't Volleyball 2	0.04	0.044	0.047	0.051
JH Ass't Girls Wrestling	0.04	0.044	0.047	0.051
JH Ass't Boys Wrestling	0.04	0.044	0.047	0.051
Other Duties/Coaches				
Summer S/C Head	0.075	0.083	0.088	0.096
Summer S/C Supervision	0.16			
Morning HS Duty	0.016	0.018	0.019	0.02
Speech	0.065	0.072	0.076	0.083
One Act	0.045	0.05	0.053	0.057
Main Stage/ Musical Head	0.06	0.066	0.071	0.077
Main Stage/ Musical Assistant	0.04	0.044	0.047	0.051
Instrumental Music	0.1	0.11	0.118	0.128
Vocal Music	0.07	0.077	0.082	0.089
Unified Bowling 1	0.0175	0.019	0.021	0.022
Unified Bowling 2	0.0175	0.019	0.021	0.022
Unified Track 1	0.0175	0.019	0.021	0.022
Unified Track 2	0.0175	0.019	0.021	0.022
HS Quiz Bowl	0.0175	0.019	0.021	0.022
JH Quiz Bowl	0.0175	0.019	0.021	0.022
HS Student Council 1	0.02	0.022	0.024	0.026
HS Student Council 2	0.02	0.022	0.024	0.026
Elem. Student Council	0.01	0.011	0.012	0.013
Yearbook	0.1	0.11	0.118	0.128
Senior Sponsor 1	0.015	0.017	0.018	0.019
Senior Sponsor 2	0.015	0.017	0.018	0.019
Junior Sponsor 1	0.02	0.022	0.024	0.026
Junior Sponsor 2	0.02	0.022	0.024	0.026
NHS	0.005	0.006	0.006	0.006
FCCLA	0.05	0.055	0.059	0.064
FFA	0.06	0.066	0.071	0.077
Teacher Mentoring Coordinator	0.03	0.033	0.035	0.038
Building Teacher Mentors (x New Staff)	0.01	0.011	0.012	0.013
Teammates Mentoring	0.025	0.028	0.029	0.032
Concessions Manager 1	0.025	0.028	0.029	0.032
Concessions Manager 2	0.025	0.028	0.029	0.032
Activity Director	0.1835	0.202	0.216	0.234
Other Unassigned Duties	0.15	0.165	0.176	0.191

Notes:

S/C = Strength and Conditioning: Supervision hours (331) are forever .16 of base.

Signature Page

District OR-1 School District

By _____ Date _____

President, Board of Education

By _____ Date _____
Teachers Association, Negotiations Chair

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JAN 2026

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

Leadership Innovation Vision Engagement #liveNASB

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

IN THIS MONTH'S EDITION OF BOARD NOTES

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Snapshots












THIS MONTH IN ...

Leadership Innovation Vision Engagement

NASB Nebraska Association of SCHOOL BOARDS

2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260

https://members.nasbonline.org/

THIS MONTH IN ...

A quick snapshot of the various programs, services, support and events NASB has planned for its members in the coming month!

ADVOCACY & GOVERNMENT RELATIONS ... The 2026 Legislative Session has started, bills are introduced, and the Legislative Issues Conference is behind us! Your NASB Legislation Committee has discussed almost all of the bills, and our positions and gameplan are set. A few key "Headlines" you'll be hearing over the next few months include Bonds, the Budget Proposal, Curriculum, Funding/Property Taxes, Literacy, the Open Meetings Act, Option Enrollment, Workforce, and more. Stay engaged as we continually update the NASB Bills page at **https://nasb.enviseams.com/legislative-bills** ... Call Colby & Matt any time!

ALICAP ... FYI ALICAP Members: ALICAP has mailed out their Work Comp Contribution Adjustments regarding the 24-25 fiscal year. ALICAP member districts and ESUs should have received an invoice or a reimbursement check. If anyone has questions regarding the adjustment, please reach out to Megan.

AWARDS OF ACHIEVEMENT ... It's not too early to start checking your points for accuracy. Contact Galina with questions.

BOARD LEADERSHIP ... Check out "At the Board Table" on Page 4 to learn about all things Board Leadership!

EDUCATION LEADERSHIP SEARCH SERVICE ... Is your district or ESU facing a sudden vacancy? Does your board have questions on the search process? Shari (**sbecker@NASBonline.org**) can answer all questions Search related.

FOUNDATION ... The ElevateED Foundation is awarding two $1,000 scholarships to high school seniors who are pursuing higher education to become a teacher in a Nebraska public school system. Students with plans to attend college or university in Nebraska, have a minimum GPA of 3.0, and whose school district is a member of NASB qualify to apply. Deadline to apply is March 14 The application can be found at **https://www.elevateedfoundation.org/**

GALLUP STRENGTHS ... Consider setting a Strengths–Based personal goal. A strengths-based goal draws on your natural talents to make positive and lasting change in your life while challenging you to use your talents in new ways. Contact Shari for a code to unlock your Gallup strengths

MEMBER ENGAGEMENT ... It's been great to spend time on the road visiting with members! January visits have included: Bruning-Davenport, Conestoga, Deshler, ESU #4, Falls City, Fillmore Central, Johnson-Brock, Lawrence-Nelson, Mead, Palmer, Pawnee City, Sandy Creek, Sterling, Syracuse, Thayer Central, Twin River, and Yutan.

NOW HIRING ... NASB seeks a Board Leadership Engagement Associate to support the design and delivery of Board Leadership programs that strengthen local governance, strategic planning, and community engagement across Nebraska school districts. This position works closely with the Director of Board Leadership and contributes to department-wide planning, service delivery, and strategic priorities. The ideal candidate is a skilled facilitator, analytical thinker, and relationship-builder who thrives in collaborative, mission-driven environments. If you would like more information about this position and would like to apply, please visit the About Us page of the NASB website.

TECHNOLOGY ... As you begin to settle, please remember to enter your updated contract information into the Contract Settlement Form along with your Negotiated Agreement. If you have any questions, please reach out to Darion. Welcome New Meetings Subscriber: Elwood Public Schools.

TRAINING, NETWORKING, ENGAGEMENT & EVENTS

Leader... Innovation Vision Engagement #liveNASB



NASB Nebraska Association of SCHOOL BOARDS

JOIN US!

...ents 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

https://members.nasbonline.org/events

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

Now Hiring - Board Leadership Engagement Associate

Visit the ABOUT US page for more information!
https://members.nasbonline.org/about-us

JOIN OUR TEAM

S M T W T F S

JANUARY 2026

JANUARY

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

S M T W T F S

FEBRUARY 2026

FEBRUARY

President's Retreat - Monday, February 16 - Kearney*



S M T W T F S

MARCH 2026

MARCH



Budget & Finance Workshop - Tuesday, March 10 - Seward*

COSSBA Annual Conference - March 12-15 - Louisville, KY

Budget & Finance Workshop - Tuesday, March 24 - West Point*

NAEP State Convention - March 24-25 - Kearney

S M T W T F S

APRIL 2026

APRIL



Budget & Finance Workshop - Tuesday, April 7 - Ogallala*

Amplified Budget & Finance Workshop - Wednesday, April 8 - Kearney*

NSBA National Conference - April 10-12 - San Antonio, TX

Final Day of the 2026 Legislative Session - Friday, April 17

2026 NASB Federal Advocacy Fly-In - April 26-29 - Washington, DC*



***Registration is Open**

All Dates & Locations Tentative & Subject to Change

AT THE BOARD TABLE

Leadership Innovation Vision Engagement #liveNASB

NASB Nebraska Association of SCHOOL BOARDS

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

YOUR NASB BOARD LEADERSHIP UPDATE

https://members.nasbonline.org/board-leadership

2026

For more information about **NASB Board Leadership Services**, including: Board Retreats, Strategic Planning, Community Engagement and Alignment, Online Survey Services/Superintendent Evaluation, Board Self-Assessment, Board Resources, or Board Governance publications, please contact:

Marcia Herring - Katie Corfield - Stacie Higgins - Ben Anderjaska - Stephanie Summers - Avary Pansing-Brooks - Becky Erdkamp

FEBRUARY BOARD MEETING AGENDA ITEMS

Board Presidents and Superintendents: Please check your inbox for the **[sample] February Board Meeting Agenda** that was emailed to you on Thursday, January 15, 2026, from **shiggins@NASBonline.org**. This agenda is aligned with the NASB Annual Board Calendar. If you have any questions or would like the email resent, please contact Stacie at 402-209-1608.

DID YOU KNOW?

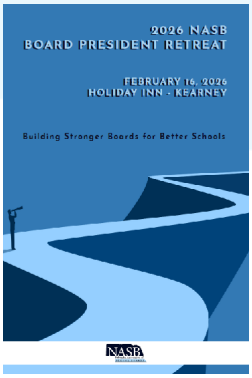
2026 is an Election Year! Important dates to add to the Board Calendar:

- February 17, 2026, last day for incumbents (any current office holder) to file for office on the primary ballot. (§32-606)
- March 2, 2026, last day for non-incumbents (new filers) to file for office for the primary election. (§32- 606)

2026 NASB Board President Retreat

JOIN US!

- When: Monday, February 16, 2026
- Where: Holiday Inn Kearney
- Who: Suggested Audience: Board Presidents, Aspiring Presidents, Superintendents including new hires, ESU Administrators



AGENDA:

Registration & Breakfast ... Crisis to Clarity ... Board Governance Standard VII: Board Operations ... Board Governance Standard II: Policy ... Lunch with a Side of Scenarios ... Board Governance Standard VIII: Board-Superintendent Relations ... Board Governance Standard IV: Accountability and Student Success ... Evaluation and Adjourn

See the NASB Events page for more information and the registration link.
On site registrations welcome!

https://members.nasbonline.org/events/board-president-retreat

ADVOCACY IN ARAPAHOE: STUDENTS MAKING THEIR MARK

Leadership Innovation Vision Engagement #liveNASB

NASB Nebraska Association of SCHOOL BOARDS

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https://members.nasbonline.org/government-relations/

Earlier this Session, Erick Lee, a school board member from Arapahoe-Holbrook and member of NASB's Legislation Committee, worked with NASB to help facilitate a day at the Capitol for three of their students interested in seeing legislative process and proceedings firsthand. They were able to watch debate, witness the State of the Judiciary address, meet with Senators and staff, and advocate for their district and community. The three will be sharing their experience by presenting to their local school board at an upcoming meeting!



Adellyn Hoefs (Junior) - "It was a great experience; I got to ask senators questions that I otherwise wouldn't have. Senator Hughes was especially nice and open to our questions, which I really appreciated."

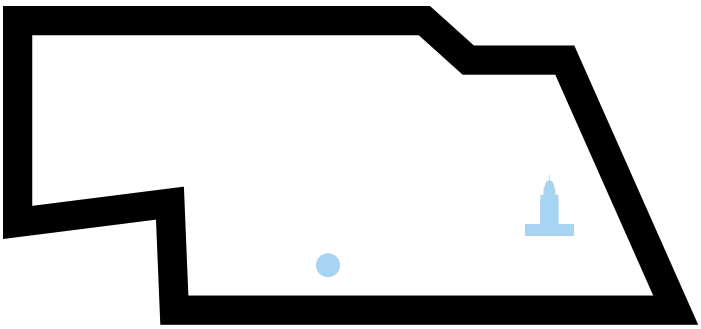
Hunter Jorschumb (Senior) - "This Legislative trip was such a unique experience that I would recommend to anyone who is interested in how the Nebraska legislative system works. It was such a great way to get to know our state governing officials and get a firsthand experience of the law-making process. This was also a great way to get answers to questions that I had over current events."



Thomas Magorian (Junior) - "This opportunity to visit the Capitol and converse with some senators was really unique. I think there's a kind of shroud wrapped around what happens on our Unicameral's floor, but this trip has really demystified a lot of what I guess I had preconceived in my mind on how this all works. It was really interesting to get a glimpse at how our senators operate. They're very busy people, and I appreciate that we got to take a few minutes of their time to ask some questions about the legislation. I'm very grateful to have been a part of this. Thank you to the members of NASB, Colby, Matt, Lindsey, and John, for meeting with us and answering all of our questions, and Erick Lee, our Arapahoe School Board Member, that made it all possible. They really care about us kids in school, and their efforts only leave me with the utmost confidence and hope in the future of education in Nebraska."



Pictured top to bottom is the group with Abe Lincoln outside the Capitol, Senator Dave Murman who represents Arapahoe-Holbrook, Senator Jana Hughes, and Nate Janulewicz of Senator Eliot Bostar's staff.





Facing a leadership vacancy? Questions about the search or application process? Catch up with Shari at sbecker@NASBonline.org

LINCOLN, LEGISLATORS, LEADERSHIP - LIC WRAP-UP

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https://members.nasbonline.org/events/legislative-issues-conference

This past weekend saw another successful annual Legislative Issues Conference, with an incredible turnout both Sunday evening and Monday.

Sunday evening's panel, "Threading a Moving Needle" with the K-12 representatives of the School Finance Review Commission was a great start to the conference, updating everyone of where the Commission's work sits, how it ties into current legislation, and a look ahead to the work still to be done. Facilitated by NASB's Colby Coash, and the Commissioner Brian Maher, panelists included (L to R) John Schwartz (Millard Superintendent), Aaron Plas (Bennington Superintendent), Keith Runge (Lakeview BOE), Liz Standish (Lincoln - Associate Superintendent of Business Affairs), and Ann Foster (Brady Superintendent).

Monday saw a rundown of all key bills, intermixed with speakers throughout the morning, including Speaker Arch, Senator Hughes, Senator Lonowski, Senator von Gillern, and Senator Bosn. Following the morning's presentations, the majority of Senators joined attendees for lunch. The day wrapped up with a new session "Everything You Wanted To Know About The Legislature, But Never Wanted To Ask." Thanks to everyone who joined us, and please continue to engage in the legislative process as bills continue to be scheduled, and positions continue to be updated.































Worrying about the budget pinch? By next school year, become a member of NJUMP/CJUMP. Contact NASB to learn more!

THANK YOU SCHOOL BOARDS!

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THANK YOU SCHOOL BOARDS!!!!!

NASB THANK YOU SCHOOL BOARDS

The week of January 25-31, 2026, will serve as School Board Recognition Week in Nebraska. Thanks to the 1,700 locally elected volunteers who make up the Board of Education for Nebraska's Public Schools and ESUs. Through their leadership, innovation, vision and engagement, they make Nebraska a better place to live!

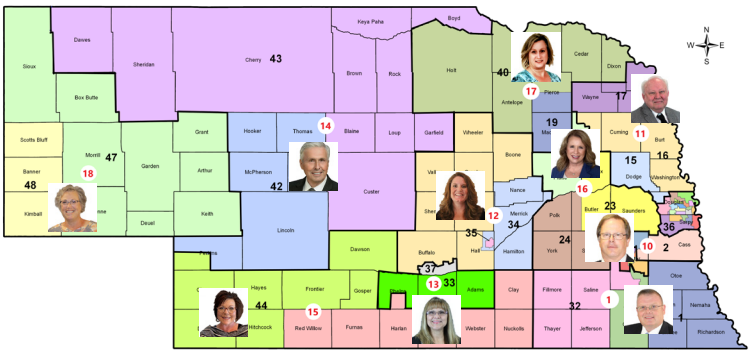
NASB'S ANNUAL MEMBERSHIP DRIVE IS HERE!

On behalf of the NASB Board of Directors and staff, thank you for your continued membership and steadfast support. Your commitment to strong governance and educational excellence is vital to the success of students, educators, and communities across Nebraska.

Each year, we value the opportunities we have to travel the state, visiting the towns, communities, and buildings that make up all of the districts and ESUs serving Nebraska students. It is here we see all of the incredible work you are doing to help raise the next generation of successful Nebraskans. This work is a big commitment of your time and energy. NASB understands these sacrifices and wants to support you as you strive for excellence.

As a valued member of NASB, you are part of a collaborative network of dedicated leaders working to fortify public education in Nebraska. Your active engagement empowers us to provide vital resources, impactful training, and effective advocacy to support school boards and enhance governance across the state. Whether through workshops, legislative updates, or shared initiatives, your participation amplifies our collective impact. If there is ever anything we can do to assist your district / ESU or enhance your experience with NASB, please reach out. We are a phone call or email away, working daily to provide you with money-saving programs, information-sharing services, and the events you need to thrive.

We look forward to working for and with you and your board again this year. If you have any questions about NASB's programs, services, advocacy efforts, or any other item, please let us know! Thank you for being an integral part of the NASB community. Together, we are shaping the future and making a difference for generations to come!



Greater Omaha Metro Area Regions 2, 3, 4 & 19



Omaha Public Schools Regions 5, 6 & 7



Lincoln Public Schools Regions 8 & 9



At-Large



(##) Numbers in circle denote NASB regions

Other numbers denote legislative districts

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ENGAGING WITH YOUR SENATOR ... LET NASB HELP

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Networking Calls

Did you know? NASB works with nine Senators and their staff to conduct regular calls with school board members and education leaders in their districts and ESUs? This a great way to engage, build relationships, ask questions, learn what the Senators are focused on, and most importantly, become a resource for them on bills and items they should be aware of as the session progresses. Most calls are held monthly for about 20-30 minutes prior to the day's scheduled check in, typically in the 8:00 AM to 9:00 AM (CT) frame. To learn more, and make sure these get on your schedule for future participation, please reach out to Matt or Lindsey!



Sen. Bob Hallstrom
District 1 - Syracuse



Sen. Victor Rountree
District 3 - Bellevue



Sen. Margo Juarez
District 5 - Omaha



Sen. Dave Wordekemper
District 15 - Fremont



Sen. Glen Meyer
District 17 - Pender



Sen. Dave Murman
District 38 - Glenvil



Sen. Barry DeKay
District 40 - Niobrara



Sen. Tanya Storer
District 43 - Whitman



Sen. Paul Strommen
District 47 - Sidney

Legislative Lunches

With bill introduction, and the Legislative Issues Conference behind us, look for some Legislative Lunches to pop up on the schedule in the coming months.

If you're interested in scheduling a more personal visit to Lincoln with you and members of your board, let us know! (see pics of Wood River, Schuyler, and Cedar Bluffs from last year's Session below!)

Or, if you have a local spot you feel would be great for us to meet and discuss all things legislature and advocacy with you and surrounding districts in your area, let us know that as well! (See one example of last year's outbound lunch in Wayne to the right!)









Did you know? ALICAP's districts/ESUs had over 145,000 Safety Training Completions in the 2024-2025 year!

SPRING INTO UPCOMING ITEMS & EVENTS!



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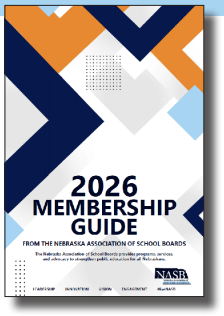
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https://members.nasbonline.org/events

Mark Your Calendars and Join Us!

Your 2026 Membership Guides are Here!



Thirty-two pages of all NASB is and does, for you, our members, are being delivered to your district/ESU now! Throughout this year's Membership Guide, you will see and learn about the people, programs, services and vision that bring value to your board, your district, and your community. From the NASB staff, Board of Directors, and Legislation Committee, to your fellow board members across the state. This is a great reference to keep close throughout the year, as it includes the history of NASB and school boards in Nebraska, all of the organizations partners, advocacy, engagement, awards, your NASB programs, services and staff, School Board Member of the Year info, and more!

State Education Conference - Call for Proposals

The time has come to begin planning for the 2026 State Education Conference. The Conference will be held November 18-20 at the CHI Health Center. ***Now through March 13 you are invited to submit a proposal for a breakout session.*** This is an opportunity to showcase innovation in your district/ESU. Each breakout session must focus on topics of interest to Nebraska's public school board members and administrators. Student presenters are encouraged where possible! Reminder: the Conference does not reimburse session presenters for any expenses. Visit **https://nasb.enviseams.com/proposals** and login with your email and password to submit a breakout session proposal. Deadline for proposal submissions is 5:00 PM, Friday, March 13. Please contact Sharon with any questions.

Nebraska Education Law Books

There is still time to order the 2025 Nebraska Education Laws Book! To streamline the process, please submit your order directly to Colleen Saia at LexisNexis by calling 937-247-8171 or by email at **colleen.m.saia@lexisnexis.com**. Please include the number of print books and/or eBooks you wish to purchase, along with your tax-exempt documentation. Tiered pricing is as follows: 1 book = $103, 2-24 books = $97.85 each, 25-49 books = $92.70 each, 50-149 books = $82.40 each, 150-399 books = $72.10 each, 400-999 books = $61.80 each. Shipping costs vary, beginning at $16.43 and increasing based on order size.

NASB Board President Retreat

February 16, 2026 (Monday) - Holiday Inn Kearney

Build your knowledge and understanding of the role of President, leadership of the board, and management of the board meeting. Perfect for Board Presidents, Vice Presidents, Aspiring Presidents, Superintendents and/or ESU Administrators.

Budget & Finance Workshops



March 10 - Seward ... March 24 - West Point ... April 7 - Ogallala ... April 8 - Kearney*

Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. This workshop features all aspects of school district finance. (*Amplified Finance Workshop) - **https://members.nasbonline.org/events/budget-finance-workshops**

Nebraska Reception at the NSBA Conference

April 11 (Saturday) - San Antonio, TX

Join NASB and fellow attendees from Nebraska in San Antonio for the Nebraska Reception, Saturday afternoon, during the NSBA National Conference. For more information or to RSVP email Sharon. Conference attendees and their guests are welcome to attend. Sponsored by D.A. Davidson & Co.

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aforney@dadco.com

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Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

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2026 Platinum Level Affiliates - American Fidelity - American Playground and Recreation - BCDM Architects - Boyd Jones Construction - BVH Architecture - Clark & Enersen - CMBA - Cannon Moss Brygger Architects - D.A. Davidson & Co. - Envise - Facility Advocates - Hamilton Business Technologies - Hausmann - Helm Service - Nebraska Liquid Asset Fund - Northland Securities - Piper Sandler & Co. - Public Risk Management - Revolution Wraps - Sampson Construction - Sparq Data Solutions - Third Rail Content - Wilkins Architecture Design Planning

2026 Gold Level Affiliates - BD Construction, Inc./Kearney - Blue Cross Blue Shield of Nebraska - Carlson West Povondra Architects - Chief Construction - Cornhusker International - Darland - DLR Group - JEO Consulting Group, Inc. - Johnson Controls - Lunchtime Solutions - MCL Construction - Navitas - Outdoor Recreation Products

2026 Silver Level Affiliate - Creative Sites, LLC

2026 Bronze Level Affiliates - Ameritas Investment Company, LLC - Cunningham Recreation - Fisher Tracks, Inc. - James D. Watts & Associates, PC - Mueller Robak Schaefer Hruza & Hassebrook - National Insurance Services - Nebraska Safety Center - Opaa! Food Management of Nebraska - Trane U.S. Inc. - Twotrees Technologies, LLC

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ALICAP
AMERICAN FIDELITY a different opinion
AMERICAN PLAYGROUND & RECREATION
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MCL construction
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To advertise in Board Notes or become an NASB Affiliate contact Matt Belka at mbelka@NASBonline.org or 402-423-4951

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James D. Watts & Associates, PC

ARCHITECTS

BCDM Architects
PLATINUM LEVEL AFFILIATE

BVH Architecture
PLATINUM LEVEL AFFILIATE

Carlson West Povondra Architects
GOLD LEVEL AFFILIATE

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CMBA Architects
PLATINUM LEVEL AFFILIATE

DLR Group
GOLD LEVEL AFFILIATE

JEO Consulting Group, Inc.
GOLD LEVEL AFFILIATE

Wilkins Architecture Design Planning
PLATINUM LEVEL AFFILIATE

BUILDING CONTROLS AND BUILDING SERVICES

Helm Service
PLATINUM LEVEL AFFILIATE

Navitas
GOLD LEVEL AFFILIATE

CONSTRUCTION SERVICES

BD Construction
GOLD LEVEL AFFILIATE

Boyd Jones
PLATINUM LEVEL AFFILIATE

Chief Construction
GOLD LEVEL AFFILIATE

Darland
GOLD LEVEL AFFILIATE

Hausmann Construction
PLATINUM LEVEL AFFILIATE

CONSTRUCTION SERVICES (CONT)

MCL Construction
GOLD LEVEL AFFILIATE

Sampson Construction
PLATINUM LEVEL AFFILIATE

ENERGY SERVICES

Facility Advocates
PLATINUM LEVEL AFFILIATE

Johnson Controls, Inc.
GOLD LEVEL AFFILIATE

Trane U.S. Inc.

FINANCIAL SERVICES

Ameritas Investment Company

D.A. Davidson & CO.
PLATINUM LEVEL AFFILIATE

Nebraska Liquid Asset Fund
PLATINUM LEVEL AFFILIATE

Northland
PLATINUM LEVEL AFFILIATE

Piper Sandler
PLATINUM LEVEL AFFILIATE

FOOD SERVICE

Lunchtime Solutions
GOLD LEVEL AFFILIATE

Opaa! Food Management

INSURANCE SERVICES

American Fidelity
PLATINUM LEVEL AFFILIATE

Blue Cross Blue Shield of Nebraska
GOLD LEVEL AFFILIATE

National Insurance Services

Public Risk Management/ALICAP
PLATINUM LEVEL AFFILIATE

LEGAL SERVICES

Mueller Robak Schaefer Hruza & Hassebrook

PLAYGROUND/SCOREBOARDS/ SURFACING

American Playground and Recreation
PLATINUM LEVEL AFFILIATE

Creative Sites, LLC
SILVER LEVEL AFFILIATE

Cunningham Recreation/GameTime

Fisher Tracks, Inc.

Outdoor Recreation Products
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OneSource - The Background Check Company
SILVER LEVEL AFFILIATE

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Envise
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Hamilton
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Twotrees Technologies, LLC

TRANSPORTATION PRODUCTS

Cornhusker International
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Nebraska Safety Center

VIDEO CREATION & PRODUCTION

Third Rail Content, Inc.
PLATINUM LEVEL AFFILIATE

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YOUR 2026 NASB LEGISLATION COMMITTEE

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https://members.nasbonline.org/government-relations/legislation-committee-bylaws



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Ed Swotek
Malcolm



NASB President
Stacy Jolley
Millard



NASB Secretary / Member 7
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Ashland-Greenwood



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Jane Erdenberger
Omaha



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Appointed Member
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Plattsmouth



Appointed Member
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Ainsworth

Term Ends 2026 for Appointed Members **Term Ends 2026 For Odd # Members** **Term Ends 2028 For Even # Members**

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FEB 2026

NASB BOARD QUICKS

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

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If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.
All Dates & Locations Tentative & Subject to Change

JOIN US! LEARN MORE!

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

Where Will NASBe This Month?*



Bruning-Davenport

Grand Island

Hay Springs

Kearney

Lincoln

Nashville, TN

Perkins County

Plattsmouth

The Capitol

Washington, DC

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

*Items currently scheduled

Now Hiring - Board Leadership Engagement Associate

Visit the ABOUT US page for more information!
https://members.nasbonline.org/about-us

JOIN OUR TEAM

SMTWTFS

FEBRUARY 2026

FEBRUARY



Board President Retreat - Monday, February 16 - Kearney

February 17: Deadline for incumbents (any current office holder) to file for office on the primary ballot. (§32-606)

Look for Legislative Lunch dates in and around your area coming soon ...

SMTWTFS

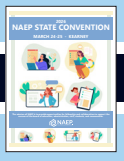
MARCH 2026

MARCH



Budget & Finance Workshop - Tuesday, March 10 - Seward

COSSBA Annual Conference - March 12-15 - Louisville, KY



Budget & Finance Workshop - Tuesday, March 24 - West Point

NAEP State Convention - March 24-25 - Kearney

NASB Nebraska Association of School Boards

Continued on Page 2

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NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at NASBonline.org

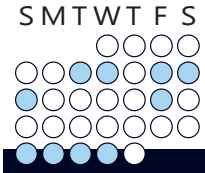
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APRIL 2026

APRIL



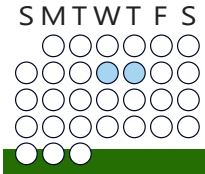
Budget & Finance Workshop - Tuesday, April 7 - Ogallala

Amplified Budget & Finance Workshop - Wednesday, April 8 - Kearney

NSBA Annual Conference - April 10-12 - San Antonio, TX

Final Day of the 2026 Legislative Session - Friday, April 17

2026 NASB Federal Advocacy Fly-In - April 26-29 - Washington, DC



JUNE 2026

JUNE

NASB Member Golf Outing - Wednesday, June 10 - Kearney Country Club

School Law Seminar - June 10-11 - Kearney

JULY TO DECEMBER 2026

ALICAP Summer Workshops - July 7 - Gering; July 8 - Kearney; July 9 - Lincoln

Candidate Workshops - Summer

Area Membership Meetings - August through September

Labor Relations - September 29-30 - Lincoln

State Education Conference - November 18-20 - Omaha

New Board Member Workshops - December 2026 & January 2027

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FEB 2026

NASB BOARD QUICKS

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

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

YOUR 2026 PLATINUM AFFILIATES

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

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HAMILTON Business Technologies
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Helm
NEBRASKA LIQUID ASSET FUND
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prm PUBLIC RISK MANAGEMENT INCORPORATED
REVOLUTION WRAPS
Sampson Construction
SPARQ DATA SOLUTIONS
THIRD RAIL CONTENT
WILKINS ARCHITECTURE | DESIGN | PLANNING

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