Board of Education Regular Meeting
Monday, April 13, 2026 6:00 PM
Bennet Elementary Commons Area
50 Dogwood
Bennet, NE 68317

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)
     - 4.4.1. Presentation, discussion, and or official action to approve the resignation of Mr. Thomas McChristian (5th Grade Teacher at Bennet Elementary School)
     - 4.4.2. Presentation, discussion, and or official action to approve a teaching contract for Dr. Zach Kassebaum (English Teacher at Palmyra Junior/ Senior High School).
     - 4.4.3. Presentation, discussion, and or official action to approve a teaching contract for Mr. Matthew Murphy (Middle School Teacher at Palmyra Junior/ Senior High School).
   - 4.5. Financial Reports
5. Public Comment
6. Administrative Reports
   - 6.1. Superintendent's Report
     - 6.1.1. Highway # 2 Construction Update:
     - 6.1.2. Village of Palmyra Meeting Summary from April 9, 2026
   - 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
     - 7.3.1. Certified Staff Extra Duty Salary Scale Discussion
   - 7.4. Strategic Planning Update
   - 7.5. Olson Complex Update
8. Policy Review
9. Action Items
   - 9.1. Presentation, discussion, and or official action to approve the District OR-1 Strategic Plan (**2026-2031**) as discussed.
   - 9.2. Presentation, discussion, and or official action to approve the **2026-2027** extra duty compensation scale as discussed.
   - 9.3. Presentation, discussion, and or official action to review the Early Enrollment Entrance Process for Kindergarten students.

9.4. Presentation, discussion, and or official action to approve a bid for 5th Street Repairs in Palmyra to the north of the high school.
9.5. Presentation, discussion, and or official action to approve the Interlocal Agreement (with school additions) for the City of Palmyra in alignment with the usage of the softball field at Taggart Park.
9.6. Presentation, discussion, and or official action to approve ESU #4 Core Services Agreement for the **2026-2027** School Year.

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

_____
Chairperson

_____
Superintendent

Nebraska Open Meetings Act

§ 84-1407. ACT, HOW CITED
Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

§ 84-1408. DECLARATION OF INTENT; MEETINGS OPEN TO PUBLIC
It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret. Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

§ 84-1409. TERMS, DEFINED
For purposes of the Open Meetings Act, unless the context otherwise requires: (1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and (b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission; (2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and (3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

§ 84-1410. CLOSED SESSION; WHEN; PURPOSE; REASONS LISTED; PROCEDURE; RIGHT TO CHALLENGE; PROHIBITED ACTS; CHANCE MEETINGS, CONVENTIONS, OR WORKSHOPS.
(1) Any public body 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. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. 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, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) Discussion regarding deployment of security personnel or devices; (c) Investigative proceedings regarding allegations of criminal misconduct; (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; (e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or (f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length. Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body. (2) The vote to hold a closed session shall be taken in open session. 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 public body holding such a closed session 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. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section. (3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. 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. (4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act. (5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

§ 84-1411. MEETINGS OF PUBLIC BODY; NOTICE; METHOD; CONTENTS; WHEN AVAILABLE; RIGHT TO MODIFY; DUTIES CONCERNING NOTICE; VIRTUAL CONFERENCING AUTHORIZED; REQUIREMENTS; EMERGENCY MEETING WITHOUT NOTICE; APPEARANCE BEFORE PUBLIC BODY; APPLICABILITY OF SECTION.
(1)(a) Except as provided in subsection (9) of this section, each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public. (b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committees, such notice shall be given by: (A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or (B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper. (ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by: (A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; (B)(I) Posting to the newspaper's website, if available, and (II) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or (C) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting. (iii) In the case of a public body not described in subdivision (1)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body. (iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) request the newspaper submit a post on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting pursuant to subdivision (1)(b)(iv)(A) and (C) of this section and a written record of the request to the newspaper pursuant to subdivision (1)(b)(iv)(B) of this section. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication. (c) In addition to a method of notice required by subdivision (1)(b)(i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee. (d) Each public body shall record the methods and dates of such notice in its minutes. (e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting. (2)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met: (i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity; (ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act; (iii) The governing body of a public power district having a chartered territory of more than one county in this state; (iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state; (v) An educational service unit; (vi) The Educational Service Unit Coordinating Council; (vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act; (viii) A community college board of governors; (ix) The Nebraska Brand Committee; (x) A local public health department; (xi) A metropolitan utilities district; (xii) A regional metropolitan transit authority; and (xiii) A natural resources district. (b) The requirements for holding a meeting by means of virtual conferencing are as follows: (i) Reasonable advance publicized notice is given as provided in subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference; (ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used; (iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and (iv) Except as otherwise provided in this subdivision, subsection (1) of section 70-1014, subsection (2) of section 70-1014.02, or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (A) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (B) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, or (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, such organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing. (3) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act. (4) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting. (5) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day. (6) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing. (7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body. (b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings. (c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section 84-1413. (8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(a) of this section may hold a meeting by virtual conferencing if: (a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body; (b) No action is taken by the public body at the virtual meeting; and (c) The public body complies with subdivisions (2)(b)(i) and (ii) of this section. (9) This section does not apply to a meeting of the Nebraska Power Review Board or a public power district, a public power and irrigation district, an electric membership association, an electric cooperative company, a municipality having a generation and distribution system, or a registered group of municipalities if such meeting is subject to section 70-1034.

§ 84-1412. MEETINGS OF PUBLIC BODY; RIGHTS OF PUBLIC; PUBLIC BODY; POWERS AND DUTIES.
(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting. (2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing. (3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body 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. (4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience. (5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state. (6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if: (a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction; (b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience; (c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an instate location to members, the public, or the press, if requested twenty-four hours in advance; (d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state; (e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and (f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation. (7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting. (8) Public bodies shall make available at the meeting or the instate location for virtual conferencing as required by subdivision (6)(c) of this section, 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, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

§ 84-1413. MEETINGS; MINUTES; ROLL CALL VOTE; SECRET BALLOT; WHEN; AGENDA AND MINUTES; REQUIRED ON WEBSITE; WHEN.
(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed. (2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body 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 shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public. (3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes. (4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours. (5) Minutes shall be written, except as provided in subsection (6) of this section, and available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing the minutes is absent due to a serious illness or emergency. (6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public web site the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the web site at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the web site at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public web site for at least six months.

§ 84-1414. UNLAWFUL ACTION BY PUBLIC BODY; DECLARED VOID OR VOIDABLE BY DISTRICT COURT; WHEN; DUTY TO ENFORCE OPEN MEETING LAWS; CITIZEN'S SUIT; PROCEDURE; VIOLATIONS; PENALTIES.
(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action. (2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act. (3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section. (4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

§ 84-1415. OPEN MEETINGS ACT; REQUIREMENTS; WAIVER; VALIDITY OF ACTION.
No motion, resolution, rule, regulation, ordinance, or formal action made, adopted, passed, or taken at a meeting as defined in section 84-1409 of a public body as defined in such section shall be invalidated because such motion, resolution, rule, regulation, ordinance, or formal action was made, adopted, passed, or taken at a meeting or meetings on or after March 17, 2020, and on or before April 30, 2021, pursuant to a Governor's Executive Order which waived certain requirements of the Open Meetings Act.

UPDATED EFFECTIVE 2025

NASB
Nebraska Association of School Boards
www.NASBonline.org

Board of Education Regular Meeting
Monday, March 9, 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 6:00 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

- **Additional Note:** Due to a complete power outage affecting the entire Palmyra community that occurred minutes before the Board of Education meeting, electronic voting and the display of digital presentation materials were unavailable during the meeting.
- **Kudos:** Special thanks to all the board members, staff presenters, students, and patrons in attendance at the meeting for their flexibility and patience regarding the power outage.

- 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 thanks to our senior high school students who attended the meeting 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. Staff and Student Presentations

- As noted previously, digital presentations were not available at the time due to the power outage.
    - The following information was shared during the meeting.
        - Early Childhood Program / Preschool Update
        - High Ability Learners (HAL) Summer Programming for grades 5-8 at the Junior/Senior High School

4. Consent Agenda Motion to accept the Consent Agenda. This motion, made by Tim Cheney 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 additional discussion.

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)

4.4.1. Presentation, discussion, and or official action to approve the resignation of Mr. Ryan Pollock (English Teacher at PHS).

4.4.2. Presentation, discussion, and or official action to approve a teaching contract for Gracie Burwell, 5th Grade Teacher at Bennet Elementary School.

4.4.3. Presentation, discussion, and or official action to approve a teaching contract for Karly Donovan, 3rd Grade Teacher at Bennet Elementary School.

4.5. Financial Reports

5. Public Comment

- No public comment was presented during the meeting.

6. Administrative Reports

- Board reports were presented by the Superintendent, High School and Elementary School Principals, and the Director of Student Programs and Services.

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

- SCC (SENCAP) Process / PHS "Dual Credit" Classes
- Summer Programming
- Palmyra Village Board Meeting Summary
- End of the Year Activities
- Option Enrollment Update
- Legislative Update
- Curriculum and Student Programs Update
- Staffing Update
- 2026-2027 Budget Update
- Student, Community, and Staff Kudos
    - CTE Newsletter for February 2026:
    - Bennet Elementary School Kindness Posters
    - Peru State Business Contest Kudos
    - FFA State Qualifying Teams

6.1.1. 2026 Legislative Updates and Information Superintendent Hart reviewed current Legislative action regarding potential bills that may impact our district.

- 2026 Legislative Calendar.
- 2026 Legislative Priorities
- Policy Updates

6.2. Administrative Team Report

- The following topics were discussed during this portion of the meeting:
    - **2026-2027** Course Schedule Update for PHS.
    - High Ability Learning Summer Offerings for Grades 5–8.
    - Special Education Policies and Procedures
    - Aspire Academy Update
    - Standardized Student Assessment Updates
    - ACT Testing Day: **Tuesday, March 24th.**
    - Preschool Update
    - End of the Third Quarter: **Thursday, March 5th.**
    - Digital Report Cards
    - PHS Prom: **Saturday, April 18th.**
    - Staff In-Service Day: **Thursday, March 12th.**
    - Music and Band Competitions
    - KDG Round Up: **Friday, May 1st**

- Boys Baseball: The first NSAA-sanctioned game in PHS history is **Friday, March 20th**.

7. Discussion Items- Committee Reports

7.1. Village of Palmyra Meeting Summary

- Brandon Desh and Michael Hart summarized the meeting with Palmyra Village Board Member Bill Thomas on **Tuesday, March 3rd, 2026.**
  - Topics of Discussion
    - **5th Street Repairs between G and F Street.**
    - **Interlocal Agreement for the Village Softball Field**

7.2. Curriculum: Committee on American Civics Update

- Committee members summarized the meeting, which took place on**Wednesday, February 18th, 2026.**
  - The next committee meeting will be on **Wednesday, October 14th, 2026.**

7.3. Facilities and Transportation Committee

- Committee members summarized the meeting held on **Wednesday, February 25, 2026.**
  - The next committee meeting is scheduled for **Wednesday, March 25th, 2026.**

7.4. Negotiations Committee Update

- Negotiations Committee members summarized the meeting held on **Friday, February 27th, 2026.**
  - The next Negotiations Committee meeting is scheduled for **Thursday, March 26th, 2026.**
  - The first "Insurance Task Force" meeting is scheduled for **Thursday, March 26th, 2026.**

7.4.1. Certified Staff Extra Duty Salary Scale Discussion

- Negotiations Committee members discussed information regarding the **2026-2027** extra duty compensation scale.
  - More discussion is scheduled for **Thursday, March 26th,** at the next Negotiations Committee meeting.

7.5. Strategic Planning Update

- Superintendent Hart shared information regarding the work of the Strategic Planning Committee thus far in the process.
- An updated Strategic Plan is scheduled to be available before the start of the **2026-2027** school year.
- Our final Strategic Planning Committee meeting is scheduled for **Monday, March 16th, 2026, at PHS.**

7.6. Olson Complex Update **Information was shared on the following topics:**

- Panther Baseball:
    - The first home game is on **Friday, March 20th.**
- Concrete repair north of the concession stand.
- Baseball Infield Update
- Softball Update
- West Discus area
- Fencing Upgrades
- Track Season Activities

8. Policy Review

8.1. Update and Review Mid-Year Policy Updates

- Board President Brandon Desh shared information about recent mid-year policy updates.
    - These updates are from our legal counsel.
- The policies to be updated (Policy #1040, Policy #3540, and Policy #7050) were discussed with changes redlined.

9. Action Items

9.1. Presentation, discussion, and or official action to approve a teaching contract for an English teacher at Palmyra Junior/ Senior High School. Motion to table the motion as discussed. This motion, made by Josh Penterman and seconded by Dee Moore, Tabled.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- This action item was tabled due to a final candidate not being selected before the commencement of the board meeting.
- This item will be placed again on the **Monday, April 13th, 2026** board meeting agenda.

9.2. Presentation, discussion, and or official action to approve the **2026-2027** extra duty compensation scale as discussed. Motion to table the updated extra duty scale as discussed. This motion, made by Jaimi Calfee and seconded by Josh Penterman, Tabled.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- Action on this item was tabled to allow for additional discussion and will be moved to the **Monday, April 13th, 2026** board meeting agenda.

9.3. Presentation, discussion, and or official action to approve the Interlocal Agreement (with school additions) for the City of Palmyra in alignment with the usage of the softball field at Taggart Park. Motion to table approval of the Interlocal Agreement as discussed. This motion, made by Jaimi Calfee and seconded by Tim Cheney, Tabled.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- This item was tabled in alignment with more discussion and additional suggested changes to the document.
- This item will be placed again on the **Monday, April 13th, 2026** board meeting agenda.

10. Board of Education Development

- The NASB "Board Notes" for **February 2026** are attached
- No further discussion.

11. Closed Session

- No closed session occurred during the meeting.

12. Topics for Next Month's Agenda

- The next regular meeting of the Board of Education will be on **Monday, April 13th, 2026,** beginning at 6 p.m. **at Bennet Elementary School in the main commons.**

13. Adjournment

- The meeting was adjourned at **7:27 p.m.**

_____
Chairperson

_____
Superintendent

Designated Bill Summary
Superintendent Report: Regular Board Meeting:
Date: Monday, April 13, 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, May 11, 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:

- **$4,500:** Tillotson Enterprises Concrete
  - For work at the Olson Complex (Repair concrete area to the north of the concession stand and restrooms).

2022 Construction Account Claims:

Construction Bills April, 2026		
Vendor	**Invoice Number**	**Amount**
Branding inc. dba Al's Johns	118242	$105.00
Branding inc. dba Al's Johns	117973	$105.00
	Total:	**$210.00**

General Fund Claims:
Total claims: Checks: $145,442.52 Credit Card: $2,224.58
Total: $147,667.10

- **A-United Automatic Doors: $1,102.38 -** Activity Entrance Handicap Door shorted out when we lost electricity.
- **Access Systems Leasing: $3,506.47** - Copiers at the elementary and high school
- **Amazon Capital Services: $1,804.40** - Supplies
- **Bauer Built: $3,404.89** - Bus Maintenance

- **BrainPop: $4,050.00** - Elem Supplemental Curriculum
- **Cheney Welding: $18,000.00** - Dugouts at the baseball field
- **Craig Resources: $11,101.20 -** Nursing contract
- **Diversified Drug Testing: $828.00 -** Bus Driver and Student Services Testing
- **Educational Service Unit #4: $3,426.35** - Professional Development and Contracted Services
- **Egan Supply: $2,004.03** - Elem floor machine
- **The Filter Shop: $3,366.52** - Elem and HS Supplies
- **JourneyEd.com: $3,069.00** - Software
- **Jung Electric: $1,335.13** - HS Repairs
- **MakeyMakey: $1,475.28** - HAL Supplies
- **Menards: $1,657.78** - Elem and HS Supplies
- **Midwest Bus Repairs: $5,931.74 -** Bus Maintenance
- **Nebraska City Utilities: $16,393.61** - Utilities
- **Palmyra Lunch: $2,976.80** - ASPIRE and Prek Reimbursement
- **Pioneer Cleaning: $22,667.00** - Elem and PHS Cleaning
- **Renaissance Learning: $2,450.00** - Counselor Supplies
- **Southwest Auto: $2,554.55** - Bus and Vehicle Maintenance
- **Sysco: $794.84** - PreK and Rec supplies
- **Village of Bennet: $807.26** - Elem Water and Sewer
- **Village of Palmyra: $326.50** - HS Water and Sewer
- **Whitehead Oil: $4,816.43** - Fuel
- **WoodRiver Energy: $12,442.52** - Elem and HS Natural Gas

PO Number	Invoice Number	Vendor Name		Invoice Date	Amount
Account Number		Detail Description	Amount	Cost Center ID	
Checking Account ID		Fund Number	GENERAL FUND		
	87302966	A-UNITED AUTOMATIC DOORS & GLASS, INC.		04/13/2026	1,102.38
01 2620 431 001		HS Repairs & Maintenance	1,102.38		
Total	A-UNITED AUTOMATIC DOORS & GLASS, INC.		1,102.38		
	41623132	Access Systems Leasing		04/13/2026	3,506.47
01 1100 440 001		HS Copier Lease	1,753.24		
01 1100 440 003		Elem Copier Lease	1,753.23		
Total	Access Systems Leasing		3,506.47		
	INV1945041	Access Systems		04/13/2026	316.69
01 1100 610 001		HS General Supplies	158.34		
01 1100 610 003		Elem General Supplies	158.35		
Total	Access Systems		316.69		
	1000009461	ACT		04/13/2026	770.00
01 2120 320 001		Counselor Contracted Service	770.00		
Total	ACT		770.00		
	1614-4JRL-PYPG	AMAZON CAPITAL SERVICES		04/13/2026	658.20
01 1100 640 002		BOOKS AND PERIODICALS	658.20		
	16NW-YWHX-RXC7	AMAZON CAPITAL SERVICES		04/13/2026	25.03
01 1100 610 003		Elem General Supplies	25.03		
	16WC-JYQH-CJJ9	AMAZON CAPITAL SERVICES		04/13/2026	(39.90)
01 2230 610 001		GENERAL SUPPLIES	(39.90)		
	1H7Y-HYJM-TMW1	AMAZON CAPITAL SERVICES		04/13/2026	39.90
01 2230 610 001		GENERAL SUPPLIES	39.90		
BES3526	1HT9-7XNY-KC4T	AMAZON CAPITAL SERVICES		04/13/2026	65.83
01 2151 610 003		Frog, Where Are You? (A Boy, a Dog, and	6.99		
01 2151 610 003		Shuttle Art Dot Markers, 15 Colors Washa	12.99		
01 2151 610 003		Hand Mirror, Barber Hairdressing Handhel	10.98		
01 2151 610 003		Speaker Fabric Black Speaker Grill Cloth	8.89		
01 2151 610 003		3 Pieces Embroidery Hoops, 10 inch Bambo	11.99		
01 2151 610 003		Small Hoop scissors for pre school stude	13.99		
	1NX7-FD3W-FTKX	AMAZON CAPITAL SERVICES		04/13/2026	144.43
01 1100 610 003		Elem General Supplies	144.43		
	1PVH-MXQG-X61C	AMAZON CAPITAL SERVICES		04/13/2026	259.99
01 1200 610 001		Sped HS Supplies	259.99		
TB3526	1V9D-X93K-D3RN	AMAZON CAPITAL SERVICES		04/13/2026	199.95
01 1100 610 001		We had three in the PE department and C	199.95		
	1W4R-WY7L-77HC	AMAZON CAPITAL SERVICES		04/13/2026	62.97
01 1100 640 001		HS Textbooks	62.97		
	1Y1H-P9MT-	AMAZON CAPITAL SERVICES		04/13/2026	388.00

PO Number / Account Number	Invoice Number	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
	YWHG				
01 2630 431 001		CARE & UPKEEP OF FB FIELD	388.00		
Total	AMAZON CAPITAL SERVICES		1,804.40		
	840188242	BAUER BUILT TIRE		04/13/2026	3,404.89
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	3,404.89		
Total	BAUER BUILT TIRE		3,404.89		
	US613921	BRAINPOP LLC		04/13/2026	4,050.00
01 1100 640 003		Elem Textbooks	4,050.00		
Total	BRAINPOP LLC		4,050.00		
	QRT 3 MILEAGE 26 BB	Brown, Burke		04/13/2026	241.43
01 1100 333 001		HS Mileage	241.43		
Total	Brown, Burke		241.43		
	QRT3MILEAGE 26 AB	BUCHANAN, AMY		04/13/2026	97.88
01 2151 333 003		Sped Speech Elem MILEAGE PAID TO STAFF	97.88		
Total	BUCHANAN, AMY		97.88		
	QRT 3 MILEAGE 26 EB	BUDDENBERG, EMILY		04/13/2026	102.95
01 2151 333 003		Sped Speech Elem MILEAGE PAID TO STAFF	102.95		
Total	BUDDENBERG, EMILY		102.95		
	1611807	CAPITAL BUSINESS SYSTEMS		04/13/2026	295.70
01 1100 440 001		HS Copier Lease	295.70		
Total	CAPITAL BUSINESS SYSTEMS		295.70		
	1422	CHENEY WELDING, INC		04/13/2026	18,000.00
01 2630 431 001		CARE & UPKEEP OF FB FIELD	18,000.00		
Total	CHENEY WELDING, INC		18,000.00		
	000183 01	CORNHUSKER WINNELSON CO		04/13/2026	1,072.13
01 2610 610 001		HS Custodian Supplies	1,072.13		
Total	CORNHUSKER WINNELSON CO		1,072.13		
	7-17550-04	CRAIG RESOURCES INC		04/13/2026	2,981.22
01 2131 320 002		MS SPED CONTRACED NURSING SERVICES	2,981.22		
	7-17550-08	CRAIG RESOURCES INC		04/13/2026	3,526.38
01 2131 320 002		MS SPED CONTRACED NURSING SERVICES	3,526.38		
	7-18176-01	CRAIG RESOURCES INC		04/13/2026	4,593.60
01 2131 320 002		MS SPED CONTRACED NURSING SERVICES	4,593.60		
Total	CRAIG RESOURCES INC		11,101.20		
	1516627	DAS State ACCTG-Central Finance		04/13/2026	317.87
01 2224 530 000		Internet Service	317.87		

PO Number / Account Number	Invoice Number	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
Total	DAS State ACCTG-Central Finance		317.87		
	02282026 - GENERAL	DFC Inc. Decker's Food Center		04/13/2026	75.43
01 1100 610 001		HS General Supplies	2.29		
01 1100 610 001		HS General Supplies	2.59		
01 1100 610 001		HS General Supplies	51.06		
01 1100 610 001		HS General Supplies	19.49		
Total	DFC Inc. Decker's Food Center		75.43		
	FG2870	DIETZE MUSIC HOUSE		04/13/2026	5.18
01 1100 610 001 2 102		HS INSTRUMENTAL SUPPLIES	5.18		
	FG3002-0	DIETZE MUSIC HOUSE		04/13/2026	13.40
01 1100 610 001 2 102		HS INSTRUMENTAL SUPPLIES	13.40		
	FG3661	DIETZE MUSIC HOUSE		04/13/2026	26.10
01 1100 610 001 2 102		HS INSTRUMENTAL SUPPLIES	26.10		
	R82919	DIETZE MUSIC HOUSE		04/13/2026	14.18
01 1100 610 001 2 102		HS INSTRUMENTAL SUPPLIES	14.18		
Total	DIETZE MUSIC HOUSE		58.86		
	26-300244	Diversified Safety & Compliance		04/13/2026	236.00
01 2710 890 000		Bus Misc. Expenses	236.00		
	26-300344	Diversified Safety & Compliance		04/13/2026	296.00
01 1100 320 001		HS Services/Assessments	296.00		
	26-300557	Diversified Safety & Compliance		04/13/2026	296.00
01 1100 320 001		HS Services/Assessments	296.00		
Total	Diversified Safety & Compliance		828.00		
	032026 - 660501	EDUCATIONAL SERVICE UNIT #4		04/13/2026	3,025.10
01 6408 395 000		ECH ESU/DISTRICT CONTRACTED - AUD	84.45		
01 6408 395 003		PREK CONTRACTED ESU SERVICES - AUD	84.45		
01 1200 591 001		HS SPED DIRECTOR	112.00		
01 1200 591 003		ELEM SPED DIRECTOR	112.00		
01 2151 591 001		HS AUDIOLOGY SERVICE FROM ESU/DISTRICT	760.10		
01 2151 591 003		ELEM AUDIOLOGY SERVICES ESU/DISTRICT	760.10		
01 2141 591 003		ESU PSYCHOLOGY SERVICES	1,112.00		
	11447	EDUCATIONAL SERVICE UNIT #4		04/13/2026	120.00
01 1200 330 001		Sped HS Professional Development	30.00		
01 1200 330 001		Sped HS Professional Development	30.00		
01 1200 330 003		Sped Elem Professional Development	30.00		
01 2141 330 003		SPED ELEM PSYCHOLOGY PROFESSIONAL DEVEL.	30.00		
	11885T	EDUCATIONAL SERVICE UNIT #4		04/13/2026	37.50
01 2230 591 000		PURCHASED SERVICE FROM ESU/DISTRICT	37.50		
	11950T	EDUCATIONAL SERVICE UNIT #4		04/13/2026	37.50
01 2230 591 000		PURCHASED SERVICE FROM ESU/DISTRICT	37.50		
	1395 -	EDUCATIONAL SERVICE UNIT #4		04/13/2026	75.00

PO Number	Invoice Number	Vendor Name		Invoice Date	Amount
Account Number		Detail Description	Amount	Cost Center ID	
01 2230 591 000		PURCHASED SERVICE FROM ESU/DISTRICT	75.00		
	1396 -	EDUCATIONAL SERVICE UNIT #4		04/13/2026	75.00
01 2141 591 003		PURCHASED SERVICE FROM ESU/DISTRICT	75.00		
	2278 -	EDUCATIONAL SERVICE UNIT #4		04/13/2026	56.25
01 2141 591 003		PURCHASED SERVICE FROM ESU/DISTRICT	56.25		
Total	EDUCATIONAL SERVICE UNIT #4		3,426.35		
	23410	EDUCATIONAL SERVICE UNIT #6		04/13/2026	599.78
01 2224 530 000		Internet Service	599.78		
Total	EDUCATIONAL SERVICE UNIT #6		599.78		
	412582	EGAN SUPPLY CO		04/13/2026	380.65
01 2610 610 001		Elem Custodian Supplies	380.65		
	413757	EGAN SUPPLY CO		04/13/2026	135.85
01 2610 610 003		Elem Custodian Supplies	135.85		
	413941	EGAN SUPPLY CO		04/13/2026	201.52
01 2610 610 001		Elem Custodian Supplies	201.52		
	414013	EGAN SUPPLY CO		04/13/2026	1,421.86
01 2610 610 001		HS Custodian Supplies	1,421.86		
	414198	EGAN SUPPLY CO		04/13/2026	(135.85)
01 2610 610 003		Elem Custodian Supplies	(135.85)		
Total	EGAN SUPPLY CO		2,004.03		
	85367	ELECTRONIC CONTRACTING COMPANY		04/13/2026	87.00
01 2620 431 003		HS Repairs & Maintenance	87.00		
	85368	ELECTRONIC CONTRACTING COMPANY		04/13/2026	87.00
01 2620 431 001		HS Repairs & Maintenance	87.00		
Total	ELECTRONIC CONTRACTING COMPANY		174.00		
	183385	ENGINEERED CONTROLS, INC		04/13/2026	140.00
01 2620 431 001		HS Repairs & Maintenance	140.00		
Total	ENGINEERED CONTROLS, INC		140.00		
	275288	FILTER SHOP, THE		04/13/2026	2,713.12
01 2610 610 001		HS Custodian Supplies	2,713.12		
	275492	FILTER SHOP, THE		04/13/2026	653.40
01 2610 610 003		Elem Custodian Supplies	653.40		
Total	FILTER SHOP, THE		3,366.52		
	04012026 - GENERAL	FIRST STATE BANK - VISA CREDIT CARD		04/06/2026	497.91
01 2320 610 000		SUPERINTENDENT OFFICE SUPPLIES	24.99		
01 2320 610 000		SUPERINTENDENT OFFICE SUPPLIES	15.00		
01 2320 610 000		SUPERINTENDENT OFFICE SUPPLIES	24.99		
01 1100 610 001		HS General Supplies	59.94		
01 2510 531 001		HS Postage	14.60		
01 2650 626 000		Vehicle Gasoline	55.36		
01 2510 580 000		TRAVEL EXPENSES	149.95		
01 2650 626 000		Vehicle Gasoline	40.00		

PO Number / Account Number	Invoice Number	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
01 2510 580 000		TRAVEL EXPENSES	38.08		
01 2710 626 000		Bus Gas and Oil	75.00		
Total	FIRST STATE BANK - VISA CREDIT CARD		497.91		
	88198	FORTICALL		04/13/2026	142.49
01 2510 382 001		HS Telephone	71.24		
01 2510 382 003		Elem Telephone	71.25		
Total	FORTICALL		142.49		
	032026 - NSBA	FURROW, JOHN		04/13/2026	182.00
01 1100 810 001		HS DUES AND FEES	90.00		
01 1100 330 001		HS Professional Development	92.00		
Total	FURROW, JOHN		182.00		
	032026 STRAT PLAN	HART, MICHAEL		04/13/2026	40.44
01 2211 610 000		GENERAL SUPPLIES	40.44		
Total	HART, MICHAEL		40.44		
	112991	HOLIDAY INN KEARNEY		04/13/2026	149.95
01 2510 580 000		TRAVEL EXPENSES	149.95		
Total	HOLIDAY INN KEARNEY		149.95		
	368432360	J.W. PEPPER & SON INC.		04/13/2026	145.64
01 1100 610 001 2 102		HS INSTRUMENTAL SUPPLIES	145.64		
Total	J.W. PEPPER & SON INC.		145.64		
	10576754	JourneyEd.com, Inc.		04/13/2026	3,069.00
01 1100 643 001		WEB/CLOUD BASED SOFTWARE	1,534.50		
01 1100 643 003		WEB/CLOUD BASED SOFTWARE	1,534.50		
Total	JourneyEd.com, Inc.		3,069.00		
	369	JUNG ELECTRIC SERVICE		04/13/2026	1,335.13
01 2620 431 001		HS Repairs & Maintenance	1,335.13		
Total	JUNG ELECTRIC SERVICE		1,335.13		
	INV947802	KURITA AMERICA INC		04/13/2026	445.41
01 2610 431 003		Elem Upkeep of Building	445.41		
	INV953620	KURITA AMERICA INC		04/13/2026	445.41
01 2610 431 003		Elem Upkeep of Building	445.41		
Total	KURITA AMERICA INC		890.82		
HAL32626	EDU3613	MakeyMakey/JoyLabz LLC		04/13/2026	1,475.28
01 3535 610 000		Stem Pack - Classroom Invention Literacy	1,449.90		
01 3535 610 000		Shipping	25.38		
Total	MakeyMakey/JoyLabz LLC		1,475.28		
	0033022153	MATHESON-TRI-GAS INC		04/13/2026	117.34
01 1100 610 001		HS General Supplies	117.34		
Total	MATHESON-TRI-GAS INC		117.34		

PO Number	Invoice Number	Vendor Name		Invoice Date	Amount
Account Number		Detail Description	Amount	Cost Center ID	
	71137	MENARDS		04/13/2026	63.08
01 2610 610 001		HS Custodian Supplies	63.08		
	71195	MENARDS		04/13/2026	273.12
01 2610 610 001		HS Custodian Supplies	273.12		
	71558	MENARDS		04/13/2026	52.59
01 2630 431 001		CARE & UPKEEP OF FB FIELD	52.59		
	71870	MENARDS		04/13/2026	59.99
01 2650 610 000		Vehicle Supplies	59.99		
	71963	MENARDS		04/13/2026	247.36
01 2610 610 003		Elem Custodian Supplies	8.22		
01 2610 610 001		HS Custodian Supplies	239.14		
	72008	MENARDS		04/13/2026	107.94
01 2610 610 001		HS Custodian Supplies	107.94		
	72156	MENARDS		04/13/2026	38.43
01 2610 610 001		HS Custodian Supplies	38.43		
	72317	MENARDS		04/13/2026	(10.00)
01 2650 610 000		Vehicle Supplies	(10.00)		
	72540	MENARDS		04/13/2026	141.48
01 2610 610 003		Elem Custodian Supplies	141.48		
	72644	MENARDS		04/13/2026	425.95
01 2610 610 003		Elem Custodian Supplies	212.98		
01 2610 610 001		HS Custodian Supplies	212.97		
	72755	MENARDS		04/13/2026	75.92
01 2610 610 001		HS Custodian Supplies	75.92		
	72968	MENARDS		04/13/2026	181.92
01 2610 610 001		HS Custodian Supplies	181.92		
Total	MENARDS		1,657.78		
	1163	MERTILK PLUMBLING LLC		04/13/2026	188.00
01 2620 431 001		HS Repairs & Maintenance	188.00		
Total	MERTILK PLUMBLING LLC		188.00		
	INV-624000386	Midwest Bus Repair		04/13/2026	1,319.95
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	1,319.95		
	INV-624000388	Midwest Bus Repair		04/13/2026	1,644.41
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	1,644.41		
	INV-624000400	Midwest Bus Repair		04/13/2026	2,967.38
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	2,967.38		
Total	Midwest Bus Repair		5,931.74		
	N-55782	NE ASSOCIATION OF SCHOOL BOARDS		04/13/2026	240.00
01 2510 330 000		EMPLOYEE TRAINING & DEVELOPMENT SERVICES	240.00		
Total	NE ASSOCIATION OF SCHOOL BOARDS		240.00		
	2627NAEA	NEBRASKA AG ED ASSOCIATION		04/13/2026	275.00
01 1100 810 001		HS DUES AND FEES	275.00		
Total	NEBRASKA AG ED ASSOCIATION		275.00		
	1546 - 032026	NEBRASKA CITY UTILITIES		04/13/2026	76.36
01 2610 621 001		HS Utilities	76.36		

PO Number	Invoice Number	Vendor Name		Invoice Date	Amount
Account Number		Detail Description	Amount	Cost Center ID	
	3273 - 032026	NEBRASKA CITY UTILITIES		04/13/2026	6,944.94
01 2610 621 003		Elem Utilities	6,944.94		
	3321 - 032026	NEBRASKA CITY UTILITIES		04/13/2026	8,245.79
01 2610 621 001		HS Utilities	8,245.79		
	39368 - 032026	NEBRASKA CITY UTILITIES		04/13/2026	31.92
01 2610 621 001		HS Utilities	31.92		
	43577 - 032026	NEBRASKA CITY UTILITIES		04/13/2026	50.69
01 2610 621 001		HS Utilities	50.69		
	43679 - 032026	NEBRASKA CITY UTILITIES		04/13/2026	120.16
01 2610 621 001		HS Utilities	120.16		
	44277 - 032026	NEBRASKA CITY UTILITIES		04/13/2026	52.00
01 2610 621 001		HS Utilities	52.00		
	44718 - 032026	NEBRASKA CITY UTILITIES		04/13/2026	826.69
01 2610 621 001		HS Utilities	826.69		
	96622 - 032026	NEBRASKA CITY UTILITIES		04/13/2026	45.06
01 2610 621 001		HS Utilities	45.06		
Total	NEBRASKA CITY UTILITIES		16,393.61		
	5069	NEBRASKA EXTENSION IN LANCASTER COUNTY		04/13/2026	75.00
01 1100 610 003		Elem General Supplies	75.00		
Total	NEBRASKA EXTENSION IN LANCASTER COUNTY		75.00		
	2022202247	ONE SOURCE THE BACKGROUND CHECK COMPANY		04/13/2026	284.95
01 2510 890 000		Superintendent Secretary Misc. Expenses	284.95		
Total	ONE SOURCE THE BACKGROUND CHECK COMPANY		284.95		
	MARCH26 PREK/ASPIRE	PALMYRA LUNCH FUND		04/13/2026	2,976.80
01 8000 912 000		FUND TRANSFERS TO LUNCH FUND	2,976.80		
Total	PALMYRA LUNCH FUND		2,976.80		
	121	Perry, Guthery, Hasse & Gessford, P.C., L.L.O.		04/13/2026	3,900.00
01 2330 317 000		District Legal Services	3,900.00		
Total	Perry, Guthery, Hasse & Gessford, P.C., L.L.O.		3,900.00		
	3642	PIONEER CLEANING, LLC		04/13/2026	22,667.00
01 2620 420 003		Elem Cleaning Service	9,280.00		
01 2620 420 003		Elem Cleaning Service	852.00		
01 2620 420 001		HS Cleaning Service	10,335.00		
01 2620 420 001		HS Cleaning Service	2,200.00		
Total	PIONEER CLEANING, LLC		22,667.00		
	3322208202	PITNEY BOWS GLOBAL FINANCIAL SERVICES LL		04/13/2026	142.53
01 2510 440 000		Superintendent Copier/Mail Lease	142.53		
Total	PITNEY BOWS GLOBAL FINANCIAL SERVICES LL		142.53		
MO022026-1	47910880	QUILL		04/13/2026	99.15
01 1100 610 003		Quill Brand® 30% Recycled Colored Multip	24.75		
01 1100 610 003		Quill Brand® 30% Recycled Colored Multip	24.90		
01 1100 610 003		Quill Brand® 30% Recycled	24.84		

PO Number	Invoice Number	Vendor Name		Invoice Date	Amount
Account Number		Detail Description	Amount	Cost Center ID	
01 1100 610 003		Colored Multip Quill Brand® 30% Recycled Colored Multip	24.66		
Total	QUILL		99.15		
	INV5668481	RENAISSANCE LEARNING INC		04/13/2026	2,450.00
01 2120 610 001		Counselor HS Supplies	1,225.00		
01 2120 610 003		Counselor Elem Supplies	1,225.00		
Total	RENAISSANCE LEARNING INC		2,450.00		
	SI-26-025227	SEGRA		04/13/2026	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		
	26-0304	SHAFFER COMMUNICATIONS		04/13/2026	45.00
01 2710 610 000		BUS SUPPLIES	45.00		
	26-0382	SHAFFER COMMUNICATIONS		04/13/2026	125.00
01 2710 810 000		DUES AND FEES	125.00		
Total	SHAFFER COMMUNICATIONS		170.00		
	166892	Southwest Auto		04/13/2026	186.50
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	186.50		
	167003	Southwest Auto		04/13/2026	231.50
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	231.50		
	167050	Southwest Auto		04/13/2026	1,028.65
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	1,028.65		
	167089	Southwest Auto		04/13/2026	186.50
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	186.50		
	167097	Southwest Auto		04/13/2026	8.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	8.00		
	167105	Southwest Auto		04/13/2026	315.45
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	315.45		
	167117	Southwest Auto		04/13/2026	121.88
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	121.88		
	167131	Southwest Auto		04/13/2026	476.07
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	476.07		
Total	Southwest Auto		2,554.55		
	661840711	SYSCO LINCOLN		04/13/2026	245.88
01 1190 610 003		ECEP GENERAL SUPPLIES	245.88		
	661863519	SYSCO LINCOLN		04/13/2026	219.54
01 3300 610 003		Rec Program Supplies	219.54		
	661874998	SYSCO LINCOLN		04/13/2026	179.46
01 3300 610 003		Rec Program Supplies	179.46		
	661900658	SYSCO LINCOLN		04/13/2026	149.96
01 3300 610 003		Rec Program Supplies	149.96		
Total	SYSCO LINCOLN		794.84		

PO Number / Account Number	Invoice Number	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
LW22626	68418INV54496	TFH(USA) Ltd		04/13/2026	93.60
01 1200 610 003		SUPPLIES	80.00		
01 1200 610 003		Shipping	13.60		
Total	TFH(USA) Ltd		93.60		
	57-15460	UNIVERSITY OF NEBRASKA AT KEARNEY		04/13/2026	125.00
01 2710 330 000		BUS PROFESSIONAL DEVEOPMENT	125.00		
Total	UNIVERSITY OF NEBRASKA AT KEARNEY		125.00		
	INV-237	Uribe Refuse Services, Inc.		04/13/2026	420.00
01 2610 431 003		Elem Upkeep of Building	420.00		
Total	Uribe Refuse Services, Inc.		420.00		
	94023	VILLAGE OF BENNET		04/13/2026	807.26
01 2610 621 003		Elem Utilities	36.56		
01 2610 410 003		Elem Water & Sewer	28.50		
01 2610 410 003		Elem Water & Sewer	376.20		
01 2610 410 003		Elem Water & Sewer	24.00		
01 2610 410 003		Elem Water & Sewer	342.00		
Total	VILLAGE OF BENNET		807.26		
	032026 - 107003	VILLAGE OF PALMYRA		04/13/2026	26.00
01 2610 410 001		HS Water & Sewer	26.00		
	032026 - 230001	VILLAGE OF PALMYRA		04/13/2026	26.00
01 2610 410 001		HS Water & Sewer	26.00		
	032026 - 257001	VILLAGE OF PALMYRA		04/13/2026	274.50
01 2610 410 001		HS Water & Sewer	274.50		
Total	VILLAGE OF PALMYRA		326.50		
	38011384	VOICE NEWS		04/13/2026	252.51
01 2310 540 000		BOE Advertising	252.51		
	38011836	VOICE NEWS		04/13/2026	10.98
01 2310 540 000		BOE Advertising	10.98		
	38011984	VOICE NEWS		04/13/2026	161.19
01 2310 540 000		BOE Advertising	161.19		
Total	VOICE NEWS		424.68		
	INV-47023	WHITEHEAD OIL CO		04/13/2026	1,941.65
01 2710 626 000		Bus Gas and Oil	1,941.65		
	INV-47024	WHITEHEAD OIL CO		04/13/2026	2,874.78
01 2710 626 000		Bus Gas and Oil	2,874.78		
Total	WHITEHEAD OIL CO		4,816.43		
	091969071 - 032026	WINDSTREAM		04/13/2026	210.12
01 2510 382 001		HS Telephone	210.12		
	091969071 - 042026	WINDSTREAM		04/13/2026	95.74
01 2510 382 001		HS Telephone	95.74		
Total	WINDSTREAM		305.86		
	492413	WOODRIVER ENERGY LLC		04/13/2026	12,058.03

Palmyra District OR-1 66-0501
04/10/2026 10:06 AM

PO Number	Invoice Number	Vendor Name		Invoice Date	Amount
Account Number		Detail Description	Amount	Cost Center ID	
01 2610 621 001		HS Utilities	842.65		
01 2610 621 001		HS Utilities	8,196.48		
01 2610 621 003		Elem Utilities	3,018.90		
Total	WOODRIVER ENERGY LLC		12,058.03		
Fund Number			145,940.43		
Checking Account ID			145,940.43		
Checking Account ID		Fund Number	Activity Fund		
	04012026 - ACTIVITY	FIRST STATE BANK - VISA CREDIT CARD		04/06/2026	2,224.58
05 2900 610 000 0 056		ASPIRE ACADEMY	202.05		
05 2900 610 000 0 059		CLASS OF 2026	14.95		
05 2900 610 000 0 051		GOLF EXPENSE	521.85		
05 2900 610 000 0 006		FFA EXPENSE	62.94		
05 2900 610 000 0 056		ASPIRE ACADEMY	127.32		
05 2900 610 000 0 043		PANTHER STORE	9.64		
05 2900 610 000 0 043		PANTHER STORE	43.00		
05 2900 610 000 0 043		PANTHER STORE	1,242.83		
Total	FIRST STATE BANK - VISA CREDIT CARD		2,224.58		
Fund Number			2,224.58		
Checking Account ID			2,224.58		

April Bills	**$148,165.01**
March Payroll	**$755,893.75**
	$904,058.76

Regular; Beginning Month 03/2026; Processing Month 03/2026

Fund: 01 GENERAL FUND

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
01 101		CASH IN BANK	2,946,731.92	1,191,956.45	870,552.03	3,268,136.34
01 900		Cash County Treasurer	510,371.65	0.00	0.00	510,371.65
Total:	Current Assets		3,457,103.57	1,191,956.45	870,552.03	3,778,507.99
Current Liabilities						
01 450		PAYROLL DEDUCTION PAYABLE	628.55	1,326.68	1,326.68	628.55
01 451		FICA PAYABLE	(1,715.50)	86,109.48	85,606.08	(2,218.90)
01 452		FIT PAYABLE	(132.77)	37,423.93	37,179.08	(377.62)
01 453		INSURANCE PAYABLE	11,137.09	128,720.88	131,982.52	14,398.73
01 454		RETIREMENT PAYABLE	(10,859.66)	84,566.90	84,037.84	(11,388.72)
01 455		SIT PAYABLE	0.00	16,647.82	16,527.99	(119.83)
Total:	Current Liabilities		(942.29)	354,795.69	356,660.19	922.21
Fund Balance						
01 704		Fund Balance - Regular Unspent	3,458,045.86	877,168.25	1,196,708.17	3,777,585.78
Total:	Fund Balance		3,458,045.86	877,168.25	1,196,708.17	3,777,585.78
Revenue						
01 1100		LOCAL PROPERTY TAXES	1,223,306.07	1,204.71	120,034.54	1,342,135.90
01 1115		CARLINE TAX	180.77	0.00	0.00	180.77
01 1120		In-Lieu 1957 Levy Tax	72.99	0.00	0.00	72.99
01 1125		MOTOR VEHICLE TAXES	244,990.27	0.00	44,612.05	289,602.32
01 1140		Interest Levied Tax	7,464.36	0.00	436.40	7,900.76
01 1315		TUITION FROM DISTRICTS - SENCAP	2,460.00	0.00	0.00	2,460.00
01 1370		PRESCHOOL TUITION & FEES	25,770.00	0.00	4,600.00	30,370.00
01 1510		INTEREST ON INVESTMENTS	1,371.90	0.00	261.55	1,633.45
01 1800		REC PROGRAM - COMMUNITY SERVICES	21,952.00	0.00	4,115.00	26,067.00
01 1911		LOCAL LICENSE FEES	300.00	0.00	0.00	300.00
01 1990		OTHER LOCAL RECEIPTS	30.00	0.00	0.00	30.00
01 2110		COUNTY FINES & LICENSE FEES	27,133.98	0.00	3,299.29	30,433.27
01 2130		OTHER COUNTY RECEIPTS	115.55	0.00	0.00	115.55
01 2210		ESU RECEIPTS	4,868.43	0.00	0.00	4,868.43
01 3110		STATE AID	1,846,696.61	0.00	307,490.00	2,154,186.61
01 3120		SPED SCHOOL AGE	423,222.00	0.00	143,703.00	566,925.00
01 3130		HOMESTEAD EXEMPTION	0.00	82.80	25,906.93	25,824.13
01 3131		PROPERTY TAX CREDIT	506,199.24	0.00	529,728.35	1,035,927.59
01 3180		PRO-RATE MOTOR VEHICLE	3,509.05	0.00	0.00	3,509.05
01 3400		STATE APPORTIONMENT	171,296.17	0.00	0.00	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	150,790.00	0.00	0.00	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	1,971.36	0.00	0.00	1,971.36
01 4708		MEDICAID REIMBURSEMENT SPED	11,482.40	0.00	2,084.22	13,566.62
01 4969		TITLE IV, PART A	10,000.00	0.00	0.00	10,000.00
Total:	Revenue		4,776,686.47	1,287.51	1,186,271.33	5,961,670.29
Expenditure						
01 1100 111 001		HS Teacher Salary	700,678.98	116,779.83	0.00	817,458.81

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 1100 111 002	MS TEACHER SALARIES	135,399.18	21,460.84	0.00	156,860.02
01 1100 111 003	Elem Teacher Salary	665,311.02	111,155.22	783.22	775,683.02
01 1100 112 001	HS Para	17,487.00	2,349.00	0.00	19,836.00
01 1100 112 003	Elem Para	18,315.65	5,340.50	0.00	23,656.15
01 1100 113 001	HS Sub Teacher Salary	41,947.00	5,018.00	0.00	46,965.00
01 1100 113 003	Elem Sub Teacher Salary	41,217.00	13,798.22	3,938.22	51,077.00
01 1100 120 001	HS COMMUNITY COACH/ACTIVITY SPONSOR	5,564.16	913.61	0.00	6,477.77
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	40.22	0.00	0.00	40.22
01 1100 150 001	Non-instructional	1,494.96	249.16	0.00	1,744.12
01 1100 151 001	HS Coach/Gate/Sponsor - Teacher/Prof. Staff	60,753.45	9,442.65	0.00	70,196.10
01 1100 151 002	MS Coach/Gate/Sponsor - Teacher/Prof. Staff	16,134.58	2,315.43	0.00	18,450.01
01 1100 151 003	ELEM Coach/Gate/Sponsor - Teacher/Prof. Staff	3,142.60	357.10	0.00	3,499.70
01 1100 152 001	HS PARA COACH/ACTIVITY SPONSOR	10,062.00	0.00	0.00	10,062.00
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	4,083.00	694.00	0.00	4,777.00
01 1100 210 001	HS CLERICAL/PARA INSURANCE	6.22	1.05	0.00	7.27
01 1100 211 001	HS Teacher, BCBS, Life, Vision, Dental	217,925.41	36,092.58	0.00	254,017.99
01 1100 211 002	MS TEACHER BCBS, LIFE, VISION, DENTAL INSRU	52,478.39	6,564.43	0.00	59,042.82
01 1100 211 003	Elem Teacher BCBS, Life, Vision, Dental	232,839.34	39,327.93	361.06	271,806.21
01 1100 212 003	Elem PARA INSURNCE	1,084.97	172.66	0.00	1,257.63
01 1100 213 001	HS SUBSTITUTE MEDICAL INS	569.84	98.60	0.00	668.44
01 1100 213 003	ELEM SUBSTITUTE MEDICAL INS	1,478.00	395.70	0.00	1,873.70
01 1100 220 001	HS Clerical FICA	540.53	89.04	0.00	629.57
01 1100 220 002	JH Community Coach FICA	171.50	0.00	0.00	171.50
01 1100 220 003	Elem Clerical FICA	3.09	0.00	0.00	3.09
01 1100 221 001	HS Teacher FICA	57,908.38	9,747.54	148.43	67,507.49
01 1100 221 002	MS TEACHER/PROFESSIONAL FICA	11,535.13	1,843.34	9.14	13,369.33
01 1100 221 003	Elem Teacher FICA/MEDICARE	50,652.24	8,599.69	210.02	59,041.91
01 1100 222 001	HS PARA FICA	2,107.55	179.70	0.00	2,287.25
01 1100 222 002	PARA FICA	195.98	0.00	0.00	195.98
01 1100 222 003	Elem Para FICA	1,351.58	408.52	7.90	1,752.20
01 1100 223 001	HS Substitute Teacher FICA	3,519.80	437.08	0.25	3,956.63
01 1100 223 003	Elem Substitute Teacher FICA	3,085.31	1,055.62	319.37	3,821.56
01 1100 230 001	HS CLERICAL/PARA RETIREMENT	109.92	18.32	0.00	128.24
01 1100 230 003	ELEM CLERICAL/PARA RETIREMENT	2.98	0.00	0.00	2.98
01 1100 231 001	HS Teacher Retirement	55,954.05	9,278.73	0.00	65,232.78
01 1100 231 002	HS Teacher Retirement	10,449.57	1,750.09	0.00	12,199.66
01 1100 231 003	Elem Teacher Retirement	49,057.65	8,196.11	57.56	57,196.20
01 1100 232 001	HS Para RETIREMENT	1,661.93	172.65	0.00	1,834.58
01 1100 232 002	Para RETIREMENT	188.31	0.00	0.00	188.31
01 1100 232 003	Elem PARAEDUCATOR RETIREMENT	1,186.09	352.28	0.00	1,538.37
01 1100 233 001	HS SUBSTITUTE TEACHER RETIREMENT	2,232.07	74.56	0.00	2,306.63
01 1100 233 003	Elem SUBSTITUTE TEACHER RETIREMENT	2,196.26	643.37	289.46	2,550.17
01 1100 237 001	HS Increase Retirement Contributions	5,955.01	947.98	0.01	6,902.98
01 1100 237 002	Increase Retirement Contributions	1,056.50	173.82	0.00	1,230.32
01 1100 237 003	ELEM Increase Retirement	5,208.36	912.89	34.46	6,086.79

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
	Contributions				
01 1100 281 001	HS Teacher CASH-IN-LIEU MED Ins	4,500.00	750.00	0.00	5,250.00
01 1100 281 002	MS Teacher CIL	0.00	250.00	0.00	250.00
01 1100 281 003	Elem Teacher CASH-IN-LIEU MED INSURANCE	3,000.00	500.00	0.00	3,500.00
01 1100 320 001	HS Services/Assessments	8,347.50	592.00	0.00	8,939.50
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 333 001	HS Mileage	0.00	261.00	0.00	261.00
01 1100 333 003	Elem Mileage	434.70	0.00	0.00	434.70
01 1100 440 001	HS Copier Lease	11,224.52	1,010.75	0.00	12,235.27
01 1100 440 003	Elem Copier Lease	10,988.53	960.74	0.00	11,949.27
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	37,713.89	347.36	0.00	38,061.25
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	13,989.53	901.89	0.00	14,891.42
01 1100 610 001 2 103	HS VOCAL SUPPLIES	1,581.77	101.49	0.00	1,683.26
01 1100 610 002	MS GENERAL SUPPLIES	253.29	0.00	0.00	253.29
01 1100 610 003	Elem General Supplies	17,630.85	112.61	0.00	17,743.46
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	3,553.13	125.94	0.00	3,679.07
01 1100 640 002	BOOKS AND PERIODICALS	0.00	0.00	0.00	0.00
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	328.38	0.00	0.00	328.38
01 1100 650 002	TECHNOLOGY SUPPLIES	349.44	0.00	0.00	349.44
01 1100 650 003	Elem Technology Supplies	474.07	0.00	0.00	474.07
01 1100 734 001	HS Computer Hardware	1,987.88	0.00	0.00	1,987.88
01 1100 734 003	Elem Computer Hardware	952.05	0.00	0.00	952.05
01 1100 810 001	HS DUES AND FEES	243.00	90.00	0.00	333.00
01 1160 111 001	SALARIES OF TEACHERS/PROFESSIONAL STAFF	8,919.60	1,486.60	0.00	10,406.20
01 1160 111 003	Poverty Grant Teacher/Prof. Salaries	6,754.48	1,111.79	0.00	7,866.27
01 1160 112 001	Para/Nurse Salary	12,982.80	2,079.28	0.00	15,062.08
01 1160 112 003	Poverty Grant Para/Nurse Salary	27,778.93	4,213.39	0.00	31,992.32
01 1160 211 001	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	2,934.74	489.83	0.00	3,424.57
01 1160 211 003	Poverty Grant Teacher/Prof Insurance	2,863.54	488.15	0.00	3,351.69
01 1160 221 001	TEACHER/PROFESSIONAL FICA	672.74	114.13	2.01	784.86
01 1160 221 003	Poverty Grant Teacher/Prof FICA	511.22	85.36	1.25	595.33
01 1160 222 001	Poverty Nurse FICA	993.19	159.05	0.00	1,152.24
01 1160 222 003	Elem PARA FICA	2,125.10	322.31	0.00	2,447.41
01 1160 231 001	TEACHER RETIREMENT	653.28	108.88	0.00	762.16
01 1160 231 003	Poverty Grant Teacher/Prof. Retirement	496.47	81.72	0.00	578.19
01 1160 232 001	Nurse Retirement	954.24	152.82	0.00	1,107.06
01 1160 232 003	Poverty Elem PARAEDUCATOR RETIREMENT	1,530.50	248.91	0.00	1,779.41
01 1160 237 001	Increase Retirement Contributions	159.63	26.00	0.00	185.63
01 1160 237 003	Increase Retirement Contributions	201.29	32.82	0.00	234.11
01 1190 110 003	SALARY PARA/DRIVER	133.12	0.00	0.00	133.12

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 1190 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	25,632.52	4,455.04	298.98	29,788.58
01 1190 112 003	PARAEDUCATORS SALARY	47,860.96	8,359.03	1,256.52	54,963.47
01 1190 130 003	OVERTIME FOR NON-INSTRUCTIONAL	2.65	0.00	0.00	2.65
01 1190 211 003	ECEP TEACHER BCBS, LIFE, VISION, DENTAL INSRU	7,797.02	1,437.60	129.42	9,105.20
01 1190 212 003	PreK Para Insurance	2,610.96	435.16	0.00	3,046.12
01 1190 220 003	ECEP NON-INSTRUCTIONAL FICA	10.40	0.00	0.00	10.40
01 1190 221 003	ECEP TEACHER/PROFESSIONAL FICA	2,070.81	361.38	25.16	2,407.03
01 1190 222 003	ECEP PARA FICA	3,538.92	639.45	116.51	4,061.86
01 1190 230 003	ECEP NON-INSTRUCTIONAL RETIREMENT	9.98	0.00	0.00	9.98
01 1190 231 003	ECEP TEACHER RETIREMENT	1,883.99	327.45	21.98	2,189.46
01 1190 232 003	ECEP PARAEDUCATOR RETIREMENT	2,933.20	529.22	92.35	3,370.07
01 1190 237 003	ECEP Increase Retirement Contributions	479.42	85.06	11.35	553.13
01 1190 281 003	ECEP CASH-IN-LIEU MEDICAL INSURANCE	1,500.00	250.00	0.00	1,750.00
01 1190 410 003	UTILITIES	97.47	0.00	0.00	97.47
01 1190 610 003	ECEP GENERAL SUPPLIES	9,686.41	809.71	0.00	10,496.12
01 1190 890 003	MISC. EXPENSES	650.00	0.00	0.00	650.00
01 1200 110 000	SPED Classified	7,019.74	1,255.40	0.00	8,275.14
01 1200 111 000	Director of SS Salary	40,650.42	6,775.07	0.00	47,425.49
01 1200 111 001	Sped HS Teacher Salary	134,521.95	22,453.08	154.98	156,820.05
01 1200 111 002	MS SPED TEACHER SALARY	11,529.00	1,921.50	0.00	13,450.50
01 1200 111 003	Sped Elem Teacher Salary	74,418.50	12,952.34	808.68	86,562.16
01 1200 112 001	HS SPED PARAEDUCATORS SALARY	20,621.75	2,604.66	0.00	23,226.41
01 1200 112 002	PARAEDUCATORS SALARY	43,337.00	6,043.70	0.00	49,380.70
01 1200 112 003	Sped Elem Para Salary	43,728.97	5,639.56	0.00	49,368.53
01 1200 113 001	Sped HS Substitute Teacher Salary	984.00	423.00	0.00	1,407.00
01 1200 113 003	Sped Elem Substitute Teacher Salary	14,780.50	81.00	0.00	14,861.50
01 1200 130 001	Overtime - Sped Para	307.04	0.00	0.00	307.04
01 1200 130 002	Para OT	419.21	31.11	0.00	450.32
01 1200 130 003	Overtime - Sped Para	117.06	0.00	0.00	117.06
01 1200 210 000	SPED Clerical Insurance	28.92	5.20	0.00	34.12
01 1200 210 001	HS SPED CLERICAL INSURANCE	46.71	0.00	0.00	46.71
01 1200 210 003	SPED Elem Clerical Insurance	0.34	0.00	0.00	0.34
01 1200 211 000	Dir. SS BCBS, LIFE, VISION, DENTAL INSRU	3,903.48	650.58	0.00	4,554.06
01 1200 211 001	Sped HS Teacher Insurance	53,628.10	8,935.74	63.98	62,499.86
01 1200 211 002	MS SPED TEACHER BCBS, LIFE, VISION, DENTAL INSRU	4,415.36	734.20	0.00	5,149.56
01 1200 211 003	Sped Elem Teacher Insurance	14,965.71	2,836.82	337.90	17,464.63
01 1200 212 001	SPED PARA INSURANCE	735.41	0.00	0.00	735.41
01 1200 212 003	Elem Sped Para INSURNCE	1,569.51	269.81	0.00	1,839.32
01 1200 213 001	SUBSTITUTE MEDICAL INS	23.39	35.97	0.00	59.36
01 1200 213 003	SPED SUB MEDICAL INS	308.89	0.00	0.00	308.89
01 1200 220 000	SPED Clerical FICA	538.81	96.41	0.01	635.21
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	32.08	2.38	0.00	34.46
01 1200 220 003	Sped Elem Clerical FICA	8.93	0.00	0.00	8.93
01 1200 221 000	SALARIES OF TEACHERS/PROFESSIONAL STAFF	3,119.28	520.11	0.23	3,639.16
01 1200 221 001	Sped HS Teacher FICA	10,011.48	1,724.42	64.74	11,671.16
01 1200 221 002	MS SPED TEACHER/PROFESSIONAL	873.81	147.51	1.87	1,019.45

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
	FICA				
01 1200 221 003	Sped Elem Teacher FICA	5,850.79	1,034.84	79.65	6,805.98
01 1200 222 001	Sped HS Para FICA	1,544.03	199.27	0.00	1,743.30
01 1200 222 002	JH SPED Para FICA	3,315.27	462.34	0.00	3,777.61
01 1200 222 003	Sped Elem Para FICA	3,276.56	431.42	11.83	3,696.15
01 1200 223 001	Sped HS Sub Teacher FICA	74.25	32.35	1.64	104.96
01 1200 223 003	Sped Elem Sub Teacher FICA	1,116.63	6.20	0.00	1,122.83
01 1200 230 000	SPED Clerical Retirement	515.93	92.26	0.00	608.19
01 1200 230 001	Sped HS Clerical Retirement	22.53	0.00	0.00	22.53
01 1200 230 002	JH SPED Para Retirement	30.81	2.28	0.00	33.09
01 1200 230 003	Sped Elem Clerical Retirement	8.60	0.00	0.00	8.60
01 1200 231 000	TEACHER RETIREMENT	2,987.82	497.97	0.00	3,485.79
01 1200 231 001	Sped HS Teacher Retirement	9,887.35	1,650.31	11.39	11,526.27
01 1200 231 002	MS SPED RETIREMENT	847.38	141.23	0.00	988.61
01 1200 231 003	Sped Elem Teacher Retirement	5,469.77	951.99	59.43	6,362.33
01 1200 232 001	Sped HS Para Retirement	1,379.99	147.02	0.00	1,527.01
01 1200 232 002	JH SPED Para Retirement	3,185.28	444.22	0.00	3,629.50
01 1200 232 003	Sped Para Elem Retirement	2,817.85	322.24	0.00	3,140.09
01 1200 233 001	HS SPED SUB TEACHER RETIREMENT	24.70	19.18	0.00	43.88
01 1200 233 003	ELEM SPED SUB TEACHER RETIREMENT	166.74	0.00	0.00	166.74
01 1200 237 000	Increase Retirement Contributions	347.95	58.63	0.00	406.58
01 1200 237 001	SPED HSIncrease Retirement Contributions	1,123.84	180.41	1.13	1,303.12
01 1200 237 002	JH SPED Para Increase Retirement	403.61	58.37	0.00	461.98
01 1200 237 003	SPED ELIncrease Retirement Contributions	840.54	126.55	5.90	961.19
01 1200 281 003	ELEM SPED CASH-IN-LIEU MEDICAL INSURANCE	3,000.00	500.00	0.00	3,500.00
01 1200 330 001	Sped HS Professional Development	220.00	375.00	0.00	595.00
01 1200 330 003	Sped Elem Professional Development	150.00	0.00	0.00	150.00
01 1200 591 001	HS SPED DIRECTOR	392.00	112.00	0.00	504.00
01 1200 591 003	ELEM SPED DIRECTOR	392.00	112.00	0.00	504.00
01 1200 610 001	Sped HS Supplies	1,537.54	122.25	0.00	1,659.79
01 1200 610 001 0 104	ASPIRE SUPPLIES	619.26	63.76	0.00	683.02
01 1200 610 002	MS SPED GENERAL SUPPLIES	188.77	0.00	0.00	188.77
01 1200 610 003	Sped Elem Supplies	1,348.37	41.53	0.00	1,389.90
01 1200 640 003	Sped Elem Textbooks	497.63	0.00	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	17,934.00	2,989.00	0.00	20,923.00
01 1291 112 003	SPED PreK Para	13,642.42	2,655.88	0.00	16,298.30
01 1291 211 003	SPED Prek BCBS, LIFE, VISION, DENTAL INSRU	8,193.77	1,367.70	0.00	9,561.47
01 1291 221 003	TEACHER/PROFESSIONAL FICA	1,355.79	229.46	3.50	1,581.75
01 1291 222 003	PreK SPED Para FICA	1,043.58	203.17	0.00	1,246.75
01 1291 231 003	Prek SPED Retirement	1,318.14	219.69	0.00	1,537.83
01 1291 232 003	PreK SPED Para Retirement	968.15	190.99	0.00	1,159.14
01 1291 237 003	PreK SPED Teacher Increase Retirement Contributions	227.08	40.80	0.00	267.88
01 1291 610 003	SPED PRESCHOOL GENERAL SUPPLIES	12.34	0.00	0.00	12.34
01 1295 151 001	Unified Sports Coach	1,614.06	219.01	0.00	1,833.07
01 1295 211 001	Unified Insurance	620.22	82.82	0.00	703.04
01 1295 221 001	Unified FICA	121.26	16.77	0.19	137.84

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 1295 231 001	Unified Retirement	118.71	16.11	0.00	134.82
01 1295 237 001	Unified Increase Retirement Contributions	11.79	1.60	0.00	13.39
01 2120 111 001	Counselor HS Salary	35,678.40	5,946.40	0.00	41,624.80
01 2120 111 003	Counselor Elem Salary	26,682.72	4,447.12	0.00	31,129.84
01 2120 211 001	Counselor HS Insurance	11,738.68	1,959.24	0.00	13,697.92
01 2120 211 003	Counselor Elem Insurance	11,454.32	1,952.64	0.00	13,406.96
01 2120 221 001	Counselor HS FICA	2,690.70	456.49	8.05	3,139.14
01 2120 221 003	Counselor Elem FICA	2,019.24	341.39	4.98	2,355.65
01 2120 231 001	Counselor HS Retirement	2,613.12	435.52	0.00	3,048.64
01 2120 231 003	Counselor Elem Retirement	1,961.16	326.86	0.00	2,288.02
01 2120 237 001	COUNSELOR Inc Retirement Contributions	259.56	43.26	0.00	302.82
01 2120 237 003	COUNSELOR INC RETIREMENT CONT	194.82	32.47	0.00	227.29
01 2120 320 001	Counselor Contracted Service	0.00	0.00	0.00	0.00
01 2120 330 001	Counselor Professional Development	225.00	30.00	0.00	255.00
01 2120 330 003	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	180.00	225.00	0.00	405.00
01 2120 333 001	Counselor HS Mileage	0.00	30.00	30.00	0.00
01 2120 580 003	Counselor Travel Expenses	0.00	258.00	0.00	258.00
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 810 001	DUES AND FEES	0.00	385.00	0.00	385.00
01 2120 810 003	ELEM COUNSELOR DUES AND FEES	0.00	169.00	0.00	169.00
01 2120 890 001	Counselor HS Misc. Expenses	419.84	0.00	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	20.35	0.00	3,447.84
01 2130 610 003	GENERAL SUPPLIES	2,092.40	20.35	0.00	2,112.75
01 2131 112 003	Sped Nursing Services	5,577.56	770.21	0.00	6,347.77
01 2131 222 003	PARA FICA	426.67	58.94	0.00	485.61
01 2131 232 003	SPED Nursing Retirement	190.84	30.57	0.00	221.41
01 2131 237 003	SPED Nurse Increase Retirement Contributions	18.96	3.04	0.00	22.00
01 2131 320 002	MS SPED CONTRACED NURSING SERVICES	42,654.14	6,377.58	0.00	49,031.72
01 2141 111 003	SPED ELEM PSYCHOLOGY SALARY	41,728.98	6,954.83	0.00	48,683.81
01 2141 211 003	SPED ELEM PSYCH INSURANCE	14,754.06	2,459.01	0.00	17,213.07
01 2141 221 003	SPED ELEM PSYCH FICA	2,980.08	533.90	37.22	3,476.76
01 2141 231 003	SPED ELEM PSYCHOLOGY RETIREMENT	3,067.08	511.18	0.00	3,578.26
01 2141 237 003	SPED PSYCH INC RETIREMENT CONTRIBUTIONS	304.62	50.77	0.00	355.39
01 2141 330 003	SPED ELEM PSYCHOLOGY PROFESSIONAL DEVEL.	629.00	0.00	0.00	629.00
01 2141 580 003	SPED PSYCHOLOGY TRAVEL EXPENSES	758.25	0.00	0.00	758.25
01 2141 591 003	ESU PSYCHOLOGY SERVICES	3,058.00	973.00	0.00	4,031.00
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	15,009.06	2,501.51	0.00	17,510.57
01 2151 111 003	Sped Speech Elem Salary	46,624.20	7,770.70	0.00	54,394.90
01 2151 211 001	Sped Speech HS Insurance	67.71	11.29	0.00	79.00
01 2151 211 003	Sped Speech ELEM Insurance	225.84	37.65	0.00	263.49
01 2151 221 001	Speech HS FICA	1,152.25	192.04	0.00	1,344.29
01 2151 221 003	Sped Speech Elem FICA	3,844.03	640.66	0.00	4,484.69

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2151 231 001	Sped Speech HS Retirement	1,103.16	183.86	0.00	1,287.02
01 2151 231 003	Sped Speech Elem Retirement	3,426.95	571.16	0.00	3,998.11
01 2151 237 001	Sped Speech HS Salary	109.58	18.26	0.00	127.84
01 2151 237 003	Sped Speech Elem Inc Retirement Contr	340.39	56.73	0.00	397.12
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	3,450.00	575.00	0.00	4,025.00
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	160.30	0.00	0.00	160.30
01 2151 591 001	HS AUDIOLOGY SERVICE FROM ESU/DISTRICT	2,480.32	760.10	0.00	3,240.42
01 2151 591 003	ELEM AUDIOLOGY SERVICES ESU/DISTRICT	2,480.32	760.10	0.00	3,240.42
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	4,035.18	672.53	0.00	4,707.71
01 2152 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	18.29	3.05	0.00	21.34
01 2152 221 003	TEACHER/PROFESSIONAL FICA	309.78	51.63	0.00	361.41
01 2152 231 003	TEACHER RETIREMENT	296.58	49.43	0.00	346.01
01 2152 237 003	Increase Retirement Contributions	29.46	4.91	0.00	34.37
01 2153 111 000	SALARIES OF TEACHERS/PROFESSIONAL STAFF	4,035.18	672.53	0.00	4,707.71
01 2153 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	18.29	3.05	0.00	21.34
01 2153 221 000	TEACHER/PROFESSIONAL FICA	309.78	51.63	0.00	361.41
01 2153 231 000	TEACHER RETIREMENT	296.58	49.43	0.00	346.01
01 2153 237 000	Increase Retirement Contributions	29.46	4.91	0.00	34.37
01 2161 111 001	Sped Occupational Therapy HS Salary	4,372.52	728.75	0.00	5,101.27
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	10,931.20	1,821.87	0.00	12,753.07
01 2161 211 001	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	2,204.12	367.35	0.00	2,571.47
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	5,510.02	918.34	0.00	6,428.36
01 2161 221 001	Sped HS TEACHER/PROFESSIONAL FICA	331.02	55.95	0.78	386.19
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	827.36	139.86	1.96	965.26
01 2161 231 001	Sped Occupational Therapy HS Retirement	321.36	53.56	0.00	374.92
01 2161 231 002	TEACHER RETIREMENT	0.00	0.00	0.00	0.00
01 2161 231 003	Sped Occupational Therapy ElemRetirement	803.46	133.91	0.00	937.37
01 2161 237 001	Increase Retirement Contributions	31.92	5.32	0.00	37.24
01 2161 237 002	Increase Retirement Contributions	0.00	0.00	0.00	0.00
01 2161 237 003	Sped OT Inc. Retirement Contributions	79.80	13.30	0.00	93.10
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	6,558.78	1,093.13	0.00	7,651.91
01 2162 211 003	OT Services PreK Insurance	3,306.12	551.02	0.00	3,857.14
01 2162 221 003	OT Services PreK - FICA	496.36	83.92	1.20	579.08

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2162 231 003	OT Services PreK Retirement	482.10	80.35	0.00	562.45
01 2162 237 003	OT Services PreK Increase Retirement Contributions	47.88	7.98	0.00	55.86
01 2171 111 001	HS Physical Therapy	2,451.00	408.50	0.00	2,859.50
01 2171 111 003	Elem PT	9,804.00	1,634.00	0.00	11,438.00
01 2171 211 001	HS PT Insurance	11.34	1.89	0.00	13.23
01 2171 211 003	Elem PT Insurance	50.16	8.36	0.00	58.52
01 2171 221 001	PT FICA	188.16	31.36	0.00	219.52
01 2171 221 003	Elem PT FICA	833.28	138.88	0.00	972.16
01 2171 231 001	HS PT Retirement	180.84	30.14	0.00	210.98
01 2171 231 003	Elem PT Retirement	723.30	120.55	0.00	843.85
01 2171 237 001	HS PT Increase Retiremen	17.94	2.99	0.00	20.93
01 2171 237 003	Elem PT Increase Retirement	71.91	11.98	0.00	83.89
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	1,050.00	175.00	0.00	1,225.00
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	4,902.00	817.00	0.00	5,719.00
01 2172 211 003	PreK PT Insurance	22.68	3.78	0.00	26.46
01 2172 221 003	PreK PT FICA	376.32	62.72	0.00	439.04
01 2172 231 003	PreK PT Retirement	361.56	60.26	0.00	421.82
01 2172 237 003	PreK PT Increase Retirement	35.88	5.98	0.00	41.86
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	479.75	143.51	0.00	623.26
01 2220 111 003	Elem Library Salary	34,159.98	5,693.33	0.00	39,853.31
01 2220 112 001	HS Library Para Salary	8,090.00	1,240.00	0.00	9,330.00
01 2220 211 003	Elem Library BCBS, Vision, Life, Dental	9,497.46	2,361.66	0.00	11,859.12
01 2220 221 003	Elem Library FICA	2,517.42	437.06	71.70	2,882.78
01 2220 231 003	Elem Library Retirement	2,396.04	355.32	0.00	2,751.36
01 2220 237 003	Elem Lib Inc Retirement Contributions	237.96	35.29	0.00	273.25
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	5,505.90	917.65	0.00	6,423.55
01 2230 111 000	Tech Coord.	41,845.98	6,974.33	0.00	48,820.31
01 2230 211 000	Tech Coord. BCBS, LIFE, VISION, DENTAL INSRU	8,780.71	1,464.67	0.00	10,245.38
01 2230 221 000	Tech Coord. FICA	3,152.15	535.41	10.06	3,677.50
01 2230 231 000	Tech Coord. RETIREMENT	3,075.67	512.61	0.00	3,588.28
01 2230 237 000	Tech Coord. Increase Retirement Contributions	305.47	50.91	0.00	356.38
01 2230 330 000	TECH PROFESSIONAL DEVELOPMENT	270.00	30.00	0.00	300.00
01 2230 333 001	MILEAGE PAID TO STAFF	516.60	0.00	0.00	516.60
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

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2230 382 001	HS Distant Learning Connection	2,147.90	429.58	0.00	2,577.48
01 2230 382 003	Elem Distant Learning Connection	2,147.90	429.58	0.00	2,577.48
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	226.30	127.40	0.00	353.70
01 2310 330 000	BOARD PROFESSIONAL DEVELOPMENT	904.00	0.00	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	1,608.73	204.10	0.00	1,812.83
01 2310 610 000	GENERAL SUPPLIES	501.49	400.00	0.00	901.49
01 2310 810 000	BOE Dues and Fees	6,369.72	0.00	0.00	6,369.72
01 2320 105 000	Superintendent Salary	79,999.98	13,333.33	0.00	93,333.31
01 2320 215 000	Superintendent BCBS, Vision, Life, Denta	14,973.90	2,495.65	0.00	17,469.55
01 2320 225 000	Superintendent FICA	6,129.12	1,023.58	2.06	7,150.64
01 2320 235 000	Superintendent Retirement	5,880.00	980.00	0.00	6,860.00
01 2320 237 000	Superintendent Inc Retire Contributions	583.98	97.33	0.00	681.31
01 2320 330 000	Superintendent Professional Development	1,259.00	0.00	0.00	1,259.00
01 2320 580 000	Superintendent Travel	63.44	4.50	0.00	67.94
01 2320 610 000	SUPERINTENDENT OFFICE SUPPLIES	479.58	0.00	0.00	479.58
01 2320 810 000	Superintendent Dues and Fees	399.60	0.00	0.00	399.60
01 2320 890 000	Superintendent Misc. Expenses	4,939.99	0.00	0.00	4,939.99
01 2330 317 000	District Legal Services	7,041.60	666.00	0.00	7,707.60
01 2410 110 001	HS Principal Secretary Salary	38,666.23	6,056.51	0.00	44,722.74
01 2410 110 003	Elem Principal Secretary Salary	18,777.29	3,063.00	0.00	21,840.29
01 2410 111 001	HS Principal Salary	55,999.98	9,333.33	0.00	65,333.31
01 2410 111 003	Elem Principal Salary	49,999.98	8,333.33	0.00	58,333.31
01 2410 130 001	Overtime for HS Secretary	1,054.51	0.89	0.00	1,055.40
01 2410 130 003	Overtime for Elem Secretary	494.49	59.29	0.00	553.78
01 2410 210 001	HS Secretary Principal Insurance	5,480.94	913.49	0.00	6,394.43
01 2410 211 001	HS Principal Insurance	15,051.66	2,508.61	0.00	17,560.27
01 2410 211 003	Elem Principal Insurance	237.78	39.63	0.00	277.41
01 2410 220 001	HS Secretary Principal FICA	2,821.01	463.40	36.28	3,248.13
01 2410 220 003	Elem Secretary Principal FICA	1,474.26	238.88	0.00	1,713.14
01 2410 221 001	HS Principal FICA	4,091.64	716.52	34.58	4,773.58
01 2410 221 003	Elem Principal FICA	3,953.58	658.93	0.00	4,612.51
01 2410 230 001	HS Secretary Principal Retirement	2,919.47	445.22	0.00	3,364.69
01 2410 230 003	Elem Secretary Principal Retirement	1,416.48	229.49	0.00	1,645.97
01 2410 231 001	HS Principal Retirement	3,952.80	658.80	0.00	4,611.60
01 2410 231 003	Elem Principal Retirement	3,675.00	612.50	0.00	4,287.50
01 2410 237 001	HS Principal Inc Retirement Contribution	682.54	109.65	0.00	792.19
01 2410 237 003	Elem Principal Inc Retire Contributions	505.69	83.62	0.00	589.31
01 2410 281 003	Elem Principal CASH-IN-LIEU Med Ins	1,500.00	250.00	0.00	1,750.00
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	3,436.00	0.00	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	2,025.08	0.00	0.00	2,025.08
01 2410 580 003	Elem Principal Travel Expenses	1,938.59	0.00	0.00	1,938.59
01 2410 610 001	HS Principal Supplies	2,308.10	93.42	0.00	2,401.52
01 2410 610 003	Elem Principal Supplies	447.99	62.99	0.00	510.98
01 2410 810 001	HS Principal Dues and Fees	0.00	385.00	0.00	385.00
01 2510 110 000	BUSINESS MANAGER/HR/PAYROLL SALARY	47,693.14	7,114.06	0.00	54,807.20

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2510 130 000	Overtime for Business Manager	2,048.96	67.47	0.00	2,116.43
01 2510 210 000	Superintendent Secretary Insurance	229.80	34.67	0.00	264.47
01 2510 220 000	Superintendent Secretary FICA	3,814.41	551.27	0.00	4,365.68
01 2510 230 000	Superintendent Secretary Retirement	3,661.50	527.84	0.00	4,189.34
01 2510 237 000	Super Secretary Inc Retire Contributions	363.70	52.42	0.00	416.12
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	615.00	0.00	0.00	615.00
01 2510 382 001	HS Telephone	1,556.30	388.41	0.00	1,944.71
01 2510 382 003	Elem Telephone	354.68	71.34	0.00	426.02
01 2510 440 000	Superintendent Copier/Mail Lease	450.60	0.00	0.00	450.60
01 2510 531 001	HS Postage	1,499.25	0.00	0.00	1,499.25
01 2510 531 003	Elem Postage	1,014.85	0.00	0.00	1,014.85
01 2510 580 000	TRAVEL EXPENSES	0.00	0.00	0.00	0.00
01 2510 610 000	CENTRAL OFFICE SUPPLIES	427.16	756.74	0.00	1,183.90
01 2510 643 000	WEB/CLOUD BASED SOFTWARE	77.00	0.00	0.00	77.00
01 2510 810 000	DUES AND FEES	1,065.00	70.00	0.00	1,135.00
01 2510 890 000	Superintendent Secretary Misc. Expenses	2,159.00	193.00	0.00	2,352.00
01 2610 110 001	HS Custodian Salary	35,479.04	5,841.83	0.00	41,320.87
01 2610 110 003	Elem Custodian Salary	27,638.69	3,995.10	0.00	31,633.79
01 2610 116 000	Maintenance Director	41,080.01	6,846.66	0.00	47,926.67
01 2610 130 001	OVERTIME for Custodial	11.01	0.00	0.00	11.01
01 2610 130 003	OVERTIME for Custodial	59.17	10.49	0.00	69.66
01 2610 210 000	NON - INSTRUCTIONAL INSURANCE	6.30	1.05	0.00	7.35
01 2610 210 001	HS Custodian Insurance	128.95	19.47	0.00	148.42
01 2610 210 003	Elem Custodian Insurance	34.08	5.69	0.01	39.76
01 2610 216 000	Professional Staff	171.66	28.61	0.00	200.27
01 2610 220 000	Maint. Director FICA	115.14	19.19	0.00	134.33
01 2610 220 001	HS Custodian FICA	2,723.72	448.23	0.00	3,171.95
01 2610 220 003	Elem Custodian FICA	2,118.89	306.43	0.00	2,425.32
01 2610 226 000	Professional Staff	3,153.66	525.61	0.00	3,679.27
01 2610 230 001	HS Custodian Retirement	2,616.91	430.66	0.00	3,047.57
01 2610 230 003	Elem Custodian Retirement	2,035.79	294.41	0.00	2,330.20
01 2610 236 000	Professional Staff	3,019.38	503.23	0.00	3,522.61
01 2610 237 000	Increase Retirement Contributions	299.88	49.98	0.00	349.86
01 2610 237 001	HS Custodian In Retire Contributions	259.90	42.76	0.00	302.66
01 2610 237 003	Elem Custodian Inc Retirement Contributi	202.20	29.24	0.00	231.44
01 2610 280 000	CASH-IN-LIEU Maint.	1,500.00	250.00	0.00	1,750.00
01 2610 290 003	Elem Custodian LTD	91.97	14.06	0.00	106.03
01 2610 410 001	HS Water & Sewer	17,111.88	320.50	0.00	17,432.38
01 2610 410 003	Elem Water & Sewer	6,106.19	28.50	0.00	6,134.69
01 2610 431 001	HS Upkeep of Building	10,731.26	865.40	0.00	11,596.66
01 2610 431 003	Elem Upkeep of Building	7,415.15	1,054.41	0.00	8,469.56
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	30,908.46	1,035.14	799.99	31,143.61
01 2610 610 003	Elem Custodian Supplies	16,468.01	446.26	0.00	16,914.27
01 2610 621 001	HS Utilities	92,360.35	21,945.98	657.07	113,649.26
01 2610 621 003	Elem Utilities	58,873.61	13,147.11	0.00	72,020.72
01 2620 340 001	HS MAINTENANCE PROFESSIONAL SERVICE	305.00	0.00	0.00	305.00
01 2620 420 001	HS Cleaning Service	64,815.00	11,372.50	0.00	76,187.50

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2620 420 003	Elem Cleaning Service	53,773.00	9,949.50	0.00	63,722.50
01 2620 431 001	HS Repairs & Maintenance	14,821.25	500.00	0.00	15,321.25
01 2620 431 003	Elem Repairs & Maintenance	10,453.51	3,376.89	0.00	13,830.40
01 2620 440 001	HS Rentals of land, building, equip	150.00	0.00	0.00	150.00
01 2620 733 003	Elem Building Furniture and Equipment	0.00	9,364.85	0.00	9,364.85
01 2630 431 001	CARE & UPKEEP OF FB FIELD	5,444.95	80.00	0.00	5,524.95
01 2650 431 000	Vehicle Repairs & Maintenance	616.17	0.00	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	109,043.31	18,901.68	0.00	127,944.99
01 2710 210 000	Bus Driver Regular Ed Insurance	485.50	119.29	0.00	604.79
01 2710 220 000	Bus Driver Regular Ed FICA	8,361.80	1,446.53	0.20	9,808.13
01 2710 230 000	Bus Driver Regular Ed Retirement	4,159.77	612.37	0.00	4,772.14
01 2710 237 000	Bus Increase Retire Contributions	413.06	60.81	0.00	473.87
01 2710 290 000	Bus Driver Regular Ed LTD	480.00	80.00	0.00	560.00
01 2710 330 000	BUS PROFESSIONAL DEVEOPMENT	1,075.00	0.00	0.00	1,075.00
01 2710 520 000	Bus Insurance	27,169.80	0.00	0.00	27,169.80
01 2710 610 000	BUS SUPPLIES	1,227.57	0.00	0.00	1,227.57
01 2710 626 000	Bus Gas and Oil	39,970.93	3,344.54	0.00	43,315.47
01 2710 810 000	DUES AND FEES	0.00	0.00	0.00	0.00
01 2710 890 000	Bus Misc. Expenses	3,380.25	10.00	0.00	3,390.25
01 2712 110 000	Bus Driver Sped Salary	16,172.87	2,831.61	0.00	19,004.48
01 2712 112 000	PARAEDUCATORS SALARY	1,282.10	182.75	0.00	1,464.85
01 2712 210 000	Bus Driver Sped Insurance	3.24	0.32	0.00	3.56
01 2712 212 000	Bus Driver Sped Salary	3.36	0.56	0.00	3.92
01 2712 220 000	Bus Driver Sped FICA	1,237.38	216.63	0.01	1,454.00
01 2712 222 000	PARA FICA	98.07	13.98	0.00	112.05
01 2712 230 000	Bus Driver Sped Retirement	1,156.46	208.13	0.00	1,364.59
01 2712 232 000	PARAEDUCATOR RETIREMENT	94.21	13.44	0.00	107.65
01 2712 237 000	SPED Bus Inc Retire Contributions	124.26	22.03	0.00	146.29
01 2712 610 000	GENERAL SUPPLIES	700.00	0.00	0.00	700.00
01 2713 110 003	PreK Bus Driver	4,501.70	1,073.80	0.00	5,575.50
01 2713 112 003	PreK Bus Rider Para Salary	4,668.71	1,004.99	0.00	5,673.70
01 2713 210 003	PreK Driver Insurance	9.99	2.61	0.00	12.60
01 2713 220 003	PreK Driver FICA	344.97	82.30	0.00	427.27
01 2713 222 003	PreK Bus Rider Para FICA	357.20	76.88	0.00	434.08
01 2713 230 003	PreK Driver Retirement	328.40	79.06	0.00	407.46
01 2713 237 003	PreK Driver Increase Retirement Contributions	32.63	7.85	0.00	40.48
01 2720 111 000	Transportation Monitoring Services	1,836.00	306.00	0.00	2,142.00
01 2720 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	634.68	105.78	0.00	740.46
01 2720 221 000	TEACHER/PROFESSIONAL FICA	139.62	23.50	0.23	162.89
01 2720 231 000	TEACHER RETIREMENT	134.94	22.49	0.00	157.43
01 2720 237 000	Increase Retirement Contributions	13.38	2.23	0.00	15.61
01 2730 431 000	BUS & VEHICLE SERVICING & MAINTENANCE	54,954.76	8,070.94	0.00	63,025.70
01 2900 610 001	HS Field Trips	953.00	0.00	0.00	953.00
01 2900 610 001 0 001	Athletics	6,336.70	0.00	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	0.00	20,410.97	0.00	20,410.97

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 3100 130 000	OVERTIME for Food Services	0.00	0.00	0.00	0.00
01 3100 210 000	NON - INSTRUCTIONAL INSURANCE	0.00	441.50	0.00	441.50
01 3100 220 000	Food Service FICA	0.00	1,561.42	20.21	1,541.21
01 3100 230 000	Food Service Retirement	0.00	1,252.15	0.00	1,252.15
01 3100 237 000	Food Service Inc Retire Contributions	0.00	124.37	0.00	124.37
01 3300 110 003	Rec Program Salary	26,106.22	4,858.57	0.00	30,964.79
01 3300 130 003	Rec Program OT	11.26	0.00	0.00	11.26
01 3300 220 003	Rec Program FICA	1,025.28	189.71	0.00	1,214.99
01 3300 230 003	Rec Program Retirement	985.10	182.27	0.00	1,167.37
01 3300 237 003	REC Inc Retirement Contributions	97.83	18.10	0.00	115.93
01 3300 330 003	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	80.53	0.00	0.00	80.53
01 3300 610 003	Rec Program Supplies	3,965.67	366.42	0.00	4,332.09
01 3300 890 003	Rec Program Misc. Expenses	0.00	49.14	0.00	49.14
01 3535 110 003	HAL Para/Transportation	388.89	0.00	0.00	388.89
01 3535 111 003	HAL TEACHER SALARY	308.00	0.00	0.00	308.00
01 3535 113 003	HAL Sub	336.00	0.00	0.00	336.00
01 3535 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	81.88	0.00	0.00	81.88
01 3535 220 003	HAL Para/Transportation	29.75	0.00	0.00	29.75
01 3535 221 003	TEACHER/PROFESSIONAL FICA	23.44	0.00	0.00	23.44
01 3535 223 003	SUBSTITUTE TEACHER FICA	25.70	0.00	0.00	25.70
01 3535 230 003	HAL Transportation Retirement	8.88	0.00	0.00	8.88
01 3535 231 003	TEACHER/PROFESSIONAL RETIREMENT	22.64	0.00	0.00	22.64
01 3535 233 003	HAL Sub Retirement	24.70	0.00	0.00	24.70
01 3535 237 003	HAL Sub Increase Retirement Contributions	5.58	0.00	0.00	5.58
01 3535 610 000	HAL Supplies	1,456.97	50.00	0.00	1,506.97
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	18,702.60	3,117.10	0.00	21,819.70
01 3540 211 003	Preschool Teacher/Principal Insurance	108.84	18.14	0.00	126.98
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	1,434.30	239.30	0.25	1,673.35
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	1,374.66	229.11	0.00	1,603.77
01 3540 237 003	Preschool Inc Retire Contributions	136.50	22.75	0.00	159.25
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	21,179.16	3,529.86	0.00	24,709.02
01 6200 211 003	Title 1 Teacher Insurance	4,052.99	683.27	0.00	4,736.26
01 6200 221 003	Title 1 Teacher FICA	1,625.88	270.98	0.00	1,896.86
01 6200 231 003	Title 1 Teacher Retirement	1,556.69	259.45	0.00	1,816.14
01 6200 237 003	Title 1 Inc Retirement Contributions	154.62	25.77	0.00	180.39
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	1,722.31	628.26	314.13	2,036.44

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
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	131.74	48.06	24.03	155.77
01 6406 230 003	IDEA Retirement	0.01	0.00	0.00	0.01
01 6406 232 003	PARAEDUCATOR RETIREMENT	126.59	46.18	23.09	149.68
01 6406 237 003	Increase Retirement Contributions	12.56	4.58	2.29	14.85
01 6408 111 000	IDEA BIRTH-4 TEACHER SALARY	47,490.90	7,915.15	0.00	55,406.05
01 6408 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	4,678.74	825.53	74.74	5,429.53
01 6408 112 003	IDEA ENROLLMENT/POVERTY PARA SALARY	3,042.84	470.13	0.00	3,512.97
01 6408 211 000	IDEA BIRTH-4 TEACHER INSURANCE	7,218.05	1,204.39	0.00	8,422.44
01 6408 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	1,937.01	357.35	32.36	2,262.00
01 6408 221 000	IDEA BIRTH-4 TEACHER FICA	3,631.14	607.63	2.44	4,236.33
01 6408 221 003	TEACHER/PROFESSIONAL FICA	356.41	63.43	6.26	413.58
01 6408 222 003	IDEA ENROLLMENT/POVERTY PARA FICA	232.77	35.96	0.00	268.73
01 6408 231 000	IDEA BIRTH-4 TEACHER RETIREMENT	3,492.48	582.08	0.00	4,074.56
01 6408 231 003	TEACHER RETIREMENT	343.90	60.68	5.49	399.09
01 6408 232 003	IDEA ENROLLMENT/POVERTY PARA RETIREMENT	223.65	34.55	0.00	258.20
01 6408 237 000	Increase Retirement Contributions	346.83	57.81	0.00	404.64
01 6408 237 003	Increase Retirement Contributions	56.39	9.47	0.55	65.31
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	275.60	84.45	0.00	360.05
01 6408 395 003	PREK CONTRACTED ESU SERVICES	275.56	84.45	0.00	360.01
01 6412 111 003	IDEA NONPUBLIC SALARIES	1,093.14	182.19	0.00	1,275.33
01 6412 211 003	IDEA NONPUBLIC TEACHER INSURANCE	4.95	0.82	0.00	5.77
01 6412 221 003	IDEA NONPUBLIC TEACHER FICA	83.91	13.99	0.00	97.90
01 6412 231 003	IDEA NONPUBLIC TEACHER RETIREMENT	80.34	13.39	0.00	93.73
01 6412 237 003	Increase Retirement Contributions	7.98	1.33	0.00	9.31
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	13,995.05	2,104.00	0.00	16,099.05
Total:	Expenditure	5,709,606.95	877,367.80	11,923.90	6,575,050.85
Total:	01	17,400,500.56	3,302,575.70	3,622,115.62	20,093,737.12

Fund: 02 Depreciation

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
02 101		CASH	494,639.01	43.37	0.00	494,682.38
Total:	Current Assets		494,639.01	43.37	0.00	494,682.38
Fund Balance						
02 704		FUND BALANCE	494,639.01	0.00	43.37	494,682.38
Total:	Fund Balance		494,639.01	0.00	43.37	494,682.38
Revenue						
02 1510		INTEREST ON INVESTMENTS	281.64	0.00	43.37	325.01
Total:	Revenue		281.64	0.00	43.37	325.01
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		1,119,059.66	43.37	86.74	1,119,189.77

Fund: 03 Employee Benefit Fund

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
03 101		CASH	46,699.66	2,964.09	3,164.87	46,498.88
Total:	Current Assets		46,699.66	2,964.09	3,164.87	46,498.88
Fund Balance						
03 704		FUND BALANCE	39,519.52	1,825.16	4.12	37,698.48
03 704 3001		M. BATMAN	994.96	0.00	416.66	1,411.62
03 704 3002		A. CONN	2,499.96	0.00	416.66	2,916.62
03 704 3003		D. DOWDING	999.99	0.00	333.33	1,333.32
03 704 3005		K. LINKE	2,499.96	0.00	416.66	2,916.62
03 704 3006		R. PETSKA	100.09	416.66	516.66	200.09
03 704 3007		B. BROWN	677.89	0.00	125.00	802.89
03 704 3008		A. EASTEP	(528.10)	0.00	120.00	(408.10)
03 704 3009		R. GILL-ROSE	(683.01)	10.54	120.00	(573.55)
03 704 3010		M. KOTIK	(738.32)	912.51	320.00	(1,330.83)
03 704 3011		B. MCCREIGHT	290.00	0.00	25.00	315.00
03 704 3012		C. PESTER	1,416.61	0.00	0.00	1,416.61
03 704 3013		S. SULLIVAN	(397.70)	0.00	100.00	(297.70)
03 704 3014		K.VODICKA	47.81	0.00	50.00	97.81
Total:	Fund Balance		46,699.66	3,164.87	2,964.09	46,498.88
Revenue						
03 1510		INTEREST ON INVESTMENTS	23.47	0.00	4.12	27.59
03 5200 3001		M. BATMAN FUND TRANSFER	2,499.96	0.00	416.66	2,916.62
03 5200 3002		A. CONN FUND TRANSFERS	2,499.96	0.00	416.66	2,916.62
03 5200 3003		D. DOWDING FUND TRANSFER	1,999.98	0.00	333.33	2,333.31
03 5200 3005		K. LINKE FUND TRANSFERS	2,499.96	0.00	416.66	2,916.62
03 5200 3006		R. PETSKA FUND TRANSFERS	3,099.96	0.00	516.66	3,616.62
03 5200 3007		B. BROWN FUND TRANSFERS	750.00	0.00	125.00	875.00
03 5200 3008		A. EASTEP FUND TRANSFERS	982.78	0.00	120.00	1,102.78
03 5200 3009		R. GILL-ROSE FUND TRANSFERS	762.47	0.00	120.00	882.47
03 5200 3010		M. KOTIK FUND TRANSFERS	1,912.05	0.00	320.00	2,232.05
03 5200 3011		B. MCCREIGHT FUND TRANSFERS	150.00	0.00	25.00	175.00
03 5200 3012		C. PESTER FUND TRANSFERS	416.65	0.00	0.00	416.65
03 5200 3013		S. SULLIVAN FUND TRANSFERS	600.00	0.00	100.00	700.00
03 5200 3014		K. VODICKA FUND TRANSFERS	641.20	0.00	50.00	691.20
Total:	Revenue		18,838.44	0.00	2,964.09	21,802.53
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	3,034.38	416.66	0.00	3,451.04
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	1,659.06	0.00	0.00	1,659.06
03 2900 291 000 0 609		R. GILL FSA/DEPENDENT CARE	1,485.01	10.54	0.00	1,495.55
03 2900 291 000 0 610		M. KOTIK FSA/DEPENDENT CARE	2,649.54	912.51	0.00	3,562.05
03 2900 291 000 0 613		S. SULLIVAN FSA/DEPENDENT CARE	1,933.56	0.00	0.00	1,933.56
03 2900 291 000 0 614		K. VODICKA FSA/DEPENDENT CARE	648.39	0.00	0.00	648.39
03 2900 890 000		OTHER MISC EXPENSES	1,422.00	1,825.16	0.00	3,247.16
Total:	Expenditure		24,730.74	3,164.87	0.00	27,895.61
Total:	03		136,968.50	9,293.83	9,093.05	142,695.90

Fund: 05 Activity Fund

		Beginning Balance	Debits	Credits	Ending Balance
Current Assets					
05 101	CASH	291,755.83	23,983.48	18,044.14	297,695.17
Total: Current Assets		291,755.83	23,983.48	18,044.14	297,695.17
Fund Balance					
05 704 0001	ATHLETICS	53,417.95	4,083.82	1,927.71	51,261.84
05 704 0002	ANNUAL	10,560.78	0.00	370.00	10,930.78
05 704 0003	BAND	2,976.00	2,153.54	4,008.20	4,830.66
05 704 0004	ELEMENTARY UNIT	10,009.73	0.00	0.00	10,009.73
05 704 0005	STUDENT COUNCIL	7,253.37	242.60	1,298.56	8,309.33
05 704 0006	FFA	34,231.46	2,596.67	935.00	32,569.79
05 704 0007	HIGH SCHOOL UNIT	969.45	0.00	0.00	969.45
05 704 0008	LIFE SKILLS	541.17	14.60	255.05	781.62
05 704 0009	FCCLA	3,166.51	1,091.01	260.00	2,335.50
05 704 0010	MISC ACCOUNT	4,167.22	0.00	0.00	4,167.22
05 704 0011	ART CLUB	393.17	0.00	119.54	512.71
05 704 0012	NATIONAL HONOR SOCIETY	1,334.29	0.00	0.00	1,334.29
05 704 0013	SPEECH	587.59	0.00	0.00	587.59
05 704 0014	1ST GRADE	677.58	0.00	0.00	677.58
05 704 0015	BOYS BASKETBALL	1,407.14	0.00	80.00	1,487.14
05 704 0016	CONCESSIONS	11,155.41	3,606.31	3,476.61	11,025.71
05 704 0017	GIRLS BASKETBALL	1,508.50	0.00	0.00	1,508.50
05 704 0019	INTEREST	1,400.40	0.00	26.40	1,426.80
05 704 0021	HS TRACK	9,566.72	2,372.96	1,550.00	8,743.76
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	2,937.61	0.00	110.25	3,047.86
05 704 0025	LIBRARY	955.72	41.63	0.00	914.09
05 704 0026	PARTY GROUP	769.76	0.00	0.00	769.76
05 704 0028	MUSICAL/DRAMA	8,855.02	0.00	880.00	9,735.02
05 704 0029	WRESTLING	3,732.22	0.00	0.00	3,732.22
05 704 0030	GENERAL FUND REIMBURSEMENT	(60.00)	0.00	60.00	0.00
05 704 0031	ELEM STUDENT COUNCIL	1,297.62	0.00	0.00	1,297.62
05 704 0032	WEIGHTS	9,961.76	916.79	85.00	9,129.97
05 704 0033	VOLLEYBALL ACCOUNT	1,831.27	0.00	0.00	1,831.27
05 704 0034	IMPREST FUND	2,000.00	0.00	0.00	2,000.00
05 704 0036	CHEERLEADING	1,838.25	0.00	458.42	2,296.67
05 704 0037	BENNET BACK-PACK PROGRAM	1,172.90	60.98	0.00	1,111.92
05 704 0039	FAMILY PASSES	10,435.00	0.00	0.00	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	55.00	55.00	830.08
05 704 0042	JR HIGH BASKETBALL	614.00	0.00	0.00	614.00
05 704 0043	PANTHER STORE	3,486.89	39.90	65.00	3,511.99
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	400.00	0.00	523.10
05 704 0050	CHROMEBOOK INSURANCE	21,085.23	0.00	0.00	21,085.23
05 704 0051	GOLF	626.76	0.00	60.00	686.76
05 704 0052	CIRCLE OF FRIENDS	1,379.13	0.00	0.00	1,379.13
05 704 0053	CLASS OF 2031	666.74	0.00	0.00	666.74
05 704 0054	UNIFIED SPORTS	1,160.69	0.00	0.00	1,160.69
05 704 0055	FOOTBALL	7,618.72	0.00	100.00	7,718.72
05 704 0056	ASPIRE ACADEMY	3,244.16	106.98	1,835.33	4,972.51
05 704 0057	CHICK-FIL-A GRANT/PLAYGROUND	1,050.00	0.00	0.00	1,050.00
05 704 0058	CLASS OF 2025	0.00	0.00	0.00	0.00

Fund: 05 Activity Fund

		Beginning Balance	Debits	Credits	Ending Balance
05 704 0059	CLASS OF 2026	1,623.24	11.96	0.00	1,611.28
05 704 0060	CLASS OF 2027	865.26	747.25	793.00	911.01
05 704 0061	CLASS OF 2028	1,188.34	0.00	0.00	1,188.34
05 704 0062	CLASS OF 2029	1,626.33	0.00	0.00	1,626.33
05 704 0063	HOSPITALITY FUND	5,007.71	0.00	0.00	5,007.71
05 704 0064	CLASS OF 2030	1,106.76	0.00	0.00	1,106.76
05 704 0065	JR HIGH VOLLEYBALL	198.84	0.00	0.00	198.84
05 704 0066	GIRLS WRESTLING REVENUE	847.00	0.00	635.00	1,482.00
05 704 0067	BASEBALL	72.00	0.00	4,685.00	4,757.00
05 704 0068	SOFTBALL	0.00	0.00	239.60	239.60
05 704 0069	PANTHER PRINT	0.00	0.00	112.67	112.67
Total: Fund Balance		291,755.83	18,542.00	24,481.34	297,695.17
Revenue					
05 1710 0001	ATHLETIC ADMISSIONS REVENUE	25,985.05	0.00	1,392.00	27,377.05
05 1710 0028	MUSICAL/DRAMA ADMISSIONS REVENUE	770.00	0.00	0.00	770.00
05 1790 0001	OTHER ACTIVITY REVENUE	3,967.10	0.00	325.71	4,292.81
05 1790 0002	ANNUAL REVENUE	800.00	0.00	370.00	1,170.00
05 1790 0003	BAND REVENUE	10,907.10	0.00	4,008.20	14,915.30
05 1790 0004	ELEMENTARY PRINCIPAL REVENUE	20.70	0.00	0.00	20.70
05 1790 0005	STUDENT COUNCIL REVENUE	2,366.00	0.00	1,283.00	3,649.00
05 1790 0006	FFA REVENUE	21,581.09	0.00	935.00	22,516.09
05 1790 0007	HIGH SCHOOL PRINCIPAL REVENUE	20.70	0.00	0.00	20.70
05 1790 0008	LIFE SKILLS REVENUE	368.32	0.00	255.05	623.37
05 1790 0009	FCCLA REVENUE	6,688.10	0.00	260.00	6,948.10
05 1790 0010	MISC ACCOUNT REVENUE	24,324.34	0.00	0.00	24,324.34
05 1790 0011	ART CLUB REVENUE	0.00	0.00	119.54	119.54
05 1790 0012	NATIONAL HONOR SOCIETY REVENUE	1,164.40	0.00	0.00	1,164.40
05 1790 0013	SPEECH REVENUE	486.44	0.00	0.00	486.44
05 1790 0015	BOYS BASKETBALL HS REVENUE	2,609.00	0.00	80.00	2,689.00
05 1790 0016	CONCESSIONS REVENUE	34,402.07	0.00	3,476.61	37,878.68
05 1790 0017	GIRLS BASKETBALL HS REVENUE	720.00	0.00	0.00	720.00
05 1790 0019	INTEREST REVENUE	154.72	0.00	26.40	181.12
05 1790 0021	HS TRACK	3,000.00	0.00	1,550.00	4,550.00
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	110.25	1,583.45
05 1790 0025	LIBRARY REVENUE	26.00	0.00	0.00	26.00
05 1790 0028	MUSICAL/DRAMA REVENUE	0.00	0.00	880.00	880.00
05 1790 0029	WRESTLING REVENUE	1,443.19	0.00	0.00	1,443.19
05 1790 0030	GENERAL FUND REIMBURSEMENT REVENUE	11,246.59	0.00	60.00	11,306.59
05 1790 0031	ELEM STUDENT COUNCIL REVENUE	537.55	0.00	0.00	537.55
05 1790 0032	WEIGHTS REVENUE	1,140.00	0.00	85.00	1,225.00
05 1790 0033	VOLLEYBALL REVENUE	2,431.00	0.00	0.00	2,431.00
05 1790 0036	CHEERLEADING REVENUE	5,302.05	0.00	458.42	5,760.47
05 1790 0039	FAMILY PASSES REVENUE	10,565.00	0.00	0.00	10,565.00
05 1790 0040	STUDENT FEES REVENUE	9,080.00	0.00	0.00	9,080.00
05 1790 0041	QUIZ BOWL REVENUE	0.00	0.00	55.00	55.00
05 1790 0042	JR HIGH BASKETBALL REVENUE	120.00	0.00	0.00	120.00
05 1790 0043	PANTHER STORE	11,996.34	0.00	65.00	12,061.34
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

Fund: 05 Activity Fund

		Beginning Balance	Debits	Credits	Ending Balance
05 1790 0051	GOLF REVENUE	492.60	0.00	60.00	552.60
05 1790 0053	CLASS OF 2031 REVENUE	291.74	0.00	0.00	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	100.00	1,188.00
05 1790 0056	ASPIRE ACADEMY REVENUE	5,069.99	0.00	1,835.33	6,905.32
05 1790 0058	CLASS OF 2025	(1,458.78)	0.00	0.00	(1,458.78)
05 1790 0059	CLASS OF 2026	66.01	0.00	0.00	66.01
05 1790 0060	CLASS OF 2027	845.76	0.00	793.00	1,638.76
05 1790 0061	CLASS OF 2028	291.76	0.00	0.00	291.76
05 1790 0062	CLASS OF 2029	291.76	0.00	0.00	291.76
05 1790 0064	CLASS OF 2030	291.76	0.00	0.00	291.76
05 1790 0065	JR HIGH VOLLEYBALL	393.96	0.00	0.00	393.96
05 1790 0066	GIRLS WRESTLING REVENUE	2,388.60	0.00	635.00	3,023.60
05 1790 0067	BASEBALL REVENUE	72.00	0.00	4,685.00	4,757.00
05 1790 0068	SOFTBALL	0.00	0.00	239.60	239.60
05 1790 0069	PANTHER PRINT	0.00	0.00	112.67	112.67
Total: Revenue		230,515.92	0.00	24,255.78	254,771.70
Expenditure					
05 2900 610 000 0 001	ATHLETIC EXPENSE	57,033.80	4,083.82	210.00	60,907.62
05 2900 610 000 0 003	BAND EXPENSE	10,435.07	2,153.54	0.00	12,588.61
05 2900 610 000 0 004	ELEMENTARY PRINCIPAL EXPENSE	721.15	0.00	0.00	721.15
05 2900 610 000 0 005	STUDENT COUNCIL EXPENSE	2,719.35	242.60	15.56	2,946.39
05 2900 610 000 0 006	FFA EXPENSE	13,364.07	2,596.67	0.00	15,960.74
05 2900 610 000 0 007	HIGH SCHOOL PRINCIPAL EXPENSE	444.06	0.00	0.00	444.06
05 2900 610 000 0 008	LIFE SKILLS EXPENSE	643.70	14.60	0.00	658.30
05 2900 610 000 0 009	FCCLA EXPENSE	5,734.28	1,091.01	0.00	6,825.29
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	255.05	0.00	0.00	255.05
05 2900 610 000 0 012	NATIONAL HONOR SOCIETY EXPENSE	882.62	0.00	0.00	882.62
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	1,838.22	0.00	0.00	1,838.22
05 2900 610 000 0 016	CONCESSION EXPENSE	31,279.20	3,606.31	0.00	34,885.51
05 2900 610 000 0 017	GIRLS BASKETBALL EXPENSE	1,018.20	0.00	0.00	1,018.20
05 2900 610 000 0 021	HS TRACK	0.00	2,372.96	0.00	2,372.96
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	305.88	0.00	0.00	305.88
05 2900 610 000 0 025	LIBRARY EXPENSE	26.18	41.63	0.00	67.81
05 2900 610 000 0 028	MUSICAL/DRAMA EXPENSE	2,238.00	0.00	0.00	2,238.00
05 2900 610 000 0 029	WRESTLING EXPENSE	524.00	0.00	0.00	524.00
05 2900 610 000 0 030	GENERAL FUND REIMBURSEMENT EXPENSE	1,771.59	0.00	0.00	1,771.59
05 2900 610 000 0 031	ELEM STUDENT COUNCIL EXPENSE	842.56	0.00	0.00	842.56
05 2900 610 000 0 032	WEIGHTS EXPENSE	0.00	916.79	0.00	916.79
05 2900 610 000 0 033	VOLLEYBALL EXPENSE	3,621.18	0.00	0.00	3,621.18
05 2900 610 000 0 036	CHEERLEADING EXPENSE	9,479.20	0.00	0.00	9,479.20
05 2900 610 000 0 037	BENNET BACK-PACK PROGRAM EXPENSE	252.57	60.98	0.00	313.55
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 0 041	QUIZ BOWL EXPENSE	0.00	55.00	0.00	55.00
05 2900 610 000 0 042	JR HIGH BASKETBALL EXPENSE	160.00	0.00	0.00	160.00
05 2900 610 000 0 043	PANTHER STORE	13,207.30	39.90	0.00	13,247.20
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	400.00	0.00	1,306.38

Fund: 05 Activity Fund

			Beginning Balance	Debits	Credits	Ending Balance
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	1,237.00	0.00	0.00	1,237.00
05 2900 610 000 0 054		UNIFIED SPORTS	504.90	0.00	0.00	504.90
05 2900 610 000 0 055		FOOTBALL	2,587.40	0.00	0.00	2,587.40
05 2900 610 000 0 056		ASPIRE ACADEMY	7,299.76	106.98	0.00	7,406.74
05 2900 610 000 0 059		CLASS OF 2026	2,047.95	11.96	0.00	2,059.91
05 2900 610 000 0 060		CLASS OF 2027	1,098.83	747.25	0.00	1,846.08
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	2,716.60	0.00	0.00	2,716.60
Total:	Expenditure		209,162.93	18,542.00	225.56	227,479.37
Total:	05		1,023,190.51	61,067.48	67,006.82	1,077,641.41

Fund: 06 LUNCH FUND

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
06 101		CASH	8,070.08	35,682.18	48,782.93	(5,030.67)
Total:	Current Assets		8,070.08	35,682.18	48,782.93	(5,030.67)
Fund Balance						
06 704		FUND BALANCE	8,070.08	48,782.93	35,682.18	(5,030.67)
Total:	Fund Balance		8,070.08	48,782.93	35,682.18	(5,030.67)
Revenue						
06 1510		INTEREST ON INVESTMENTS	24.40	0.00	1.70	26.10
06 1620		DAILY SALES OF BREAK/LUNCH/MILK	168,306.24	0.00	24,401.33	192,707.57
06 3150		STATE REIMBURSEMENT(OF NUTRITION PROG)	186.98	0.00	0.00	186.98
06 4210		FEDERAL REIMBURSEMENT OF NUTR PROGRAM	67,382.14	0.00	11,033.60	78,415.74
06 5690		OTHER NON-REVENUE RECEIPTS	268.17	0.00	245.55	513.72
Total:	Revenue		236,167.93	0.00	35,682.18	271,850.11
Expenditure						
06 3100 110 000		SALARIES TO NON-INSTRUCTIONAL EMPLOYEES	137,466.82	20,410.97	0.00	157,877.79
06 3100 290 000		LUNCH PROGRAM EMPLOYEE BENEFITS	24,853.78	3,359.23	0.00	28,213.01
06 3100 333 000		MILEAGE PAID TO STAFF	78.40	0.00	0.00	78.40
06 3100 570 000		LUNCH PROGRAM SUPPLIES AND MATERIALS	304.50	0.00	0.00	304.50
06 3100 610 000		LUNCH SUPPLIES	3,615.14	573.73	0.00	4,188.87
06 3100 630 000		LUNCH PROGRAM FOOD EXPENSES	135,975.66	23,980.08	0.00	159,955.74
06 3100 810 000		DUES AND FEES	2,940.80	458.92	0.00	3,399.72
06 3100 890 000		LUNCH PROGRAM MISC. EXPENSES	259.95	0.00	0.00	259.95
Total:	Expenditure		305,495.05	48,782.93	0.00	354,277.98
Total:	06		557,803.14	133,248.04	120,147.29	616,066.75

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

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
07 101		CASH	169,781.55	52,528.11	234.14	222,075.52
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		1,391,824.06	52,528.11	234.14	1,444,118.03
Fund Balance						
07 704		FUND BALANCE	1,391,824.06	234.14	52,528.11	1,444,118.03
	Total: Fund Balance		1,391,824.06	234.14	52,528.11	1,444,118.03
Revenue						
07 1100		LOCAL PROPERTY TAXES	301,038.17	225.06	22,313.98	323,127.09
07 1115		CARLINE TAXES	12.71	0.00	0.00	12.71
07 1125		MOTOR VEHICLE TAXES	204.91	0.00	0.00	204.91
07 1140		Interest Levied Tax	981.92	0.00	130.53	1,112.45
07 1510		INTEREST	191.73	0.00	78.85	270.58
07 3130		HOMESTEAD EXEMPTION	1,814.80	9.08	907.77	2,713.49
07 3131		PROPERTY TAX CREDIT	0.00	0.00	29,096.98	29,096.98
07 3180		PRO-RATE MOTOR VEHICLE	280.51	0.00	0.00	280.51
	Total: Revenue		304,524.75	234.14	52,528.11	356,818.72
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		3,692,654.12	52,996.39	105,290.36	3,849,536.03

Fund: 08 Special Building Fund

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
08 101		CASH - FARMER & MERCHANTS BANK	344,957.98	24,482.03	1,526.50	367,913.51
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		1,851,649.65	24,482.03	1,526.50	1,874,605.18
Fund Balance						
08 704		FUND BALANCE	1,851,649.65	1,526.50	24,482.03	1,874,605.18
Total:	Fund Balance		1,851,649.65	1,526.50	24,482.03	1,874,605.18
Revenue						
08 1100		LOCAL PROPERTY TAXES	38,075.92	23.09	2,297.89	40,350.72
08 1115		CARLINE TAXES	3.65	0.00	0.00	3.65
08 1140		Interest Levied Tax	129.96	0.00	11.09	141.05
08 1510		INTEREST on CD'S AND INVESTMENTS	270.53	0.00	31.19	301.72
08 3130		HOMESTEAD EXEMPTION	0.00	3.41	340.75	337.34
08 3131		PROPERTY TAX CREDIT	0.00	0.00	21,801.11	21,801.11
08 3180		PRO-RATE MOTOR VEHICLE	58.87	0.00	0.00	58.87
08 5690		OTHER NON-REVENUE RECIEPTS	710.42	0.00	0.00	710.42
Total:	Revenue		39,249.35	26.50	24,482.03	63,704.88
Expenditure						
08 2610 720 000		BUILDINGS	174,349.58	1,500.00	0.00	175,849.58
08 2610 810 000		DUES AND FEES	500,000.00	0.00	0.00	500,000.00
Total:	Expenditure		674,349.58	1,500.00	0.00	675,849.58
Total:	08		4,416,898.23	27,535.03	50,490.56	4,488,764.82

Fund: 09 Qualified Capital Purpose Fund

				Beginning Balance	Debits	Credits	Ending Balance
Current Assets							
09 101			CASH	179,178.46	16,189.75	31.08	195,337.13
	Total:	Current Assets		179,178.46	16,189.75	31.08	195,337.13
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	190,579.82	31.08	16,189.75	206,738.49
	Total:	Fund Balance		190,579.82	31.08	16,189.75	206,738.49
Revenue							
09 1100			LOCAL PROPERTY TAXES	33,129.63	29.10	2,897.30	35,997.83
09 1115			CARLINE TAXES	5.47	0.00	0.00	5.47
09 1140			Interest Levied Tax	188.80	0.00	13.22	202.02
09 1510			INTEREST ON INVESTMENTS	113.98	0.00	16.38	130.36
09 3130			HOMESTEAD EXEMPTION	0.00	1.98	618.39	616.41
09 3131			PROPERTY TAX CREDIT	12,083.31	0.00	12,644.46	24,727.77
09 3180			PRO-RATE MOTOR VEHICLE	97.94	0.00	0.00	97.94
	Total:	Revenue		45,619.13	31.08	16,189.75	61,777.80
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		569,282.52	16,251.91	32,410.58	617,758.53

Fund: 13 2022 Bond

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
13 101		CASH	558,022.27	92,899.21	457.61	650,463.87
Total:	Current Assets		558,022.27	92,899.21	457.61	650,463.87
Fund Balance						
13 704		FUND BALANCE	558,022.27	457.61	92,899.21	650,463.87
Total:	Fund Balance		558,022.27	457.61	92,899.21	650,463.87
Revenue						
13 1100		LOCAL PROPERTY TAXES	490,077.65	433.10	43,125.83	532,770.38
13 1115		CARLINE TAXES	65.96	0.00	0.00	65.96
13 1140		Interest Levied Tax	2,444.38	0.00	2,635.21	5,079.59
13 1510		INTEREST ON INVESTMENTS	360.95	0.00	52.80	413.75
13 3130		HOMESTEAD EXEMPTION	0.00	24.51	47,085.37	47,060.86
13 3131		PROPERTY TAX CREDIT	35,591.92	0.00	0.00	35,591.92
13 3180		PRO-RATE MOTOR VEHICLE	1,103.46	0.00	0.00	1,103.46
Total:	Revenue		529,644.32	457.61	92,899.21	622,085.92
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		2,427,532.62	93,814.43	186,256.03	2,704,857.42

Fund: 14 RIVERSTONE BANK - CONSTRUCTION

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
14 101		CASH	131,451.97	575.13	3,826.00	128,201.10
Total:	Current Assets		131,451.97	575.13	3,826.00	128,201.10
Fund Balance						
14 704		FUND BALANCE	131,451.97	3,826.00	575.13	128,201.10
Total:	Fund Balance		131,451.97	3,826.00	575.13	128,201.10
Revenue						
14 1510		INTEREST ON INVESTMENTS	7,808.41	0.00	575.13	8,383.54
Total:	Revenue		7,808.41	0.00	575.13	8,383.54
Expenditure						
14 2610 720 000		BUILDINGS	718,176.54	3,826.00	0.00	722,002.54
Total:	Expenditure		718,176.54	3,826.00	0.00	722,002.54
Total:	14		988,888.89	8,227.13	4,976.26	986,788.28

Fund: 16 RIVERSTONE BANK - SPECIAL BUILDING

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
16 101		CASH	71,103.96	7,215.26	3,852.51	74,466.71
Total:	Current Assets		71,103.96	7,215.26	3,852.51	74,466.71
Fund Balance						
16 704		FUND BALANCE	71,103.96	3,852.51	7,215.26	74,466.71
Total:	Fund Balance		71,103.96	3,852.51	7,215.26	74,466.71
Revenue						
16 1100		LOCAL PROPERTY TAXES	12,539.14	26.51	2,644.24	15,156.87
16 1115		CARLINE TAXES	3.86	0.00	0.00	3.86
16 1140		Interest Levied Tax	120.28	0.00	7.05	127.33
16 1510		INTEREST ON INVESTMENTS	112.85	0.00	12.51	125.36
16 3130		HOMESTEAD EXEMPTION	0.00	0.00	725.46	725.46
16 3131		PROPERTY TAX CREDIT	20,833.37	0.00	0.00	20,833.37
16 3180		PRO-RATE MOTOR VEHICLE	64.91	0.00	0.00	64.91
16 5200		TRANSFERS	718,176.54	0.00	3,826.00	722,002.54
Total:	Revenue		751,850.95	26.51	7,215.26	759,039.70
Expenditure						
16 4500 610 000		GENERAL SUPPLIES	31,879.65	3,456.00	0.00	35,335.65
16 4500 720 000		BUILDINGS	715,100.17	370.00	0.00	715,470.17
Total:	Expenditure		746,979.82	3,826.00	0.00	750,805.82
Total:	16		1,641,038.69	14,920.28	18,283.03	1,658,778.94

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	14,160.23	3,226,614.39	52.59	2,974,224.19	0.00	34,152.95	2,940,071.24
1160	PROVERTY PROGRAMS	155,844.20	0.00	81,729.53	52.44	74,114.67	0.00	0.00	74,114.67
1190	EARLY CHILDHOOD ED PROGRAMS	209,311.08	245.88	122,880.54	58.71	86,430.54	0.00	9.96	86,420.58
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	1,297,720.64	667.59	626,415.20	48.27	671,305.44	0.00	0.00	671,305.44
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	52,588.46	59.58	35,670.62	0.00	0.00	35,670.62
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	2,822.16	0.00	(2,822.16)	0.00	0.00	(2,822.16)
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	3,220.00	127,641.52	59.76	85,945.06	0.00	0.00	85,945.06
2130	HEALTH SERVICES	11,744.00	0.00	6,529.19	55.60	5,214.81	0.00	0.00	5,214.81
2131	SPED NURSING SERVICES	96,000.00	11,101.20	67,209.71	70.01	28,790.29	0.00	0.00	28,790.29
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	1,273.25	83,926.34	60.68	54,386.18	0.00	0.00	54,386.18
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	1,786.86	98,604.84	63.02	57,851.17	0.00	0.00	57,851.17
2152	SPED SPEECH AGE 3-5	9,627.92	0.00	5,470.84	56.82	4,157.08	0.00	0.00	4,157.08
2153	SPED SPEECH AGE 0-2	9,627.56	0.00	5,470.84	56.82	4,156.72	0.00	0.00	4,156.72
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	31,918.31	37.83	52,448.77	0.00	0.00	52,448.77
2162	OCCUPATIONAL THERAPY AGE 3-5	0.00	0.00	12,706.44	0.00	(12,706.44)	0.00	0.00	(12,706.44)
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	19,596.40	35.89	35,003.60	0.00	0.00	35,003.60
2172	PHYSICAL THERAPY AGE 3-5	1,040.00	0.00	6,648.18	639.25	(5,608.18)	0.00	0.00	(5,608.18)
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	40.44	663.70	31.91	1,416.30	0.00	0.00	1,416.30
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	152,748.60	0.00	72,301.00	48.46	80,447.60	0.00	1,713.48	78,734.12
2224	EDUCATIONAL TELEVISION SERVICES	18,387.20	917.65	7,341.20	39.93	11,046.00	0.00	0.00	11,046.00
2230	INSTRUCTION-RELATED TECHNOLOGY	167,280.41	1,009.16	102,633.10	61.35	64,647.31	0.00	0.00	64,647.31
2310	BOARD OF EDUCATION	260,405.60	424.68	38,290.06	14.70	222,115.54	0.00	0.00	222,115.54
2320	EXECUTIVE ADMINISTRATION	218,250.00	64.98	132,705.90	60.80	85,544.10	0.00	0.00	85,544.10
2330	DISTRICT LEGAL SERVICES	0.00	3,900.00	11,607.60	0.00	(11,607.60)	0.00	0.00	(11,607.60)
2410	OFFICE OF THE PRINCIPAL	402,122.74	0.00	259,470.12	64.53	142,652.62	0.00	0.00	142,652.62
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	1,468.41	90,542.98	47.81	98,838.94	0.00	0.00	98,838.94
2610	MAINTENANCE	975,880.80	38,894.10	579,466.15	59.38	396,414.65	0.00	0.00	396,414.65
2620	MAINTENANCE	378,428.00	25,606.51	204,488.01	54.04	173,939.99	0.00	0.00	173,939.99
2630	Care & Upkeep of Grounds	150,000.00	18,440.59	23,965.54	15.98	126,034.46	0.00	0.00	126,034.46
2650	VEHICLE OPERATION AND MAINTENANCE	27,776.00	145.35	12,040.27	43.35	15,735.73	0.00	0.00	15,735.73
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	5,422.43	225,764.44	57.09	169,685.16	0.00	0.00	169,685.16
2712	BUS DRIVER SPED	61,735.20	0.00	24,361.39	39.46	37,373.81	0.00	0.00	37,373.81
2713	PreK Bus Driver	0.00	0.00	12,571.09	0.00	(12,571.09)	0.00	0.00	(12,571.09)
2720	Transportation Director	104.00	0.00	3,218.39	3,094.61	(3,114.39)	0.00	0.00	(3,114.39)
2730	BUS & VEHICLE SERVICING & MAINTENANCE	162,240.00	11,891.18	74,916.88	46.18	87,323.12	0.00	0.00	87,323.12
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	23,770.20	0.00	(23,770.20)	0.00	0.00	(23,770.20)
3300	REC PROGRAM	58,136.00	548.96	38,485.06	66.20	19,650.94	0.00	0.00	19,650.94
3535	HAL - HIGH ABILITY LEARNERS	7,124.00	1,475.28	4,237.71	59.48	2,886.29	0.00	0.00	2,886.29
3540	STATE EARLY CHILDHOOD	66,133.90	0.00	25,383.05	38.38	40,750.85	0.00	0.00	40,750.85

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	276.41	(4,288.37)	0.00	121.98	(4,410.35)
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	34,743.56	49.75	35,093.06	0.00	0.00	35,093.06
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	2,356.86	37.77	3,883.14	0.00	0.00	3,883.14
6408	IDEA ENROLLMENT/POVERTY	193,628.56	168.90	86,042.39	44.44	107,586.17	0.00	0.00	107,586.17
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	1,482.04	27.03	4,000.39	0.00	0.00	4,000.39
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	2,976.80	19,075.85	4.39	415,924.15	0.00	0.00	415,924.15
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	GENERAL FUND	13,184,132.83	145,850.43	6,720,901.28	51.25	6,463,231.55	0.00	35,998.37	6,427,233.18

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:	13,184,132.83	145,850.43	6,720,901.28	51.25	6,463,231.55	0.00	35,998.37	6,427,233.18

NOTICE OF PRIMARY ELECTION

Notice is hereby given that on the 12th day of May, 2026, in the precincts of Otoe County, Nebraska, an election will be held. The polls will open at 8:00 a.m. and close at 8:00 p.m. Said election will be for nominating, or in some cases, electing candidates to various offices. Listed below are candidates whose names shall appear on the Primary Ballot.

UNITED STATES SENATORIAL TICKET

For United States Senator

Six Year Term

Eric Mortimore	Republican
Pete Ricketts	Republican
Todd Knobel	Republican
Mac Stevens	Republican
Debb Axtell Schultz	Republican
William J. Forbes	Democratic
Cindy Burbank	Democratic
Earl Starkey	LMN
Mike Marvin	LMN

CONGRESSIONAL TICKET

For Representative in Congress

District 03 - Two Year Term

David P. Huebner	Republican
Adrian Smith	Republican
Becky Kelly Stille	Democratic
David J. Else	LMN

STATE TICKET

For Secretary of State

Bob Evnen	Republican
Scott Petersen	Republican
Lee M. Cimfel	Democratic
Sarah J. Slattery	Democratic

STATE TICKET

For Governor

Sheila J. Korth-Focken	Republican
Gary L. Rogge	Republican
Jim Pillen	Republican
Jacy Todd	Republican
Sal Holguin	Republican
John Walz	Republican
Lynne Walz	Democratic
Larry Marvin	Democratic
Rick Beard	LMN
James J. Charvat III	LMN

For State Treasurer

Joey Spellerberg	Republican
Daniel Ebers	Democratic

For Attorney General

Mike Hilgers	Republican
Jocelyn Brasher	Democratic

For Auditor of Public Accounts

Mike Foley	Republican

COUNTY TICKET

For County Commissioner - Dist. 01

Chuck Cole	Republican
Robert D. Valdez	Republican

For County Commissioner - Dist. 02

Rick Freshman	Republican
Clint Martin	Republican

For County Commissioner - Dist. 03

Jerad Sornson	Republican
Andy Wright	Republican

NONPARTISAN TICKET

Syracuse Area Health

For Board of Directors

Jan Moore	Doug Magill

Lower Platte South

Natural Resources District

Subdistrict 02

For Board of Directors

Two Year Term

Mark Patton	David Hibler
Ryan Runge	

BALLOT ISSUES

Norris School District 160 Bond Issue

Shall Lancaster County School District 0160 (Norris School District 160) in the State of Nebraska (the "District") issue general obligation bonds of the District in an aggregate stated principal amount not to exceed Thirty-Four Million Eight Hundred Thousand Dollars ($34,800,000), for the purpose of providing funds to pay the costs of renovations, additions, and improvements to the District's existing school buildings, grounds and facilities, which shall include improvements to the high school, middle school, elementary school, and campus grounds; such bonds to be issued from time to time, to bear interest at such rate or rates, to be sold at such prices and to become due at such time or times as may be fixed by, or determined at the direction of, the Board of Education; and

"Shall the District cause to be levied and collected annually a special levy of taxes against all the taxable property in the District sufficient in rate and amount to pay the principal of and interest on such bonds as the same become due?"

◯ FOR such Bonds and Tax
◯ AGAINST such Bonds and Tax

Electors voting in favor of the proposition shall blacken the oval opposite the words "FOR such Bonds and tax" following the proposition.
Electors voting against such proposition shall blacken the oval opposite the words "AGAINST such Bondsand tax" following the proposition.

Waverly School District 145 Bond Issue

Shall Lancaster County School District 0145 (Waverly School District 145) in the State of Nebraska (the District) issue general obligation bonds of the District in an aggregate stated principal amount not to exceed Sixty-four Million Dollars ($64,000,000), for the purpose of providing funds to pay the costs of constructing additions, renovations, repairs, and improvements on existing school property for the District's high school, middle school, intermediate school, and elementary schools facilities, and providing necessary equipment, furnishings and apparatus for the same, which may include, without limitation, all or a portion of the following:

- Safety and security improvements and enhancements at school buildings and entrances;
- Classroom renovations and enhanced facilities designed for students with disabilities;
- Heating, ventilation, cooling, and maintenance improvements at the high school and other district school facilities;

•Building renovations and improvements to health science classrooms; career and technical education (CTE) spaces; construction and welding labs; and agricultural lab; and
•Constructing additions, renovations, repairs, and improvements to and for existing school buildings;

with such bonds to be issued from time to time, to bear interest at such rate or rates, to be sold at such prices and to become due at such time or times as may be fixed by, or determined at the direction of, the Board of Education; and

"Shall the District cause to be levied and collected annually a special levy of taxes against all the taxable property in the District sufficient in rate and amount to pay the principal of and interest on such bonds as the same become due? "

◯ FOR such Bonds and tax
◯ AGAINST such Bonds and tax

Electors voting in favor of the proposition shall blacken the oval opposite the words "FOR such Bonds and tax" following the proposition.
Electors voting against such proposition shall blacken the oval opposite the words "AGAINST such Bonds and tax" following the proposition.

City of Syracuse, Nebraska - Proposal to increase local sales and use tax rate

Shall the governing body of the incorporated municipality - the City of Syracuse - increase the local sales and use tax rate by an additional one percent (1%) from the current rate of one percent (1%) to a rate of two percent (2%) and impose a sales and use tax at the increased rate upon the same transactions within such municipality on which the State of Nebraska is authorized to impose a tax?

◯ YES
◯ NO

A "Yes" Vote: If a majority of the votes cast upon such question shall be in favor of increasing such local sales and use tax rate by an additional one percent (1%) to a rate of two percent (2%), then the governing body of such incorporated municipality - the City of Syracuse - shall be empowered as provided by Section 77-27,142 of the Nebraska Revised Statutes and shall forthwith proceed to increase the local sales and use tax rate from one percent (1%) to two percent (2%) and impose a sales and use tax at the increased rate upon the same transactions within such municipality on which the State of Nebraska is authorized to impose a tax, pursuant to the Local Option Revenue Act.
A "No" Vote: If a majority of those voting on the question shall be opposed to such an increase of the local sales and use tax rate by an additional one percent (1%), then the governing body of the incorporated municipality shall not impose such a tax increase and the local sales and use tax rate will remain unchanged at one percent (1%).
Additional Information Regarding Proposed Local Sales and Use Tax Rate Increase:
List of reductions or elimination of other taxes or fees, if any: There is not contemplated at this time to be any elimination of other taxes or fees should a majority of those voting on such question be in favor of increasing the local sales and use tax rate.
Projects to be funded, in whole or in part, from the revenue collected, along with any savings or efficiencies resulting from the projects: Revenues from the increase in the tax from one percent (1%) to one and one-half percent (1 ½%) are available to be used for the general purposes of the City, which may include public infrastructure projects of the City and debt service on bonds issued to fund the costs of such projects. Revenues from the additional increase in the tax rate of one-half of one percent (½%) are to be used for such public infrastructure projects as are allowed pursuant to the Local Option Revenue Act. If approved, the revenues will be available to fund debt service on bonds issued to pay the costs of constructing a fire station in and for the City to be used and operated pursuant to an Interlocal Agreement with Syracuse Rural Fire District. Pursuant to the Local Option Revenue Act, the public infrastructure projects that may be funded with the increase in sales an use tax above one and one-half percent (1 ½%) include public highways and bridges and municipal roads, streets, bridges, and sidewalks; solid waste management facilities; wastewater, storm water, and water treatment works and systems, water distribution facilities, and water resources projects, including, but not limited to, pumping stations, transmission lines, and mains and their appurtenances; hazardous waste disposal systems; resource recovery systems; airports; port facilities; buildings and capital equipment used in the operation of municipal government; convention and tourism facilities; redevelopment projects as defined in Neb. Rev. Stat. §18-2103; mass transit and other transportation systems, including parking facilities; and equipment necessary for the provision of municipal services. Savings and efficiencies may be realized through the completion of such public infrastructure projects.
Years within which the revenue will be collected; payment of bonds: The increase in sales and use tax shall terminate no more than ten years after the effective date of the increased sales and use tax or, if bonds are issued and the local option sales and use tax revenue is pledged for payment of such bonds, upon payment of such bonds and any refunding bonds, whichever date is later, provided that the portion of the rate greater than one and one-half percent imposed for the purpose of the interlocal agreement between the City of Syracuse and the Syracuse Rural Fire District, which interlocal agreement is related to public infrastructure projects, shall not terminate until further action of the City.
Interlocal Agreement:The City of Syracuse and the Syracuse Rural Fire District have entered into an interlocal agreement that creates a separate administrative entity for purposes of the agreement. The interlocal agreement provides for the construction and operation of a fire station in and for the City which will be used by the City and the Syracuse Rural Fire District. Such interlocal agreement contains provisions relating o the long-term development of unified governance of the fire station project and other potential public infrastructure projects in the City with respect to the parties, including but not limited to any such infrastructure projects as may be funded by revenues from the increased sales and use tax as noted above. The portion of the rate greater than one and one-half percent, such portion being at least one-eighth percent (⅛%), shall be imposed for the purposes of the interlocal agreement.

In compliance with Section 32-811 R.R.S. Nebraska Statutes the following races and candidates are declared nominated, and their names will automatically advance and be printed on the November 3, 2026 General Election Ballot. Elections for Directors of Educational Service Units, Village Board Trustees and Retention of Judges will be held in the General Election

COUNTY TICKET

For County Assessor

Christina M. Smallfoot — Republican

For County Attorney

Jenniffer A. Panko-Rahe — Republican

For County Clerk

Jenny Bassinger — Republican

For Clerk of District Court

Janis A. Riege — Republican

For County Treasurer

Nickola R. Kreifels — Republican

For County Register of Deeds

Katie Rudy — Republican

For County Surveyor

Daniel A. Thomson — Republican

For County Public Defender

Mike Ziskey — Democratic

For County Sheriff

Colin Caudill — Republican

SCHOOL TICKET

School District 111 - Nebraska City

For School Board Member

Brent B. Shanholtz — Robert Elson

School District OR1 - Palmyra

For School Board Member

Dean Busch — Josh Penterman

Dee Moore

School District 027

Syracuse -Dunbar-Avoca

For School Board Member

Edward J. Zastera — Justin Stark

Kathryn Szczepaniak — Ana Damme

Aaron Lessmann

School District N23 - Johnson/Brock

For School Board Member

Mitch Neddenriep — Chester Bohling

SCHOOL TICKET

School District 50

Johnson County Central

For School Board Member

Kim Wellensiek — Don Gadeken

Scott D. Straka — Elisa Prado

School District J33 - Sterling

For School Board Member

Megan Buckley — Mark Horstman

McKenzie Saathoff

School District C97

Elmood Murdock

For School Board Member

Eric Towle — Mark Meyer

Joel Clements — Beth Jacobson

Kristen Janssen

School District G34 - Freeman

For School Board Member

Kyle Dorn — Shawn E. Mencl

Jordan N. Freeman — Theron Troxel

School District 160 - Norris

For School Board Member

Ward 2 — Steph Meese

Ward 4 — Aaron Wubbels

Ward 6 — Craig Gana

School District 56 - Conestoga

For School Board Member

Gregory William Page — Craig Todd

Seth Ahrens — Halle McCartney

David A.C. Campbell — Wendy Callahan

NONPARTISAN TICKET

Southeast Community College

For Board of Governors - District 02

Brandon Gunther

NONPARTISAN TICKET

Lower Platte South

Natural Resources District

For Board of Directors

Subdistrict 02 - 4 Yr Term — Mark G. Spangler

At Large — David M. Landis

Nemaha Natural Resources District

For Board of Directors

Subdistrict 02 — Russel Moss

Subdistrict 03 — Doug Iske

Subdistrict 04 — Patricia K. Coates

Subdistrict 05 - 2 Yr Term — Adam M. Howard

Subdistrict 05 -4 Yr Term — Kevin L. Thorne

At Large — Tracy Ensor

CITY TICKET

For Nebraska City

Street Commissioner

Joe Chaney

For Nebraska City

Finance Commissioner

No filing

For Nebraska City Airport Authority

Board Member - 6 Year Term

Neal Deremer

For Syracuse City Council Member

Nate Patton — Kelsey Graves

I, Jenny Bassinger, County Clerk of Otoe County, do hereby certify that the foregoing named persons have fulfilled requirements of law and each is entitled to have his or her name placed on an official ballot for the office as designated above.

Jenny Bassinger, Otoe County Clerk

March 20, 2026

WHAT IS YOUR ROLE?

Engaging in advocacy happens all year. When the Legislature inserts itself into the boardroom or the classroom, lawmakers need to hear from YOU! Advocating for LOCAL CONTROL is critical. Here's what you can do.

STAY INFORMED
Track the legislation that impacts your district; Get updates from NASB's Advocacy Team; Have the data that tells your story (Spending, Student Demographics, School Needs); Attend the Legislative Issues Conference, Area Meetings & State Education Conference

KNOW THE PROCESS
The 60-Day Session began Wednesday, January 7, and ends April 17. Bill introduction was the first 10 days of the Session. Committee Hearings took place the first 30 days. Priority Bills were identified mid-February

ENGAGE
Facilitate regular meetings with your representative; Engage in the process; Go on Record! (Come testify, write a letter, send an email); Come to Lincoln for a day at the Capitol; Consider becoming one of NASB's "expert go-to members" in an area where you can engage!

NASB CAN ASSIST YOU ... JUST ASK!

NASB represents all member Districts & ESUs in Nebraska, and lobbies on YOUR behalf. We are guided by an agenda developed annually by the NASB Legislation Committee initiated with submissions from YOU, then approved by YOU at the Delegate Assembly each November. We are here to help you position yourself as the expert in the education of students you share with your Senator(s). Make sure you are the first call when a bill effecting your shared community is considered. Thanks for sharing your district's story and engaging!

BOOKMARK & FREQUENT NASB'S BILLS PAGE AT
https://nasb.enviseams.com/legislative-bills

Priority Designations

LB 304 **(DeBoer) Eliminate a sunset date for the federal Child Care Subsidy program**
Sen. DeBoer Priority

LB 468 (Clements) Change provisions relating to inheritance taxes, change certain fee and tax provisions, and eliminate a sales tax exemption relating to data centers
Sen. Clements Priority ... Currently on Select File
*AM being considered which would reduce motor vehicle tax payments to schools, giving it to counties as an offset to the inheritance tax. (**LB 714).***

LB 596 **(Sanders) Change requirements for legal publications and notices required by law**
Government, Military & Veterans Affairs Priority ... Currently on Select File
Adds digital publication of notices if publication does not have a print publication. Now includes AM introduced on behalf of NASB and other political subdivisions to change provisions relating to notice requirements for a meeting of a public body under the Open Meetings Act. **(LB 1145)**

LB 730 (Kauth) Require schools and state agencies to designate restrooms and locker rooms based on sex and require state agencies to define an individual's sex as either male or female for purposes of rules and regulations, the enforcement of administrative actions, and adjudication of disputes
Sen. Kauth Priority ... Currently on General File

LB 803 (Revenue) Change provisions relating to the listing of taxable tangible personal property
Revenue Committee Priority ... Shell bill for purposes of property tax legislation
Likely landing spot for what is currently LB 1219 (See Page 2)

Priority Designations

https://nasb.enviseams.com/legislative-bills

LB 867 (HHS) Change and eliminate provisions relating to programs and services administered by the Department of Health and Human Services
Health and Human Services Priority ... Currently on General File
Amended to include LB 1013, it shifts students in custody (ages 11–19) from full Rule 10 public school standards to lesser Rule 18 interim requirements, mandates unfunded virtual learning from school districts, and risks transferring some youth to maximum-security adult penal settings. This heightens abuse/trauma risks, undermines rehabilitation, and burdens districts amid proposed special ed cuts. The changes threaten educational quality for vulnerable youth and jeopardize jobs/stability for over 70 teachers, many facing reduction-in-force or forced relocation (e.g., Kearney to Omaha).

LB 937 (Education) Change provisions relating to option enrollment, reading, dyslexia, reporting, teacher apprenticeships, teacher recruitment and retention, and the College Pathway Program
Education Committee Priority ... Likely to be a vehicle for other measures
Annual NDE "clean up" bill. Significant pushback regarding a provision to reduce reporting requirements of districts regarding students with reading difficulty.

LB 937 ... LB 1146 - LB 1164 - LB 1224 - LB 1241 - LB 1243

LB 966 **(Cavanaugh, M.) Adopt the Hunger-Free Schools Act**
Sen. Hunt Priority ... Currently on General File

LB 1034 (Dungan) Prohibit school staff from allowing federal immigration enforcement officers to access schools without a judicial warrant
Sen. Juarez Priority ... Currently locked in Committee, looking for a home!

LB 1050 **(Murman at the request of the Governor) Amend the Nebraska Reading Improvement Act to limit advancement to grade four**
Education Committee Priority

LB 1100 (Sorrentino) Modernize language in a civil procedure statute
Sen. Sorrentino Priority
*Making sure AM 2485 (**LB 1097**) is not attached which would change language in the political subdivision tort claims statute impacting districts sovereign immunity.*

LB 1219 **(Brandt) Limit the amount of property taxes that may be levied by a political subdivision**
Sen. Hansen Priority ... Currently on General File
Limits levy to prior year allowable growth. Allowable growth percentage means a percentage equal to the sum of two percent plus the political subdivision's real growth percentage. Will likely be attached to LB 803, the Revenue Committee's Priority Bill. (See Page 1)

Bills In the Education Package (LB 937)

LB 937 ... LB 1146 - LB 1164 - LB 1224 - LB 1241 - LB 1243

LB 1146 (Conrad) Change provisions relating to reports by a school district relating to absences of a child from school
Now with provisions related to chronic illness and mental health issues with a doctors note

LB 1164 (Lonowski) Adopt the Prior Learning Act
Brought by SAT. It would assure AP courses count for college credit.

Bills In the Education Package (LB 937)

https://nasb.enviseams.com/legislative-bills

LB 1224 (Hunt) Prohibit children from transferring to an exempt school during certain child abuse or neglect investigations and prohibit persons convicted of certain crimes from monitoring or providing instruction at such schools. **Currently on General File ...** *Amended to include ALL schools*

LB 1241 (Murman) Provide requirements relating to applications for employment at a school
Prohibits hiring of employees if suspected of child abuse. May cause more effort on the part of the hiring entity. Does not require the employer to collect the information. Includes a 7-year look back.

LB 1243 **(Murman) Change school board policies and procedures relating to part-time enrollment**
Eliminates requirement that non-enrolled, resident students participate in a minimum number of 5 credit hours or less to participate in extracurricular activities (not regulated by NSAA).

Bills Looking for a Home

LB 440 **(Spivey) Adopt the Education Leave and Support Act**
AM pending which will mandate paid FMLA for first 30 service days, not to be taken out of leave provided. Allows for a budget exception for sub costs. Districts would still have to levy in order to cover the cost.

LB 507 **(Hunt) Change provisions relating to school transportation expenses for children with disabilities**
Possible amendment coming

LB 575 **(Hallstrom) Change provisions relating to the Property Tax Request Act and property tax levy limits**
Changes to the pink postcard meetings to a summer briefing requiring all political subdivisions to attend and present. Could be a part of the Revenue Package (See LB 803 on Page 1). Requires two-third vote of school board to levy more than the amount levied the year before.

LB 841 (Rountree) Change provisions relating to special education services, parental consent, and hearings
Gives parents additional "veto" power over their child's IEP provisions. Some concern about this bill and the impact on federal funding. There will be a fiscal note which will kill the bill. Brought on behalf of the Department of Defense.

LB 960 **(McKinney) Provide a requirement to include nonvoting student members on school boards**
May be amended on the floor. This should remain a local decision rather than a state mandate. Districts face unique constraints and have developed diverse methods for student engagement, such as involving Student Council, FFA, or National Honor Society members in monthly meetings.

LB 1097 **(Conrad) Adopt the State and Political Subdivisions Sexual Abuse Liability Act**
Changes language in the political subdivision tort claims statute impacting districts sovereign immunity. Making sure this bill as AM 2485 is not attached to LB 1100. (See Page 2)

Other Items

Agency 23 - A $7 million dollar appropriation of Department of Labor to be used for scholarship grants to non-public students
*While there was talk of putting this in a separate bill to be debated on its own, they decided to keep it in the budget, but reduced the amount to **$3.5 million** with language regarding income needed to qualify. We have to work to get this pulled out of the budget.*

Other Items

https://members.nasbonline.org/events

LB 384 (Storer) Require the county assessor and one voting member of the governing bodies of participating political subdivisions to attend joint public hearings under the Property Tax Request Act
Approved by the Governor ... *Requires a majority of school board members to attend the "pink post card" meetings if the district is subject to participation. Amended to include just one elected official.*

LB 653 (Murman) Change provisions relating to reimbursement for special education programs, support services, and the enrollment option program, provide reimbursement for certain students under the enrollment option program, and change the authorized uses of the Education Future Fund
Approved by the Governor ... *AM adopted to remove mandated option enrollment acceptance. Now mandates acceptance of siblings of option accepted students. Once adopted, NASB removed it's opposition. Amended an exception for violent behavior to the K-2 suspension prohibition.*

LB 824 **Lonowski Change provisions relating to termination of employment under the School Employees Retirement Act and the Class V School Employees Retirement Act**
Changes separation period from 180 to 120 days for purposes of separation allowing retired educators to sub earlier. **Currently on Final Reading**

LB 940 (Murman) Prohibit certain color additives in school meals
Currently on Final Reading

2026 NASB Calendar of Events

JANUARY/FEBRUARY 2026

Legislative Issues Conference - January 25-26 - Lincoln
School Board Member Week ... January 25 to 31
NASB Board President Retreat - Monday, February 16 - Kearney



MARCH 2026

Budget & Finance Workshop - Tuesday, March 10 - Seward
Budget & Finance Workshop - Tuesday, March 24 - West Point
NAEP State Convention - March 24-25 - Kearney

APRIL 2026

Budget & Finance Workshop - Tuesday, April 7 - Ogallala
Amplified Budget & Finance Workshop - Wednesday, April 8 - Kearney
2026 NASB Federal Advocacy Fly-In - April 26-29 - Washington, DC

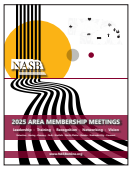


JUNE 2026

NASB Member Golf Outing -Wednesday, June 10 - Kearney Country Club
School Law Seminar - June 10-11 - Kearney
NASB Board Candidate Workshops - June & July

JULY 2026

ALICAP Summer Workshops - July 7 - Gering; July 8 - Kearney - July 9 - Lincoln
Area Membership Meetings - August through September



FALL/WINTER 2026

Labor Relations - September 29-30 - Lincoln
State Education Conference - November 18-20 - Omaha
New Board Member Workshops - December & January 2027



All Dates & Locations Tentative & Subject to Change ... To register for an NASB event, click on the 'My Membership' link on www.NASBonline.org, 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.

Educational Service Unit 4

2301 Dahlke Ave.; PO Box 310
Auburn, NE 68305
402.274.4354
402.274.4356 (fax)
www.esu4.org

Administrator Gregg Robke

Director of Support Services Chuck Hummel

Health Services Director Felicia Martin, RN

Teaching and Learning Team Jen Madison/Tara Gossman/Erin Hamilton

Special Education Director Wendy Craig

NCECBVI Superintendent Tanya Armstrong

Technology Director Dustin Buggi

Date: March 30, 2026

To: ESU 4 Superintendents

From: Gregg Robke
Administrator

Re: Core Services
Program Support: 2026-2027 School Year

The service units in Nebraska are required by law to provide *Core Services* (Rule 84) to member schools. In order to do that, the state provides some funding, which is based on the student enrollment numbers for each district. This information is shared with superintendents each year.

I have not received a draft from NDE regarding Core Services funds for 2026-2027. The amount for 2025-2026 is $151,081.88. This is a reduction of approximately $57,600 from the previous year.

Each service unit in the state is given the responsibility to define Core Services within the following prerequisites:

A. Core Services shall be within the following service areas in order of priority:
    a. Staff Development;
    b. Technology; and
    c. Instructional Material Services;
B. Core Services shall improve teaching and student learning by focusing on enhancing school improvement efforts, meeting statewide requirements, and achieving statewide goals in the state's system of elementary and secondary education;
C. Core Services shall provide schools with access to services that:
    a. The educational service unit and its member school districts have identified as necessary services;
    b. Are difficult, if not impossible, for most individual school districts to effectively and efficiently provide with their own personnel and financial resources;
    c. Can be efficiently provided by each educational service unit to its member school districts;
    d. Can be adequately funded to ensure that the service is provided equitably to the state's public school districts;
D. Core Services shall be designed so that the effectiveness and efficiency of the service can be evaluated on a statewide basis; and

E. Core Services shall be provided by the educational service unit in a manner that minimizes the costs of administration or service delivery to member school districts.

Statutes also state that in order for Core Services to be provided to member schools, two-thirds of the member districts representing a majority of the students must approve these services. The statute also has the same requirement for additional services provided by the ESU and funded by the general fund tax levy. In the past a district's participation in Core Service Programs has been identified by a resolution approved by the board of education for each district. Support services have been identified and supported by the unit's Advisory Committee. In addition to utilizing property tax receipts for support services, portions of those costs are paid for by the districts utilizing the services. This plan has been, and is discussed continually, and is supported by the ESU 4 Advisory Committee.

At this point, the amount of Core Services funding is not known. To meet the intent of the law in a professional manner given the financial constraints continues to be a challenge. The financial and professional support shown by our districts is wonderful and has been very beneficial. Such support allows the services to continue.

Please sign this letter as your district's representative and I would ask that this letter is shared with your Board of Education at your next meeting.

Thank you for the continued support for ESU 4's Core Services programs and for the endorsement of the identified support services we have provided, and will continue to provide.

Sincerely,

Gregg Robke
Administrator, ESU 4

03/31/2026
Date

District Signature: Michael T. Hart
Michael T. Hart (Mar 30, 2026 16:57:26 CDT)

Palmyra-Bennet OR-1 Public Schools
District

03/30/2026
Date

OR-1_2026-2027 Core Service Letter

Final Audit Report 2026-03-31

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MARCH 2026

PALMYRA HIGH SCHOOL
CAREER & TECHNICAL EDUCATION
NEWSLETTER

What is CTE?

What is CTE? Career and Technical Education (CTE) programs give students the chance to explore real-world skills that prepare them for both college and future careers. CTE connects classroom learning with hands-on experiences in areas such as Family and Consumer Sciences, Agriculture, Business, Skilled & Technical Sciences, and more. These courses help students build valuable life skills like communication, teamwork, problem-solving, and leadership, all while exploring possible career paths.

CTE®

Learning that works for Nebraska



The CTE Newsletter

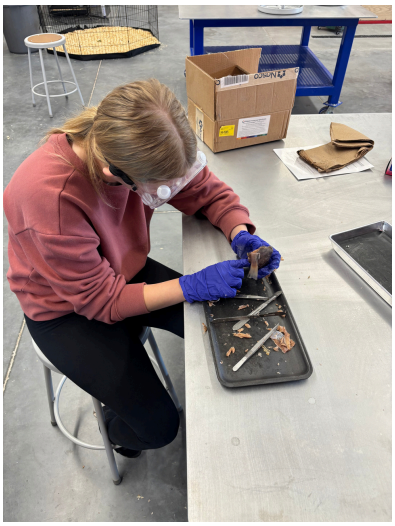
To help highlight the amazing things happening in our CTE classrooms, we will be sharing a monthly CTE newsletter with our school community. Each month, we'll showcase projects, events, and learning experiences that our students are involved in. This is a great way to celebrate student success while keeping families and community members connected to the learning happening every day. We are excited to share the incredible opportunities CTE provides for our students!

The Palmyra CTE Teachers are: Ag - Mrs. Beach; Digital Communications - Mr. Conn & Mrs. Gill; FCS - Mrs. Paxton; STS: Mr. Fritsch

AGRICULTURE

March has been a busy month and full of exciting things! 8th Grade Ag just finished the second unit in Discover Nebraska. Students learned about ethanol production and different resources we use in the industry. They have been a huge help in taking care of our class rabbit and the chicks! 7th graders learned the FFA Creed and different officer positions within the FFA chapter and just finished their leadership unit. Ag Business students dove into determining how different costs affect business decisions and how to budget for expenses while starting a business. Livestock Management has been focusing on animal products and processing. We did fun labs to determine the fat content in milk and how food labeling on dairy products/dairy alternatives can be misleading. Intro to AFNR has be learning the difference in livestock breeds and how certain characteristics of breeds can affect management decisions. Students also have been practicing dissecting pigs and perch for the FFA AgriScience contest for state!

8th Grade Class







Lydia

Kelsey and Grant





Jason



Shayla & Kinley

FAMILY & CONSUMER SCIENCES

March has been a busy and engaging month across our FCS classes!

FCS 7 students recently wrapped up their child development unit with the ever-popular “egg babies.” This hands-on project helped students better understand the responsibilities and care involved in looking after a young child.

In FCS 8, students have begun their clothing unit by exploring upcycling. They are learning how to creatively repurpose old clothing into something new, while also building basic sewing and design skills.

Our Culinary classes have been hard at work in the kitchen and beyond. They hosted a staff “Sweet 16” Dessert Bracket, where different treats competed for the top spot. The winning dessert was scotcheroos, which students proudly prepared and served to staff on March 27. In addition, students have been completing a variety of labs, including hamburgers with aioli, garlic ginger pork, and biscuits and gravy—building both their cooking skills and confidence in the kitchen.

We also had the opportunity to take former design students to the TMFD Expo at UNL, where they explored careers and opportunities in textiles and fashion. The day was filled with hands-on experiences, and students had a blast learning more about the industry.

It’s been a fun and productive month in FCS!



Knoxley & Kaci



Devynn, Parker, Collin, Zoey & Olivia



Hope & Sophia

SKILLED & TECHNICAL SCIENCES

7th grade students have successfully passed all of their safety quizzes and large tool demonstrations, showing a strong understanding of proper shop procedures and expectations. They have now begun working on their first hands-on project: balloon-powered cars. During this project, students are learning how to measure, cut, and assemble materials accurately while also exploring basic engineering concepts such as motion, force, and design efficiency. They are excited to test and improve their cars as they go.

8th graders have also completed all required safety quizzes and large tool demonstrations and are now applying those skills in the shop. They are currently rebuilding their birdhouses, this time using a wider range of power tools and air nailers. This project focuses on improving precision, craftsmanship, and overall design quality compared to their earlier work. Students are gaining confidence in using equipment safely while also paying close attention to detail and durability in their builds.



8th Grade birdhouse



JAXSON'S TARGET



BALTHIER

The woodworking class is putting the final touches on their nightstands, carefully sanding, assembling, and preparing surfaces for finishing. Students are focusing on fine details such as smooth edges, proper alignment, and overall appearance. As they wrap up this project, they are also beginning to brainstorm and plan their own personal projects, where they will have more creative freedom to design and build something of their choice using the skills they have developed.

The welding class has just finished their personal projects and has demonstrated a great deal of creativity and skill. Projects ranged from a small safe to handmade hammers and shooting targets, showing a wide variety of interests and applications. Students have been refining their welding techniques, focusing on strong, clean welds and proper safety practices. Moving forward, they are reflecting on their work and beginning to think about new ideas and ways to challenge themselves in future builds.

VIDEO AND MEDIA PRODUCTION

Time is running out to buy your yearbook and place senior ads with Media Production.

Head to yearbookforever.com to purchase.



- **Deadline for yearbook orders - April 30th.**

District OR #1: Strategic Plan 2026-2031

For Board of Education Approval: **Monday, April 13, 2026**

2026-2031 Strategic Planning District Team

Parents/Community Members

Paul Mayo
Peter Simmons
Jami Kassebaum
Allison Werger
Rhonda Widick
Nancy Davis
Bryce Wilson
Hank Oetjen
Scott Ringland
Quinn Beecham
Kristin Beede
Kate Brooks
Courtney Johnson
Steve Robb
Erika Wood
Ivan Bruss
Carmen Cochrane
Kord Haight
Matt Stall
Jordan Goodrich
Pam Eisenhauer
Julie Hippen
Amber Morrison
Kristi Sittner
Carmen Sizer
Kourtney Grimes
Brian Kujath
Jordan and Jessica Duensing
Amy Wheatley
Rachel Barth
Ashley May
Megan Pitrat

Students

Owen Ramaekers
Micah Hathaway
Amilya Johnson
Samantha Schroeder

Board Members

Dee Moore
Brandon Desh
Jaimi Calfee

Staff

Michael Hart
Jared Haag
Heath Johnson
Linde Walter
Kori Vodicka
Kloreace Linke
Aaron Hoeft
Burke Brown
Austin Lahmon
Taylor Baumert
Caitlin Peterson
John Furrow
Zach Wemhoff

External Facilitators

Matt Dominy
Josh Fields

*** A special thank you to this team who gave several hours of their time to ensure the story of our district is stronger tomorrow than it is today. May you see your work for students come to fruition now and well into the future.*

Mission:

Together, we prepare our students to successfully meet the challenges of the future.

Beliefs:

1. We believe in providing a safe learning environment for all students.
2. We believe in teaching, modeling, and reinforcing acceptance and respect for self and others.
3. We believe in developing the skills for effective communication and critical thinking.
4. We believe in fostering a sense of individual responsibility and integrity in order to contribute to the community and become a successful member of society.
5. We believe in providing academic and extra-curricular opportunities for every student to develop to their full potential.

Principles:

1. We will responsibly manage and optimize our facilities and resources for the best interest of students and the community.
2. We will foster an engaging learning culture that values growth, celebrates accomplishments, and learns from mistakes.
3. We will recruit, hire, support, develop, and retain quality staff to fulfill our high expectations.
4. We will make decisions in the best interests of the whole student by providing the support needed to thrive in all aspects of development.
5. We will have consistent, evidence-based, processes and systems in place to guide data-informed decisions.
6. We will equip students with essential life skills through academic and extra-curricular opportunities.

Driving Goals and Action Statements

Instructional Leadership

All students will be given the opportunity to engage in quality learning.

1. We will develop an MTSS process that gives all students access to support in academic, social-emotional, and HAL needs.
2. We will expand opportunities for students to pursue different pathways.
3. We will examine Curriculum, Instruction, and Assessment practices, policies, and systems district-wide.
4. We will create a district-wide literacy program to increase student proficiency.

Community Partnerships and Communication

All students will benefit from strong partnerships between the school and the community built on clear communication.

1. We will develop common expectations regarding branding of the district.
2. We will develop systems to support communication- Website, Social Media, Print media.
3. We will create partnerships with local businesses.
4. We will develop opportunities for job shadowing and internships.

School Safety and Student Supports

All students will feel safe, supported, and have a sense of belonging.

1. We will build mental health systems that will support all students' mental health needs.
2. We will provide education and opportunities for staff and the community to collaborate and foster a positive culture.
3. We will build a schedule/calendar to meet the academic/social-emotional needs of students, staff, and families.
4. We will use all available resources to keep students and staff safe.

Technology, Facilities, and Operations

All students will have access to quality facilities for all activities and technology to maximize student potential.

1. We will provide a balance of technology.
2. We will develop a facility use plan to determine current usage and additional needs.
3. We will analyze operational efficiencies and evaluate potential improvements.
4. We will create a competitive environment that encourages a winning culture.

Driving Goal #1:

All students will be given the opportunity to engage in quality learning.

Driving Goal	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	1	We will develop an MTSS process that gives all students access to support in academic, social-emotional, and HAL needs.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Analyze current action planning items for the district MTSS committee				
2	Explore and analyze the implementation of the MTSS framework in the high school and elementary school				
3	Review decision-making rules within the MTSS structure for the student, including ICU, interventions				
4	Evaluate the intervention toolkit for district-wide MTSS implementation				
5	Monitor intervention and data on student progress.				
6	Explore best practices for HAL identification and opportunities (i.e., HAL District Wide Guidelines)				
7	Identify and provide ongoing professional development for the MTSS framework for academic tiers, SEL tiers, and HAL programming.				
8	Analyze tier 1 curriculum data for student proficiency				
9	Standardize, document, and communicate MTSS processes K-12				
10	Implement MTSS process, including tier 1 core curriculum, tier 2 interventions (ICU) & tier 3 comprehensive supports.				
11	Evaluate district-wide academic and behavior data for tiered MTSS programs.				

	Position Responsible for Action Plan:

Driving Goal #	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	2	We will expand opportunities for students to pursue different pathways.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate current opportunities for students to explore career pathways, specifically business & finance, and dual credit opportunities				
2	Research other similar-sized schools to determine appropriate career pathway opportunities				
3	Evaluate student interest correlated with current course offerings and dual credit				
4	Provide age-appropriate career exploration opportunities, including but not limited to guest speakers, career fairs, and field trips				
5	Collaborate with local colleges on “dual credit” opportunities that also align with district goals and teacher certification requirements.				
6	Evaluate our local H3 careers to determine course offerings. (H3: High wage, high skill, high demand)				
7	Identify opportunities to integrate business, CTE, and finance in the current course structure and, if necessary, add additional courses to address these areas.				
8	Implement consistent programs of study within CTE to allow students to pursue areas of interest.				
9	Celebrate and promote the completion of programs of study throughout the district, including certifications within				

	the career pathway.				
10	Evaluate overall staff and effectiveness using teacher & student feedback.				
11	Evaluate staff certifications and maximize dual credit opportunities by maximizing staffing efficiencies				

Position Responsible for Action Plan:

Driving Goal#	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	3	We will examine assessment practices, policies, and systems district-wide.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review existing grading practices, assessment systems, attendance, and extra-curricular activity policies.				
2	Provide staff training on grading practices (K-12) and standards-based grading (K-5).				
3	Define consistent grading practices that align with learning goals, including expectations for formative vs summative assessment, reassessment opportunities, and grade reporting.				
4	Create common grading guidelines at K-5, 6-12. Evaluate the 10-point vs. 7-point grading scales in 6-12.				
5	Build a comprehensive assessment guide that outlines assessment types, frequency, purpose, and alignment to standards to ensure balanced and meaningful measurement of student learning.				
6	Research similar-sized/area schools' report cards (K-5 and 6-12) to identify strengths and weaknesses we want to address in our report card				
7	Create uniform report cards (K-5 and 6-12); provide opportunity for staff & parental feedback on updated report card				
8	Update student handbook(s) and code of conduct to include policies for tardiness, behavior, etc.				
9	Evaluate policies & procedures regularly to stay up to date and relevant to student & staff needs.				

10	Evaluate the usage of the instructional model in relation to NEE standards				

Position Responsible for Action Plan:

Driving Goal#	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	4	We will examine Curriculum practices, policies, and systems district-wide.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review existing curriculum maps and K–12 curriculum guides to identify gaps, redundancies, and misalignment.				
2	Research curriculum frameworks from comparable school districts to identify strengths and best practices.				
3	Provide staff training on curriculum mapping, vertical alignment, and prioritizing essential standards (K–12).				
4	Define essential standards and priority learning outcomes at each grade level and content area.				
5	Create vertically aligned curriculum maps that clearly outline pacing, sequencing, and instructional priorities (K–12).				
6	Develop consistent K–12 curriculum guides that include standards, units, pacing, and key learning targets.				
7	Build a system for ongoing review and revision of curriculum maps and guides based on student data and staff feedback.				
8	Publish and present curriculum storyboards to stakeholders.				
9	Facilitate a process to eliminate or replace outdated resources (ie, textbooks, curriculum, technology, etc).				
9	Evaluate the effectiveness of systems in place and make adjustments as needed.				

Position Responsible for Action Plan:

Driving Goal#	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	5	We will examine Instruction, practices, policies, and systems district-wide.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review current instructional practices and classroom environments to identify strengths and gaps in cognitive engagement, feedback, and teacher-student relationships (K–12).				
2	Define and communicate clear expectations for high-quality instruction, emphasizing rigorous student thinking, meaningful feedback, and relationship-driven classrooms.				
3	Provide professional development aligned to NEE Indicator 1.2 (Cognitive Engagement) and 7.4 (Assessment), focusing on designing tasks that require deep thinking, using feedback to move learning forward, and building strong connections with students.				
4	Implement modeling, coaching, and PLC structures that prioritize questioning strategies, student discourse, and actionable feedback.				
5	Strengthen teacher-student relationships by establishing consistent practices that promote belonging, engagement, and high expectations for all learners.				
6	Monitor consistent implementation of the instructional model evaluation framework through regular walkthroughs and observations with a focus on cognitive engagement, quality feedback, and classroom culture.				
7	Provide timely, specific feedback to teachers that supports growth in engaging students in higher-level thinking and using feedback to improve proficiency.				

8	Evaluate and establish a system for ongoing monitoring and refinement using evaluation data, student performance data, and student voice to measure impact on proficiency.				

Position Responsible for Action Plan:

Driving Goal#	1	All students will be given the opportunity to engage in quality learning.			
Action Plan #	6	We will create a district-wide literacy program to increase student proficiency.			
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review current literacy programs, resources, and student performance data across K–12 to identify gaps and opportunities.				
2	Define clear literacy goals and proficiency targets for each grade level, aligned to standards and district expectations.				
3	Provide professional development for teachers focused on evidence-based literacy practices, differentiated instruction, and assessment for learning.				
4	Develop and implement a vertically aligned district-wide literacy framework that includes scope and sequence, instructional strategies, and assessment practices.				
5	Implement interactive coaching, modeling, and collaborative planning to ensure consistent implementation of literacy strategies across classrooms.				
6	Establish systems for regular monitoring of literacy instruction and student progress using formative and summative data.				
7	Provide timely, actionable feedback to teachers to refine instruction and increase student proficiency.				
8	Engage families and the community in supporting literacy development through resources, workshops, and home-school connections.				
9	Evaluate proficiency scores.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

DG #1	1	All students will be given the opportunity to engage in quality learning.

COSTS	BENEFITS
Tangible: -Cost associated with MTSS/HAL professional development -Provide staff training on grading practices (K-12) and standards-based grading (K-5) has cost. -Materials associated with expansion of CTE programs -Increase in staff salary to accommodate dual credit opportunities -Cost associated with staff training on curriculum mapping, vertical alignment, and prioritizing essential standards	**Tangible:** -More access to certified professionals -consistent grading procedures -More dual credit opportunities for students
Intangible: -Time associated with research and aligning curriculum/grading policies -Time associated with collaborating with local colleges on “dual credit” opportunities that also align with district goals and teacher certification requirements.	***Intangible:** *allows for unified offerings across the curriculum. *Builds shared awareness of current practices across grade levels *Promotes a culture of reflection and continuous improvement *Increases staff voice and ownership in identifying needs *Encourages transparency in what is actually being taught

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Driving Goal #2:

All students will benefit from strong partnerships between the school and the community built on clear communication.

Driving Goal #	2	All students will benefit from strong partnerships between the school and the community built on clear communication.
Action Plan #	1	We will develop common expectations regarding branding of the district.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate the utilization of our current branding by staff and school-sponsored groups (ie, boosters) and its purpose.				
2	Research recognition of our branding in the community and surrounding areas.				
3	Communicate the definition and purpose of District OR-1 branding.				
4	Develop and implement branding guidelines to fit the needs of the overall school community and how they are expected to be utilized.				
5	Value our communities and opportunities for renaming to identify our location.				
6	Evaluate usage of branding guidelines by staff and community members.				

Position Responsible for Action Plan:

Driving Goal #	2	All students will benefit from strong partnerships between the school and the community built on clear communication.
Action Plan #	2	We will develop systems to support communication- Website, Social Media, Print media.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate utilization of our school website, social media interactions, school newsletters, and parent two-way messenger tool.				
2	Gather feedback on district communications, including what mediums community members would like us to use and patron priorities.				
3	Research platforms that would maximize our communications with stakeholders, including parent two-way messaging tools.				
4	Communicate with area schools on their communication platforms and processes on what is most effective.				
5	Create a system and communications plan that maximizes the functionality of school-supported digital platforms for staff, students, and parents.				
6	Create a searchable archive for all previous newsletters & communications to the community.				
7	Identify the staffing responsible for communication throughout our district.				
8	Implement a high-quality communication plan.				
9	Evaluate and adjust the effectiveness of our communication plan.				
10	Evaluation of a social media/communications "position" to manage social media posts throughout the district K-12.				

Position Responsible for Action Plan

Driving Goal #	2	All students will benefit from strong partnerships between the school and the community built on clear communication.
Action Plan #	3	We will create partnerships with local businesses and individuals.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate the current partnerships and develop systems for communicating & staying relevant with current practices.				
2	Gather feedback from business & industry partners on best practices for engagement with school and students.				
3	Establish a communication platform to advocate for, celebrate, & advertise local business & industry partnerships.				
4	Implement a local business & industry partnership advisory board.				
5	Evaluate the value of student and business & industry partnerships.				
6	Evaluate return on investment with the varying partnerships.				
7	Establish a list of businesses that reside in or have student-enrollment ties in the district				
8	Establish an advisory committee to facilitate district-wide upgrades that utilize private donations(video boards)				
9	Establish a list of businesses that reside in or have student-enrollment ties in the district to include direct advertising and student work-based learning.				

Position Responsible for Action Plan:

Driving Goal #	2	All students will benefit from strong partnerships between the school and the community built on clear communication.
Action Plan #	4	We will develop opportunities for job shadowing and internships.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Research student interest in job shadowing & internships.				
2	Assess current schedule restraints and eligibility parameters.				
3	Define the differences between Work-Based Learning and our current programming with work release. Evaluate the educational value of the experience(s).				
4	Implement a strong Work-Based Learning program with a qualified staff member (WBL certified), including shared goals and programming structure.				
5	Identify staffing responsible for high-quality Work-Based Learning opportunities throughout our district.				
6	Utilize our business & industry partnerships to connect students with relevant career opportunities.				
7	Evaluate program effectiveness & continued feasibility.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

Strategy #:	2	All students will benefit from strong partnerships between the school and the community built on clear communication.

COSTS	BENEFITS
Tangible: ● Rebranding would require all current signage to be updated and changed, which would be a high cost to the district. ● Cost of new website ● Time away from curriculum and core instruction	**Tangible:** o People will have a stronger sense of identity within our community. o Easy access to district communication and marketing o Additional sponsorships, community organizations, and benefits o Real-life experiences at these opportunities
Intangible: o People potentially could be upset about a name change or ostracizing one community or the other. People have a hard time with change. o The time cost of building a new website and transferring current data. o Potential inequities from community partnerships amongst buildings and teams.	**Intangible:** o Have a recognizable district that outside community members in the state of Nebraska know and understand the location and identity of. o Better sense of identity. o Improved positive community relationships o Future employment and/or relationships that could result in future opportunities

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Driving Goal #3:

All students will feel safe, supported and have a sense of belonging.

Driving Goal #	3	All students will feel safe, supported and have a sense of belonging.				
Action Plan #	1	We will build mental health systems that will support all students' mental health needs.				
#	Action Steps		Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate current MTSS practices and how they relate to SEL and mental health programming					
2	Utilize data from evaluations from student/teacher surveys (SAEBRS)					
3	Examine the current responsibilities of our mental health professionals on staff.					
4	Research different options for readily available resources for students to have access to mental health via telehealth or additional mental health professionals (LMHP) on staff.					
5	Define roles and responsibilities within the district mental health team, including general education staff, and communicate those responsibilities to staff.					
6	Explore times where mental health professionals from both buildings have an opportunity to collaborate about student needs, including transition to PHS.					
7	Communicate the OR-1 MTSS mental health system					
8	Evaluate district mental health and MTSS behavioral practices through data analysis.					

Position Responsible for Action Plan:

Driving Goal #	3	All students will feel safe, supported and have a sense of belonging.
Action Plan #	2	We will provide education and opportunities for staff and the community to collaborate and foster a positive culture.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Analyze previous school surveys to develop district priorities and previous initiatives.				
2	Develop a district-wide survey system that utilizes common surveys annually, which are reviewed and reported back to staff.				
3	Review survey data to develop priority items to focus on for each school year.				
4	Explore opportunities for activities that can bring all communities within our district together				
5	Define and research district-wide culture and ideal outcomes				
6	Provide opportunities for stakeholder engagement within the schools (parent-community events such as Grandparents' Day, Science Fair, etc.)				
7	Evaluate this plan through internal and external surveys.				

Position Responsible for Action Plan:

Driving Goal	3	All students will feel safe, supported and have a sense of belonging.
Action Plan #	3	We will build a schedule/calendar to meet the academic/social-emotional needs of students, staff, and families.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Examine current scheduling practices and research surrounding school calendars				
2	Research and gather feedback from stakeholders regarding the district calendar				
3	Create an annual calendar committee with action steps and responsibilities assigned, taking into account Academic/Social Emotional & Activity-based needs				
4	Evaluate the new after-school program to determine next steps for before/after-school programming				
5	Explore recess, PE, and free-play time to maximize movement activities. (screen-free time)				
6	Research the feasibility of changing the length of the school day and/or transitioning to block from standard periods.				
7	Fully implement the new activities calendar and educate staff members on the systems				
8	Implement and communicate calendar updates and changes.				
9	Evaluate the calendar yearly to assess functionality.				
8	Evaluate this plan through staff and community feedback				

Position Responsible for Action Plan:

Driving Goal#	3	All students will feel safe, supported and have a sense of belonging.
Action Plan #	4	We will use all available resources to keep students and staff safe.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Examine and evaluate current safety plans				
2	Examine data from yearly safety audits and implement feedback when possible.				
3	Evaluate camera locations and coverage.				
4	Evaluate interior safety and explore best practices for limiting visibility into classrooms.				
6	Create an enhanced interschool communication process to include consideration for radios, crisis messaging for staff, etc.				
7	Research best practices in preventing vape use and other substance use.				
8	Research additional tools for district-wide tipline. ie, safe to help				
9	Implement a yearly review of unused spaces and safety protocols for classrooms (ie, locked doors)				
8	Evaluate this plan through yearly safety audits.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

Strategy #:	**3**	All students will feel safe, supported and have a sense of belonging.

COSTS	**BENEFITS**
Tangible: ● Cameras ● Vape Detectors ● Window Coverings ● Radios ● Degradation of equipment	**Tangible:** ● Student well-being ● Less parental/ staff anxiety ● Less vaping
Intangible: ● Time ● Additional teacher commitment ● Does more security = less welcoming? ● Transparency to the community ● Loss of staff or students ● Unrealistic fear	**Intangible:** ● Trust ● Culture of vigilance and awareness ● Increased enrollment

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Driving Goal #4:

All students will have access to quality facilities for all activities and technology to maximize student potential.

Driving Goal	4	All students will have access to quality facilities for all activities and technology to maximize student potential.			
Action Plan #	1	We will provide a balance of technology.			
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review network bandwidth and Wi-Fi coverage (building-wide consistency) Maintain or implement 1:1 device programs (Chromebooks, desktops, laptops, etc.)				
2	Establish device replacement cycles (e.g., every * years)				
3	Improve cybersecurity measures (firewalls, MFA, backups)				
4	Investigate equitable access for all students (including at-home connectivity and special needs students)				
5	Explore a well-balanced curriculum integration between screen-based instruction and paper/pencil-based instruction				
6	Research and improve our digital citizenship curriculum				
7	Evaluate and manage how student device usage is appropriately supervised				
8	Develop and implement clear acceptable use policies, including A.I.				
9	Research engaging parents and students in digital awareness, including minimizing screen time and developing students' ability to manage their own screen time and digital habits.				
10	Provide outside professional development on balancing technology in the classroom.				

11	Explore different technologies for staff that would meet their needs.	What does that mean? Macintosh and Laptops?			
12	Evaluate overall technology effectiveness, use, and implementation.	How will this be measured?			

Position Responsible for Action Plan:

Driving Goal#	4	All students will have access to quality facilities for all activities and technology to maximize student potential.
Action Plan #	2	We will develop a facility use plan to determine current usage and additional needs.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate the current facility use and time availability for all 7-12 activities, including youth programs and community use.				
2	Create a facilities calendar made public with generic “school activity” blocking out when it is used.				
3	Research similarly sized districts and their facilities usage plans, and the number of available facilities.				
4	Develop a facility use plan that prioritizes 7-12 school programs first, and determine additional needs for youth and the community. (This includes looking at an Auditorium or additional rec facility areas that can be used for both 7-12, youth, and community activities, with possible partnerships with outside donors)				
5	Implement a facilities plan that reflects the findings of similar-sized districts, as well as our developing district needs, with a limited tax burden to our patrons.				
6	Evaluate the effectiveness of the calendar and facilities use, with priority given to school activities.				

Position Responsible for Action Plan:

Driving Goal #	4	All students will have access to quality facilities for all activities and technology to maximize student potential.
Action Plan #	3	We will analyze operational efficiencies and evaluate potential improvements.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate our current maintenance/custodial staff at both the HS and Elem with similarly sized districts.				
2	Research current HVAC systems to best control classroom temperatures suitable for learning and activities.				
3	Utilize a facility plan that keeps pace with upgrades needed to maintain facilities to an acceptable standard.				
4	Analyze the current square footage of our facilities and identify staff maximization for cleaning and maintenance.				
5	Identify opportunities where maintenance can support athletic setup.				
6	Evaluate and research current transportation practices and identify inefficiencies through route system management and shuttle routes.				

Position Responsible for Action Plan:

Driving Goal#	4	All students will have access to quality facilities for all activities and technology to maximize student potential.
Action Plan #	4	We will create a competitive environment that encourages a winning culture.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Analyze the current state of athletic/activities culture in the 7-12 building.				
2	Evaluate current programs within and outside the district that have a good culture.				
3	Explore other high-level/performing districts to determine their processes and how they handle adversity/challenges from outside of their district.				
4	Explore alignment among school activities and youth-sports activities				
5	Implement/enforce policies to align with other high-performing districts, along with what we are striving to develop.				
6	Develop a school-wide culture of success that bridges the classroom and the playing field.				
7	Develop an evaluation tool of what a “winning” culture is and define what a winning culture is.				
8	Evaluate extracurricular activities and their success and participation rates.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

DG #:	4	All students will have access to quality facilities for all activities and technology to maximize student potential.

COSTS	BENEFITS
Tangible: ● Cost of technology upgrades and upkeep ● Paying someone for maintenance ● Costs of updated devices ● Purchase of a web-based program for reaching all stakeholders - social media/website (students, parents, community members)	**Tangible:** o Well-informed parents & stakeholders o Students benefit from the use of current technological devices to prepare for the ever-changing technological landscape
Intangible: o Time	**Intangible:** o Feeling pride in our school community o Informed parents

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

"Draft" INTERLOCAL AGREEMENT FOR JOINT USE OF FACILITIES
District OR-Public Schools and the Village of Palmyra
Updated: April 9, 2026
For Board Approval: Monday, April 13, 2026

THIS AGREEMENT is made and entered into on the **13th** day of_April**,** 2026, by and between the Village of Palmyra, a political subdivision of the State of Nebraska, hereinafter referred to as "Village," and the District OR-1 Public School District, a political subdivision of the State of Nebraska, hereinafter referred to as "District."

WITNESSETH:

WHEREAS, the Interlocal Cooperation Act, *Neb. Rev. Stat.* §13-801, et seq., hereinafter the "Act," provides that public agencies of the State of Nebraska may enter into agreement for the joint and cooperative exercise of powers, privileges or authority capable of being exercised by either agency; and

WHEREAS, the Act provides that any one or more public agencies may contract with any one or more public agencies to perform any governmental service, activity or other undertaking which each public agency entering into the contract is authorized by law to perform; and

WHEREAS, the Village and District are public agencies as defined in the Act; and

WHEREAS, pursuant to the Act, the parties desire to make the most efficient use of their powers by enabling them to cooperate with each other on a basis of mutual advantage, and thereby to provide facilities owned by each party in a manner and pursuant to the forms of governmental organization that will accord best with the community, the patrons of each entity, and other factors influencing the needs and the development of local communities.

NOW, THEREFORE, it is agreed by and between the parties pursuant to the Act as follows:

1. TERM. The term of this Agreement shall continue yearly through at least **December 31st, 2031** ~~terminate on **December 31, 2026**~~, unless extended by the parties in writing before that date.

2. TERMINATION. District or Village may terminate this Agreement by delivering to the other party written notice, which must be delivered to the non-terminating party, not less than 60 days prior to termination.

3. DESCRIPTION OF FACILITIES.

   A. VILLAGE FACILITIES. Village is the owner or lessee of facilities generally described as Taggart Park, which Village desires to permit the use of by District, its patrons, students, spectators, and employees, as described in this Agreement.

B. DISTRICT FACILITIES. District is the owner of facilities generally described as the Olson Sports Complex, which District desires to permit the use of by Village, its patrons, youth athletes, spectators, volunteer coaches, and employees, as described in this Agreement.

4. USE OF FACILITIES.

A. The party desiring to use the other party's facility shall submit a completed Notice of Use form signed by a representative of the party having authority to act on behalf of the requesting party, said Notice of Use form to be developed by the parties, which, at a minimum, shall specify the nature of the intended use, the dates and times of the use and the facilities to be used.

B. It is the understanding of the parties that the facilities owned or leased by each party are primarily intended for that party's use. Therefore, use of the party's facilities must be approved or rejected as each Notice of Use is received by the District or Village. After a Notice of Use is approved, if circumstances change such that the owner or lessee requires use of the facility for its own activities or purposes, the Village or District, as the case may be, shall notify the other party as soon as possible that the facility is not available for use. Approval or denial by the District shall be made by the District's Superintendent or the Superintendent's designee, and approval or denial by the Village shall be made by the Chairman of the Village of Palmyra Board of Trustees ("Chairman") or the Chairman's designee.

C. It is the understanding of the parties that the principal benefit of this Agreement is for the joint use of facilities by the School's students, teachers, and coaches and the Village's sponsored youth athletic activities, but understand that tournaments and games not involving Palmyra area students, patrons or citizens may at times require the use of facilities owned or leased by the parties.

D. The parties agree that the only uses of the facilities by the other party under this Agreement shall be for educational instruction, athletic practices, and competitions, in which it is anticipated that at competitions, spectators will be present.

E. Any gate fees or admission charges collected by the Village or District at the other party's facilities shall be at the discretion of the party using the facility pursuant to this Agreement. Any gate fees or admission charges collected shall be retained by the collecting party and shall be its sole and separate property.

F. Use of facilities may be denied based on a conflict with the date or time of the intended use.

G. If a Notice of Use conflicts with a request to use a facility by some group other than the parties to this Agreement, the parties to this Agreement shall be given

priority. Should conflicts arise because a first requested use is made by a group other than the parties to this Agreement, the owner or lessee of the facility shall have the final decision.

5. GUIDELINES FOR USE OF FACILITIES.

A. The user of the facility agrees to comply with all local, state, and federal laws, including health and fire codes applicable to the facility; comply with reasonable administrative rules related to use of the facilities; and comply with the requests of the employees or agents of the District or Village as they relate to the use of the facility.

B. Neither party shall act as or be considered a sponsor, nor endorse the activities conducted by the other party. To ensure that those in attendance understand the preceding statement, the parties agree not to make any statements suggesting or representing such sponsorship by the other party and further agree, if so requested by the owner or lessee of the facility, to publish statements of non-sponsorship in such form and manner as the owner or lessee of the facility may request.

C. The parties agree to provide appropriate adult supervision of the activity or event in all respects while using the other party's facility, including supervision reasonably necessary to ensure that no person participating in or attending the activity or event:

(1) Is presented with conditions that pose an unreasonable risk of personal injury or damage to personal property;

(2) Enters any area of the facilities that the Village or District has not granted permission to use or access any records of the Village or District;

(3) Engages in the use of tobacco, alcohol, or illegal drugs, or is under the influence of alcohol or illegal drugs;

(4) Possesses a firearm or weapon;

(5) Engages in disorderly, lewd, or lascivious conduct; or

(6) Engages in any criminal behavior.

D. The party using the facility shall cause to be removed any person from the activity or event who engages in any of the above-listed conduct. The user of the facility agrees to report to the other party by the close of the next business day the identity of any person who engaged in any of the above-listed conduct and the details of the conduct. For purposes of the District, if the offending person is a student, the Village shall report the student's conduct immediately to the Superintendent or the Superintendent's designee.

E. In the event the owner or lessee of the facility determines that the nature of the activity or event warrants the presence of security services, the owner or lessee of the facility shall notify the other party, and the other party shall provide such security services at its own expense.

F. The party using the facility agrees to ensure that all persons attending the activity or event are off the facility grounds at the end of the event, except students or staff of the District who are authorized to remain on the District's facilities for a school-related purpose or employees or agents of the Village who are authorized to remain for a Village-related purpose.

G. The approval to use a facility by one of the parties hereto shall not be assigned or transferred to another group.

H. The party using the facility agrees to:

(1) Conduct a reasonable inspection of the facility prior to the activity or event to ensure that the facility is safe for the intended use. In the event of any unsafe condition, each party shall notify, in the case of the Village, the Chairman or the Chairman's designee, and in the case of the District, the Superintendent or the Superintendent's designee. In the event the unsafe condition is not corrected prior to the activity or event, the party scheduled to use the facility shall postpone or cancel the activity or event;

(2) Not use or allow any equipment owned by the Village or District, as the case may be, to be used without the express approval of the other party;

(3) Not bring or allow others to bring food or beverages onto the facility, without the express approval of the other party;

(4) Not bring or allow others to bring or use any flammable items, including candles or incense, or any other volatile chemical or any explosive, including propane heaters;

(5) Not use any electrical equipment that has been brought to the facility without express approval by the other party;

(6) Not park or allow others to park in fire lanes or reserved spaces, particularly handicap spaces, or in any manner inconsistent with the owner of the facility's parking rules;

(7) Not cause or allow others to cause damage to facilities or equipment;

(a) In the event damages are sustained, the using party accepts responsibility for reimbursing the other party for the cost of repair or replacement;

(b) The using party shall immediately report to the other party any damage to the facilities or equipment that occurs during the use of facilities that may present a risk of injury. Any other damage shall be reported by the close of the next business day.

(8) Return the facilities in as good a condition as it was prior to use. This includes, without limitation, cleaning, removal of trash and returning other property to its proper location. The cleanup shall be promptly completed;

(9) Remove any property brought in by the using party and by any person attending the activity or event. The owner or lessee of the facility is not responsible for any personal property that is left on the premises.

(10) The parties will work together to develop an event checklist to address specific protocols for event operations.

6. INSURANCE AND INDEMNIFICATION.

A. Each party shall obtain, at its own expense, a comprehensive general liability insurance policy naming the other party as an additional insured. This policy shall be written with a minimum coverage of $1,000,000.00 combined single limit per occurrence. Each party shall provide to the other party a certificate of insurance evidencing coverage, as set forth herein.

B. The Village and District agree that each, as an indemnifying party, shall hold the other, as an indemnified party, harmless from all loss sustained by the indemnified party, on account of any suit, judgment, execution, claim or demand whatsoever, resulting from negligence on the part of the indemnifying party in providing the use of its facilities. In the event that any claim or action is brought against an indemnified party for which an indemnifying party might be liable under this paragraph, an indemnified party shall give notice within a reasonable amount of time to an indemnifying party of such claim or action and a description of the source and nature thereof. An indemnified party's failure to give notice within a reasonable amount of time shall relieve an indemnifying party of any liability thereunder with respect to the claim or action of which such notice was not given within a reasonable amount of time. Upon timely notice of any claim or action within the scope of this paragraph, an indemnifying party shall have the right, but not the obligation, to negotiate a settlement or compromise, with any such settlement or compromise being subject to an indemnifying party's approval, which shall not be unreasonably withheld, of any such claim or action, or to defend actions instituted at an indemnifying party's sole cost and expense.

7. MISCELLANEOUS.

A. No separate legal entity is created pursuant to this Agreement.

B. This Agreement sets forth the entire understanding of the parties, and it may be modified only by a written Memorandum executed by both parties.

C. All terms and provisions of this Agreement shall be binding upon and inure to the benefit of the parties and their respective successors and assigns.

VILLAGE OF PALMYRA, NEBRASKA, a Political Subdivision of the State of Nebraska

DATED:_____ BY:_____
Chairman

[ATTEST]

_____
Village Clerk

DISTRICT OR-1 SCHOOL DISTRICT, a Political Subdivision of the State of Nebraska

DATED:_____

BY:_____
_____, Its _____

WE'RE YOUR ONE-STOP SHOP FOR LEARNING AND FUN.

Bennet Elementary

- Safe and sound environments
- Talented and nurturing teachers
- STEM skills galore
- Laughter and friends
- Independent and curious
- Inside (and outside!) play
- Help with homework
- Snacks included!

Our before-and-after school programs start when school stops so your child can extend their education in a new way every day.

SPACE IS LIMITED...ENROLL TODAY!

Programs	Hours	Weekly Tuition Part Time 1-2 days l Full Time 3-5 days
Before School	6:30am - School Start	$30.00 l $45.00
After School	School Dismissal - 6:00pm	$40.00 l $65.00

Enroll Here!

Area Manager: Jessica Shafer-Coburn
Phone: (682) 371-8864
Email: jessica.shafer@discoverchampions.com

Call or email us for more information, or to schedule a tour today.

CHAMPIONS®

HOW TO ENROLL

Follow these steps to register your family and enroll in a Champions® program. This can only be done on the website, not in the app.

- Register once per location if your child attends more than one school.
- If you want to enroll in a program at a different school, make sure to use the same email so we can link accounts. Enroll at Multiple Locations.
- Complete registration steps for each child.!

STEP-BY-STEP INSTRUCTIONS:

1. Go to **my.discoverchampions.com.**
2. Search by Zip Code or choose your location, then click "Enroll."
3. Enter your child's information. Click "Continue."
4. Fill in parent/guardian information. Select the Primary Caregiver. Click "Continue."
5. Add at least three contacts: Family Member, Authorized Pick-up, and Emergency. Click "Continue."
6. Choose your program, select attendance days, and pick your Monday start date. Click "Continue."
7. To add any discounts, click "+Add Discount," select Coupon Code or Subsidy from the drop-down options, and then enter eligibility information or coupon code.
8. Review your order and click "Continue."
9. Click "Pay Now," enter payment info, and confirm.
10. Check your email for confirmation. Follow the link to set your password, and finish setting up your account.

WELCOME TO CHAMPIONS!



Questions? Email us at ChampionsHelp@KC-Education.com or call 1-800-246-2154. Champions Family Support is open Monday through Friday, from 6:00 a.m. to 5:00 p.m. PST.

CHAMPIONS®

PSST—

WE'VE GOT TO TELL YOU SOMETHING COOL.

WE'RE COMING TO YOUR SCHOOL!

2026/27 School Year

When the school bell rings, our passionate teachers lead inventive activities designed to spark your child's imagination. And each child gets to choose what to dive into first:

- Hanging with friends—new and old
- Stretching STEM learning skills
- Getting homework help
- Exploring curiosities independently and in groups
- Playing fun games indoors and outside

… and more!

LEARN MORE AT **DISCOVERCHAMPIONS.COM**
OR CALL **1-800-246-2154.**

Dear Families,

In our recent strategic planning survey, one of the themes that came through clearly from families was a desire to expand our before- and after-school care options. We agree that it is important that our school community offers experiences and opportunities that support both children's education and their overall health and wellness.

In response to that feedback, we are excited to partner with Champions to provide before- and after-school programming for our students beginning next school year. While this will be a big change, we are excited about the expanded offerings, which will now include access for our 4-year-old preschool students, extended hours for families, and options for full-day care on district no-school days. Champions' accredited programs bring more than 30 years of experience delivering high-quality out-of-school-time services that balance education and fun in a safe, enriching environment. The program will be conveniently located right here at our school.

Children's learning should continue when the school bell rings, and the Champions program helps make that possible. Guided by passionate staff, students will have opportunities to explore their interests in art, literacy, STEM, and more, while also building confidence and a sense of community through hands-on activities. Time will be set aside for homework support and completion, and students will have access to healthy snacks and daily fitness opportunities.

For a closer look at the Champions experience, please visit the virtual tour below:
https://www.discoverchampions.com/why-champions/virtual-tour

If you are interested in reserving a spot for your child, you can register now by visiting www.discoverchampions.com. Tuition and fee information is provided below.

CHAMPIONS

Weekly Tuition/Fees 2026-27 School Year:

Program	Hours	Part Time (1-2 days per week)	Full Time (3-5 days per week)
Before School	6:30am – School Start	$30.00	$45.00
After School	School Dismissal - 6:00pm	$40.00	$65.00

Discounts:	Fees:
Military: 10% & multi-child: 10%	Registration: $60 per child/ $100 family

**** Champions does accept childcare assistance***

If you need registration support, contact the Champions Customer Care team at (800) 246-2154.

I am truly pleased that we are teaming up with Champions and hope you will consider them as you make plans for your out-of-school- time needs this upcoming school year.

Sincerely,

Jared Haag
Bennet Elementary Principal

Administrator Board Report
Monday, April 13, 2026

Bennet/Palmyra School Update:

- Students attended State FFA in Lincoln on March 25th-27th
    - Livestock Management Team: 5th overall team,
    - 2nd overall in poultry,
    - 2nd overall in equine,
    - 2nd overall in dairy
    - Livestock Judging: 6th overall team, Josie Johnson State Champion
    - Discovery Speaking: 5th Overall Gold- Lauren Johnson
    - Natural Resources: Top 12 Gold- Carter Herrington
    - Extemporaneous Speaking: Emberlin Johnson- Silver Medal
    - Creed Speaking: Grace Tetzlaff- Silver Medal
    - Employment Skills- John Hippen- Bronze Medal
    - Cooperative Speaking- Top 12 Gold- Josie Johnson

- Students attended State FCCLA in Lincoln on March 29th - 31st
    - Hope Jones: State Officer
    - Lauren Lindeman & Carter Herrington: Entrepreneurship
    - Laila Miller-Hilliker, Kailey Wheatley, & Devynn Vela: Entrepreneurship
    - Austin Herrington: FCCLA Website Design
    - Hattie Scharp: Interior Design

- 5-12 Spring Concerts on April 21st and 28th

- Fiddler on the Roof performance on April 10th & 11th and 12th

- ACT was Tuesday March 24th.

- Prom was **Saturday, April, 18th**. Prom will be changing venues to "The Shed".

- Staff Inservice day is on April 14th in conjunction with MUDECAS Quiz Bowl

- District Music April 24th

- 5th grade transition lunch and parent orientation will be on Wednesday, April 29th.

- KDG Roundup will be Friday, May 1st from 9-11 AM. A parent meeting will be held simultaneously in the Bennet Commons.

- Bennet Elementary events coming up:
    - April 14th- Teacher PD Day/ Amplify Trainer on site
    - April 15th- Amplify Trainer on site
    - April 17th- 1st Grade Field Trip
    - April 20th-24th- NSCAS Testing Week
    - April 23rd- Gifford Planetarium Visit
    - April 29th- 5th Grade Transition Day at PHS
    - May 1st- Kindergarten Round Up
    - May 1st- 8th- SAEBRS/mySAEBRS Screening Window
    - May 6th- Bennet Staff Meeting
    - May 7th, 11th, 12th- 4th Grade Homestead Field Trips
    - May 13th- 5th Grade Field Trip
    - May 14th- Bennet Jump Up Day (8:45-9:15)
    - May 15th- K-5 Track Day
    - May 15th- Aspire Graduation- 3:30-4:30
    - May 18th- 5th Grade Graduation- 1:30-2:30
    - May 18th- PreK Open House- 3:30-5:30
    - May 19th- Elementary Last Day of School
    - May 19th- Panther Families Cook Out- 10:45-12:45
    - May 20th- Elementary Teacher Work Day
    - May 21st- Teacher Work Day

Student Services Report
Monday, April 13th, 2026

1. The HS course schedule will be coming out in the next two weeks. Thanks to Kori Vodicka for her hard work with this.

2. HAL updates
    a. Summer Enrichment offerings for 5th-8th grade
        i. Pottery/Graphic Design and Technology
        ii. STEM- outdoor education experience
        iii. Coding
        iv. Agriculture-plant, animal or food science
    b. Offered to HAL students first and then open to the rest of the Junior High students.
    c. Small Cost for each offering.

3. Assessment Updates:
    a. Will begin testing this week for PHS and the Elementary will be next week.
    b. ACT and Pre ACT: went great.
        i. MTSS model next year will use the data from Pre-Act

4. Preschool update

Palmyra

April, 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 **6:30pm-8:30pm** Youth Group @ Palmyra High School East Commons	2 Easter Break No School No School Easter Break	3 Easter Break No School No School Easter Break	4 Easter Break No School
5 Easter Break No School	6 Easter Break No School No School Easter Break	7 ~~Track-JV (Postponed)~~ @ Yutan High School **4:00pm** Golf-B/Varsity **Milford** @ Thornridge GC **4:30pm Baseball-B/Varsity Raymond Central @ Palmyra High School Olson Sports Complex** **6:00pm Baseball-B/JV Raymond Central @ Palmyra High School Olson Sports Complex**	8 **9:00am** ESU 4 JH Quiz Bowl @ Peru State College	9 **10:00am Track-Varsity Palmyra vs. Multiple Schools @ Palmyra High School Olson Sports Complex** **4:00pm** Golf-B/Varsity (Rescheduled from 03-31-26) **Elmwood-Murdock** @ Grandpa's Woods	10 NSBA State Jazz Band Festival @ Elkhorn South HS **11:00am** Unified Track & Field-Varsity **Waverly** @ Waverly High School **4:30pm Baseball-B/Varsity Concordia Jr / Sr @ Palmyra High School Olson Sports Complex** **6:30pm Baseball-B/JV Concordia Jr / Sr @ Palmyra High School Olson Sports Complex** **6:30pm** Musical @ Palmyra High School Main West Gym	11 **3:00pm-4:00pm** National Honor Society Induction @ Palmyra High School Main West Gym **6:30pm** Musical @ Palmyra High School Main West Gym
12 **2:00pm** Musical @ Palmyra High School Main West Gym	13 **10:00am** Mudecas HS Quiz Bowl @ Johnson County Central **4:30pm** Baseball-B/Varsity **Louisville** @ Ash Grove Field **6:00pm** Baseball-B/JV **Louisville** @ Ash Grove Field **6:30pm** Girls Basketball Banquet @ Bennet Elementary Commons	14 No School-Staff Collaborative PD/WD **10:00am** MUDECAS Quiz Bowl Host @ Palmyra High School **12:00pm** Track-Varsity **Yutan** @ Yutan High School	15 **9:30am** Golf-B/Varsity **Milford** @ Thornridge GC **10:00am-2:00pm** FFA Blood Drive @ Palmyra High School	16 **10:00am Track-JH Palmyra vs. Multiple Schools @ Palmyra High School Olson Sports Complex** **4:30pm Baseball-B/Varsity Adams Central Junior-Senior @ Palmyra High School Olson Sports Complex** **6:30pm Baseball-B/JV Adams Central Junior-Senior @ Palmyra High School Olson Sports Complex**	17 **2:00pm Track-JV Palmyra vs. Multiple Schools @ Palmyra High School Olson Sports Complex**	18 **8:30am Track-JH Palmyra vs. Multiple Schools @ Palmyra High School Olson Sports Complex** **7:00pm-11:00pm** Prom @ The Shed Panama **11:00pm-4:00am** Post Prom Event @ Palmyra High School

19	20	21	22	23	24	25
Teammates End of the Year Celebration @ Palmyra High School East Commons	**4:30pm** Baseball-B/Varsity **Lincoln Christian** @ Lincoln Christian High School **6:30pm** Baseball-B/JV **Lincoln Christian** @ Lincoln Christian High School	**9:00am** Golf-B/Varsity **Auburn vs. Multiple Schools vs. Auburn @ Crooked Creek Golf Course** **9:30am** Track-Varsity **Falls City Sacred Heart** @ Syracuse High School **10:00am** Unified Track & Field-Varsity **Norris** @ Norris High School **4:30pm** Baseball-B/Varsity **Auburn** @ Auburn High School **6:30pm** Baseball-B/JV **Auburn** @ Tushla Field **6:30pm** Spring Concert @ Palmyra High School Main West Gym	**10:00am** Track-JH **Freeman vs. Multiple Schools vs. Freeman @ Freeman High School**	**9:00am** Golf-B/Varsity **Lincoln Lutheran** @ Crooked Creek Golf Course **4:30pm** Baseball-B/Varsity **Falls City** @ Falls City High School **6:00pm** Baseball-B/JV **Falls City** @ Falls City High School	District Music Contest @ Palmyra High School	**8:30am** Track-Varsity **Tri County vs. Multiple Schools vs. Tri County @ Tri County High School** **11:00am Baseball-B/Varsity Fairbury @ Palmyra High School Olson Sports Complex** **1:00pm Baseball-B/JV Fairbury @ Palmyra High School Olson Sports Complex**
26	27	28	29	30		
5:00pm-7:00pm FCA Event @ Palmyra High School East Commons	**9:30am** Track-Varsity **Conestoga Cougars** @ Conestoga Jr./Sr. High School **2:00pm Golf-B/Varsity Palmyra vs. Multiple Schools @ Woodland Hills Golf Course** **5:30pm Baseball-B/Varsity Ashland-Greenwood @ Palmyra High School Olson Sports Complex**	**10:00am** FCCLA Seniors and Snacks @ Palmyra High School West Commons **6:30pm** Spring Concert @ Palmyra High School Main West Gym	**8:30am Golf-B/Varsity Palmyra vs. Multiple Schools @ Woodland Hills Golf Course**	**9:15am** Unified Track & Field-Varsity **Crete Public Schools** @ Crete High School **10:00am** Track-JH **Johnson County Central vs. Multiple Schools vs. Johnson County Central @ Johnson County Central High School** **10:30am** State Quiz Bowl @ Hastings (North Shore Church) **6:30pm** Fine Arts Awards Night @ Palmyra High School East Commons		

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

Transportation Meeting: Palmyra High School: West Conference Room

Wednesday, March 25th, 2026 at 8:30 a.m.

Invited: Dean Busch, Brandon Desh, Tim Cheney, Michael Hart, Aaron Hoeft, Heath Johnson, Zach Swift, Cathy Fick, Ted Cisneros

Meeting Agenda Items:

Palmyra Street Repair Request:

- **Review Both Bids**
  - Pavers
  - Omaha Paving
- We need to schedule another meeting with the Palmyra Village Board
  - FYI: The Village has agreed to pay up to $30,000 of the cost to repair the section of the street.
  - **Scope of Work Timeline:** Summer 2026

Bus Disposal Discussion

- **Bus Purchase Update:** Zach Swift
  - Short Bus
  - Bus-Vehicle Inventory Spreadsheet.District OR-1. Updated: March 24, 2026
- **Bus Disposal**
  - Michael McCaw would like to buy Bus #6 if possible.
    - Is this something we would like to discuss?
      - If this is a feasible idea, we will discuss possible purchase prices at the meeting.
- **Bus Tire Vendor Contact:**
  - **Douglas Tire:** 1315 Central Avenue, Nebraska City: 68410
    - James Vollman: Owner: W: (402) 873-7588 , C: (402) 209-1218

Olson Complex Update:

- **Baseball Field:**
  - First games summary from Friday, March 20th, and Monday, March 23rd
  - Baseball Dugout Update
    - Invoice from Cheney Welding: **$18,000**
    - Tarps for the infield
    - Pictures
  - College World Series Signage for Grass Infield
- **Irrigation Update:**
  - Kent Update
- **Concrete Raising**
  - The bid has been submitted, and the work is scheduled to be completed today (3/24/2026).
- **Summer Projects:**
  - Move concrete parking blocks in the southeast parking lot.
  - Field Grooming: need date
  - Summer camp schedules and field usage
  - Track and Synthetic Turf Field: condition update
  - Pricing for Field Services: Kent
- **Upcoming Event Schedules at Olson: Mike and Aaron**
  - Track Meets

Bus Radio Update:

- We will wait to do a full purchase of bus radios until a later date.

Transportation Meeting: Palmyra High School: West Conference Room
Wednesday, March 25th, 2026 at 8:30 a.m.

Drivers:

- New Drivers and Recruiting: Mike
    - CDL incentive
    - Cameras

Highway #2 Safety Project Update and Timeline:

- Update from NDOT: Mike
    - Summary from 3/24/2026 meeting

Facilities Update:

- Varsity Locker Room Locks Update
- Red tile in the varsity boys' locker room: Work will start on May 26th.
- Clean out of Storage Area: Equipment needs to be removed.

60 Ton HVAC Unit

- Update: Vinson Invoice/ Bid:
    - **2/25/2026: $17,750**

Palmyra Village Softball Field Update:

- Summary of January meeting with village board members.
- Interlocal Agreement Discussion:
    - **Need to revise and update the following areas:**
        - 5-year agreement
        - Complete legal review
        - Foundation for Knowledge matching contributions to Panther Ball Club **up to $15,000**
        - Clarification on district facility usage
            - Field Maintenance
            - Concessions
            - Parking and Admission
            - Communication
            - Field / Complex Improvements

Connex Update

- Remove remaining connexes sometime this summer.

Water Meter at Bennet Invoice:

- **Mertlik Plumbing: $2,850**
    - Kent will provide an update

Summer Projects:

- Auxiliary gym floor refinishing bid:
    - Eagan Supply**: $21,912.80**

Personnel:

- Night Crew Update

Activities / Events Feedback:

- Upcoming Events
    - Summary of Schedule: Aaron

Other items as needed:

- From the group

Upcoming Meetings:

- Next Transportation / Facilities Committee Meeting: **TBD**

Adjourn:

Road Repairs Needed on the North Side of PHS

- The following pictures provide additional detail regarding the potholes in the street to the north of the high school building.
- The following pictures are all contained in the same stretch of road on West 5th Street, looking east from G Street to F. Street.

Picture # 1



Picture # 2



Picture # 3



Picture # 4



Picture # 5:



Picture # 6



District OR #1: Strategic Plan 2026-2031

For Board of Education Approval: **Monday, April 13, 2026**

2026-2031 Strategic Planning District Team

Parents/Community Members

Paul Mayo
Peter Simmons
Jami Kassebaum
Allison Werger
Rhonda Widick
Nancy Davis
Bryce Wilson
Hank Oetjen
Scott Ringland
Quinn Beecham
Kristin Beede
Kate Brooks
Courtney Johnson
Steve Robb
Erika Wood
Ivan Bruss
Carmen Cochrane
Kord Haight
Matt Stall
Jordan Goodrich
Pam Eisenhauer
Julie Hippen
Amber Morrison
Kristi Sittner
Carmen Sizer
Kourtney Grimes
Brian Kujath
Jordan and Jessica Duensing
Amy Wheatley
Rachel Barth
Ashley May
Megan Pitrat

Students

Owen Ramaekers
Micah Hathaway
Amilya Johnson
Samantha Schroeder

Board Members

Dee Moore
Brandon Desh
Jaimi Calfee

Staff

Michael Hart
Jared Haag
Heath Johnson
Linde Walter
Kori Vodicka
Kloreace Linke
Aaron Hoeft
Burke Brown
Austin Lahmon
Taylor Baumert
Caitlin Peterson
John Furrow
Zach Wemhoff

External Facilitators

Matt Dominy
Josh Fields

*** A special thank you to this team who gave several hours of their time to ensure the story of our district is stronger tomorrow than it is today. May you see your work for students come to fruition now and well into the future.*

Mission:

Together, we prepare our students to successfully meet the challenges of the future.

Beliefs:

1. We believe in providing a safe learning environment for all students.
2. We believe in teaching, modeling, and reinforcing acceptance and respect for self and others.
3. We believe in developing the skills for effective communication and critical thinking.
4. We believe in fostering a sense of individual responsibility and integrity in order to contribute to the community and become a successful member of society.
5. We believe in providing academic and extra-curricular opportunities for every student to develop to their full potential.

Principles:

1. We will responsibly manage and optimize our facilities and resources for the best interest of students and the community.
2. We will foster an engaging learning culture that values growth, celebrates accomplishments, and learns from mistakes.
3. We will recruit, hire, support, develop, and retain quality staff to fulfill our high expectations.
4. We will make decisions in the best interests of the whole student by providing the support needed to thrive in all aspects of development.
5. We will have consistent, evidence-based, processes and systems in place to guide data-informed decisions.
6. We will equip students with essential life skills through academic and extra-curricular opportunities.

Driving Goals and Action Statements

Instructional Leadership

All students will be given the opportunity to engage in quality learning.

1. We will develop an MTSS process that gives all students access to support in academic, social-emotional, and HAL needs.
2. We will expand opportunities for students to pursue different pathways.
3. We will examine Curriculum, Instruction, and Assessment practices, policies, and systems district-wide.
4. We will create a district-wide literacy program to increase student proficiency.

Community Partnerships and Communication

All students will benefit from strong partnerships between the school and the community built on clear communication.

1. We will develop common expectations regarding branding of the district.
2. We will develop systems to support communication- Website, Social Media, Print media.
3. We will create partnerships with local businesses.
4. We will develop opportunities for job shadowing and internships.

School Safety and Student Supports

All students will feel safe, supported, and have a sense of belonging.

1. We will build mental health systems that will support all students' mental health needs.
2. We will provide education and opportunities for staff and the community to collaborate and foster a positive culture.
3. We will build a schedule/calendar to meet the academic/social-emotional needs of students, staff, and families.
4. We will use all available resources to keep students and staff safe.

Technology, Facilities, and Operations

All students will have access to quality facilities for all activities and technology to maximize student potential.

1. We will provide a balance of technology.
2. We will develop a facility use plan to determine current usage and additional needs.
3. We will analyze operational efficiencies and evaluate potential improvements.
4. We will create a competitive environment that encourages a winning culture.

Driving Goal #1:

All students will be given the opportunity to engage in quality learning.

Driving Goal	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	1	We will develop an MTSS process that gives all students access to support in academic, social-emotional, and HAL needs.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Analyze current action planning items for the district MTSS committee				
2	Explore and analyze the implementation of the MTSS framework in the high school and elementary school				
3	Review decision-making rules within the MTSS structure for the student, including ICU, interventions				
4	Evaluate the intervention toolkit for district-wide MTSS implementation				
5	Monitor intervention and data on student progress.				
6	Explore best practices for HAL identification and opportunities (i.e., HAL District Wide Guidelines)				
7	Identify and provide ongoing professional development for the MTSS framework for academic tiers, SEL tiers, and HAL programming.				
8	Analyze tier 1 curriculum data for student proficiency				
9	Standardize, document, and communicate MTSS processes K-12				
10	Implement MTSS process, including tier 1 core curriculum, tier 2 interventions (ICU) & tier 3 comprehensive supports.				
11	Evaluate district-wide academic and behavior data for tiered MTSS programs.				

	Position Responsible for Action Plan:

Driving Goal #	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	2	We will expand opportunities for students to pursue different pathways.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate current opportunities for students to explore career pathways, specifically business & finance, and dual credit opportunities				
2	Research other similar-sized schools to determine appropriate career pathway opportunities				
3	Evaluate student interest correlated with current course offerings and dual credit				
4	Provide age-appropriate career exploration opportunities, including but not limited to guest speakers, career fairs, and field trips				
5	Collaborate with local colleges on “dual credit” opportunities that also align with district goals and teacher certification requirements.				
6	Evaluate our local H3 careers to determine course offerings. (H3: High wage, high skill, high demand)				
7	Identify opportunities to integrate business, CTE, and finance in the current course structure and, if necessary, add additional courses to address these areas.				
8	Implement consistent programs of study within CTE to allow students to pursue areas of interest.				
9	Celebrate and promote the completion of programs of study throughout the district, including certifications within				

	the career pathway.				
10	Evaluate overall staff and effectiveness using teacher & student feedback.				
11	Evaluate staff certifications and maximize dual credit opportunities by maximizing staffing efficiencies				

Position Responsible for Action Plan:

Driving Goal#	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	3	We will examine assessment practices, policies, and systems district-wide.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review existing grading practices, assessment systems, attendance, and extra-curricular activity policies.				
2	Provide staff training on grading practices (K-12) and standards-based grading (K-5).				
3	Define consistent grading practices that align with learning goals, including expectations for formative vs summative assessment, reassessment opportunities, and grade reporting.				
4	Create common grading guidelines at K-5, 6-12. Evaluate the 10-point vs. 7-point grading scales in 6-12.				
5	Build a comprehensive assessment guide that outlines assessment types, frequency, purpose, and alignment to standards to ensure balanced and meaningful measurement of student learning.				
6	Research similar-sized/area schools' report cards (K-5 and 6-12) to identify strengths and weaknesses we want to address in our report card				
7	Create uniform report cards (K-5 and 6-12); provide opportunity for staff & parental feedback on updated report card				
8	Update student handbook(s) and code of conduct to include policies for tardiness, behavior, etc.				
9	Evaluate policies & procedures regularly to stay up to date and relevant to student & staff needs.				

10	Evaluate the usage of the instructional model in relation to NEE standards				

Position Responsible for Action Plan:

Driving Goal#	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	4	We will examine Curriculum practices, policies, and systems district-wide.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review existing curriculum maps and K–12 curriculum guides to identify gaps, redundancies, and misalignment.				
2	Research curriculum frameworks from comparable school districts to identify strengths and best practices.				
3	Provide staff training on curriculum mapping, vertical alignment, and prioritizing essential standards (K–12).				
4	Define essential standards and priority learning outcomes at each grade level and content area.				
5	Create vertically aligned curriculum maps that clearly outline pacing, sequencing, and instructional priorities (K–12).				
6	Develop consistent K–12 curriculum guides that include standards, units, pacing, and key learning targets.				
7	Build a system for ongoing review and revision of curriculum maps and guides based on student data and staff feedback.				
8	Publish and present curriculum storyboards to stakeholders.				
9	Facilitate a process to eliminate or replace outdated resources (ie, textbooks, curriculum, technology, etc).				
9	Evaluate the effectiveness of systems in place and make adjustments as needed.				

Position Responsible for Action Plan:

Driving Goal#	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	5	We will examine Instruction, practices, policies, and systems district-wide.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review current instructional practices and classroom environments to identify strengths and gaps in cognitive engagement, feedback, and teacher-student relationships (K–12).				
2	Define and communicate clear expectations for high-quality instruction, emphasizing rigorous student thinking, meaningful feedback, and relationship-driven classrooms.				
3	Provide professional development aligned to NEE Indicator 1.2 (Cognitive Engagement) and 7.4 (Assessment), focusing on designing tasks that require deep thinking, using feedback to move learning forward, and building strong connections with students.				
4	Implement modeling, coaching, and PLC structures that prioritize questioning strategies, student discourse, and actionable feedback.				
5	Strengthen teacher-student relationships by establishing consistent practices that promote belonging, engagement, and high expectations for all learners.				
6	Monitor consistent implementation of the instructional model evaluation framework through regular walkthroughs and observations with a focus on cognitive engagement, quality feedback, and classroom culture.				
7	Provide timely, specific feedback to teachers that supports growth in engaging students in higher-level thinking and using feedback to improve proficiency.				

8	Evaluate and establish a system for ongoing monitoring and refinement using evaluation data, student performance data, and student voice to measure impact on proficiency.				

Position Responsible for Action Plan:

Driving Goal#	1	All students will be given the opportunity to engage in quality learning.			
Action Plan #	6	We will create a district-wide literacy program to increase student proficiency.			
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review current literacy programs, resources, and student performance data across K–12 to identify gaps and opportunities.				
2	Define clear literacy goals and proficiency targets for each grade level, aligned to standards and district expectations.				
3	Provide professional development for teachers focused on evidence-based literacy practices, differentiated instruction, and assessment for learning.				
4	Develop and implement a vertically aligned district-wide literacy framework that includes scope and sequence, instructional strategies, and assessment practices.				
5	Implement interactive coaching, modeling, and collaborative planning to ensure consistent implementation of literacy strategies across classrooms.				
6	Establish systems for regular monitoring of literacy instruction and student progress using formative and summative data.				
7	Provide timely, actionable feedback to teachers to refine instruction and increase student proficiency.				
8	Engage families and the community in supporting literacy development through resources, workshops, and home-school connections.				
9	Evaluate proficiency scores.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

DG #1	1	All students will be given the opportunity to engage in quality learning.

COSTS	BENEFITS
Tangible: -Cost associated with MTSS/HAL professional development -Provide staff training on grading practices (K-12) and standards-based grading (K-5) has cost. -Materials associated with expansion of CTE programs -Increase in staff salary to accommodate dual credit opportunities -Cost associated with staff training on curriculum mapping, vertical alignment, and prioritizing essential standards	**Tangible:** -More access to certified professionals -consistent grading procedures -More dual credit opportunities for students
Intangible: -Time associated with research and aligning curriculum/grading policies -Time associated with collaborating with local colleges on “dual credit” opportunities that also align with district goals and teacher certification requirements.	***Intangible:** *allows for unified offerings across the curriculum. *Builds shared awareness of current practices across grade levels *Promotes a culture of reflection and continuous improvement *Increases staff voice and ownership in identifying needs *Encourages transparency in what is actually being taught

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Driving Goal #2:

All students will benefit from strong partnerships between the school and the community built on clear communication.

Driving Goal #	2	All students will benefit from strong partnerships between the school and the community built on clear communication.
Action Plan #	1	We will develop common expectations regarding branding of the district.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate the utilization of our current branding by staff and school-sponsored groups (ie, boosters) and its purpose.				
2	Research recognition of our branding in the community and surrounding areas.				
3	Communicate the definition and purpose of District OR-1 branding.				
4	Develop and implement branding guidelines to fit the needs of the overall school community and how they are expected to be utilized.				
5	Value our communities and opportunities for renaming to identify our location.				
6	Evaluate usage of branding guidelines by staff and community members.				

Position Responsible for Action Plan:

Driving Goal #	2	All students will benefit from strong partnerships between the school and the community built on clear communication.
Action Plan #	2	We will develop systems to support communication- Website, Social Media, Print media.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate utilization of our school website, social media interactions, school newsletters, and parent two-way messenger tool.				
2	Gather feedback on district communications, including what mediums community members would like us to use and patron priorities.				
3	Research platforms that would maximize our communications with stakeholders, including parent two-way messaging tools.				
4	Communicate with area schools on their communication platforms and processes on what is most effective.				
5	Create a system and communications plan that maximizes the functionality of school-supported digital platforms for staff, students, and parents.				
6	Create a searchable archive for all previous newsletters & communications to the community.				
7	Identify the staffing responsible for communication throughout our district.				
8	Implement a high-quality communication plan.				
9	Evaluate and adjust the effectiveness of our communication plan.				
10	Evaluation of a social media/communications "position" to manage social media posts throughout the district K-12.				

Position Responsible for Action Plan

Driving Goal #	2	All students will benefit from strong partnerships between the school and the community built on clear communication.
Action Plan #	3	We will create partnerships with local businesses and individuals.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate the current partnerships and develop systems for communicating & staying relevant with current practices.				
2	Gather feedback from business & industry partners on best practices for engagement with school and students.				
3	Establish a communication platform to advocate for, celebrate, & advertise local business & industry partnerships.				
4	Implement a local business & industry partnership advisory board.				
5	Evaluate the value of student and business & industry partnerships.				
6	Evaluate return on investment with the varying partnerships.				
7	Establish a list of businesses that reside in or have student-enrollment ties in the district				
8	Establish an advisory committee to facilitate district-wide upgrades that utilize private donations(video boards)				
9	Establish a list of businesses that reside in or have student-enrollment ties in the district to include direct advertising and student work-based learning.				

Position Responsible for Action Plan:

Driving Goal #	2	All students will benefit from strong partnerships between the school and the community built on clear communication.
Action Plan #	4	We will develop opportunities for job shadowing and internships.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Research student interest in job shadowing & internships.				
2	Assess current schedule restraints and eligibility parameters.				
3	Define the differences between Work-Based Learning and our current programming with work release. Evaluate the educational value of the experience(s).				
4	Implement a strong Work-Based Learning program with a qualified staff member (WBL certified), including shared goals and programming structure.				
5	Identify staffing responsible for high-quality Work-Based Learning opportunities throughout our district.				
6	Utilize our business & industry partnerships to connect students with relevant career opportunities.				
7	Evaluate program effectiveness & continued feasibility.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

Strategy #:	2	All students will benefit from strong partnerships between the school and the community built on clear communication.

COSTS	BENEFITS
Tangible: ● Rebranding would require all current signage to be updated and changed, which would be a high cost to the district. ● Cost of new website ● Time away from curriculum and core instruction	**Tangible:** o People will have a stronger sense of identity within our community. o Easy access to district communication and marketing o Additional sponsorships, community organizations, and benefits o Real-life experiences at these opportunities
Intangible: o People potentially could be upset about a name change or ostracizing one community or the other. People have a hard time with change. o The time cost of building a new website and transferring current data. o Potential inequities from community partnerships amongst buildings and teams.	**Intangible:** o Have a recognizable district that outside community members in the state of Nebraska know and understand the location and identity of. o Better sense of identity. o Improved positive community relationships o Future employment and/or relationships that could result in future opportunities

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Driving Goal #3:

All students will feel safe, supported and have a sense of belonging.

Driving Goal #	3	All students will feel safe, supported and have a sense of belonging.				
Action Plan #	1	We will build mental health systems that will support all students' mental health needs.				
#	Action Steps		Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate current MTSS practices and how they relate to SEL and mental health programming					
2	Utilize data from evaluations from student/teacher surveys (SAEBRS)					
3	Examine the current responsibilities of our mental health professionals on staff.					
4	Research different options for readily available resources for students to have access to mental health via telehealth or additional mental health professionals (LMHP) on staff.					
5	Define roles and responsibilities within the district mental health team, including general education staff, and communicate those responsibilities to staff.					
6	Explore times where mental health professionals from both buildings have an opportunity to collaborate about student needs, including transition to PHS.					
7	Communicate the OR-1 MTSS mental health system					
8	Evaluate district mental health and MTSS behavioral practices through data analysis.					

Position Responsible for Action Plan:

Driving Goal #	3	All students will feel safe, supported and have a sense of belonging.
Action Plan #	2	We will provide education and opportunities for staff and the community to collaborate and foster a positive culture.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Analyze previous school surveys to develop district priorities and previous initiatives.				
2	Develop a district-wide survey system that utilizes common surveys annually, which are reviewed and reported back to staff.				
3	Review survey data to develop priority items to focus on for each school year.				
4	Explore opportunities for activities that can bring all communities within our district together				
5	Define and research district-wide culture and ideal outcomes				
6	Provide opportunities for stakeholder engagement within the schools (parent-community events such as Grandparents' Day, Science Fair, etc.)				
7	Evaluate this plan through internal and external surveys.				

Position Responsible for Action Plan:

Driving Goal	3	All students will feel safe, supported and have a sense of belonging.
Action Plan #	3	We will build a schedule/calendar to meet the academic/social-emotional needs of students, staff, and families.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Examine current scheduling practices and research surrounding school calendars				
2	Research and gather feedback from stakeholders regarding the district calendar				
3	Create an annual calendar committee with action steps and responsibilities assigned, taking into account Academic/Social Emotional & Activity-based needs				
4	Evaluate the new after-school program to determine next steps for before/after-school programming				
5	Explore recess, PE, and free-play time to maximize movement activities. (screen-free time)				
6	Research the feasibility of changing the length of the school day and/or transitioning to block from standard periods.				
7	Fully implement the new activities calendar and educate staff members on the systems				
8	Implement and communicate calendar updates and changes.				
9	Evaluate the calendar yearly to assess functionality.				
8	Evaluate this plan through staff and community feedback				

Position Responsible for Action Plan:

Driving Goal#	3	All students will feel safe, supported and have a sense of belonging.
Action Plan #	4	We will use all available resources to keep students and staff safe.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Examine and evaluate current safety plans				
2	Examine data from yearly safety audits and implement feedback when possible.				
3	Evaluate camera locations and coverage.				
4	Evaluate interior safety and explore best practices for limiting visibility into classrooms.				
6	Create an enhanced interschool communication process to include consideration for radios, crisis messaging for staff, etc.				
7	Research best practices in preventing vape use and other substance use.				
8	Research additional tools for district-wide tipline. ie, safe to help				
9	Implement a yearly review of unused spaces and safety protocols for classrooms (ie, locked doors)				
8	Evaluate this plan through yearly safety audits.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

Strategy #:	**3**	All students will feel safe, supported and have a sense of belonging.

COSTS	**BENEFITS**
Tangible: ● Cameras ● Vape Detectors ● Window Coverings ● Radios ● Degradation of equipment	**Tangible:** ● Student well-being ● Less parental/ staff anxiety ● Less vaping
Intangible: ● Time ● Additional teacher commitment ● Does more security = less welcoming? ● Transparency to the community ● Loss of staff or students ● Unrealistic fear	**Intangible:** ● Trust ● Culture of vigilance and awareness ● Increased enrollment

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Driving Goal #4:

All students will have access to quality facilities for all activities and technology to maximize student potential.

Driving Goal	4	All students will have access to quality facilities for all activities and technology to maximize student potential.			
Action Plan #	1	We will provide a balance of technology.			
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review network bandwidth and Wi-Fi coverage (building-wide consistency) Maintain or implement 1:1 device programs (Chromebooks, desktops, laptops, etc.)				
2	Establish device replacement cycles (e.g., every * years)				
3	Improve cybersecurity measures (firewalls, MFA, backups)				
4	Investigate equitable access for all students (including at-home connectivity and special needs students)				
5	Explore a well-balanced curriculum integration between screen-based instruction and paper/pencil-based instruction				
6	Research and improve our digital citizenship curriculum				
7	Evaluate and manage how student device usage is appropriately supervised				
8	Develop and implement clear acceptable use policies, including A.I.				
9	Research engaging parents and students in digital awareness, including minimizing screen time and developing students' ability to manage their own screen time and digital habits.				
10	Provide outside professional development on balancing technology in the classroom.				

11	Explore different technologies for staff that would meet their needs.	What does that mean? Macintosh and Laptops?			
12	Evaluate overall technology effectiveness, use, and implementation.	How will this be measured?			

Position Responsible for Action Plan:

Driving Goal#	4	All students will have access to quality facilities for all activities and technology to maximize student potential.
Action Plan #	2	We will develop a facility use plan to determine current usage and additional needs.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate the current facility use and time availability for all 7-12 activities, including youth programs and community use.				
2	Create a facilities calendar made public with generic “school activity” blocking out when it is used.				
3	Research similarly sized districts and their facilities usage plans, and the number of available facilities.				
4	Develop a facility use plan that prioritizes 7-12 school programs first, and determine additional needs for youth and the community. (This includes looking at an Auditorium or additional rec facility areas that can be used for both 7-12, youth, and community activities, with possible partnerships with outside donors)				
5	Implement a facilities plan that reflects the findings of similar-sized districts, as well as our developing district needs, with a limited tax burden to our patrons.				
6	Evaluate the effectiveness of the calendar and facilities use, with priority given to school activities.				

Position Responsible for Action Plan:

Driving Goal #	4	All students will have access to quality facilities for all activities and technology to maximize student potential.
Action Plan #	3	We will analyze operational efficiencies and evaluate potential improvements.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate our current maintenance/custodial staff at both the HS and Elem with similarly sized districts.				
2	Research current HVAC systems to best control classroom temperatures suitable for learning and activities.				
3	Utilize a facility plan that keeps pace with upgrades needed to maintain facilities to an acceptable standard.				
4	Analyze the current square footage of our facilities and identify staff maximization for cleaning and maintenance.				
5	Identify opportunities where maintenance can support athletic setup.				
6	Evaluate and research current transportation practices and identify inefficiencies through route system management and shuttle routes.				

Position Responsible for Action Plan:

Driving Goal#	4	All students will have access to quality facilities for all activities and technology to maximize student potential.
Action Plan #	4	We will create a competitive environment that encourages a winning culture.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Analyze the current state of athletic/activities culture in the 7-12 building.				
2	Evaluate current programs within and outside the district that have a good culture.				
3	Explore other high-level/performing districts to determine their processes and how they handle adversity/challenges from outside of their district.				
4	Explore alignment among school activities and youth-sports activities				
5	Implement/enforce policies to align with other high-performing districts, along with what we are striving to develop.				
6	Develop a school-wide culture of success that bridges the classroom and the playing field.				
7	Develop an evaluation tool of what a “winning” culture is and define what a winning culture is.				
8	Evaluate extracurricular activities and their success and participation rates.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

DG #:	4	All students will have access to quality facilities for all activities and technology to maximize student potential.

COSTS	BENEFITS
Tangible: ● Cost of technology upgrades and upkeep ● Paying someone for maintenance ● Costs of updated devices ● Purchase of a web-based program for reaching all stakeholders - social media/website (students, parents, community members)	**Tangible:** o Well-informed parents & stakeholders o Students benefit from the use of current technological devices to prepare for the ever-changing technological landscape
Intangible: o Time	**Intangible:** o Feeling pride in our school community o Informed parents

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

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: Strategic Plan 2026-2031

For Board of Education Approval: **Monday, April 13, 2026**

2026-2031 Strategic Planning District Team

Parents/Community Members

Paul Mayo
Peter Simmons
Jami Kassebaum
Allison Werger
Rhonda Widick
Nancy Davis
Bryce Wilson
Hank Oetjen
Scott Ringland
Quinn Beecham
Kristin Beede
Kate Brooks
Courtney Johnson
Steve Robb
Erika Wood
Ivan Bruss
Carmen Cochrane
Kord Haight
Matt Stall
Jordan Goodrich
Pam Eisenhauer
Julie Hippen
Amber Morrison
Kristi Sittner
Carmen Sizer
Kourtney Grimes
Brian Kujath
Jordan and Jessica Duensing
Amy Wheatley
Rachel Barth
Ashley May
Megan Pitrat

Students

Owen Ramaekers
Micah Hathaway
Amilya Johnson
Samantha Schroeder

Board Members

Dee Moore
Brandon Desh
Jaimi Calfee

Staff

Michael Hart
Jared Haag
Heath Johnson
Linde Walter
Kori Vodicka
Kloreace Linke
Aaron Hoeft
Burke Brown
Austin Lahmon
Taylor Baumert
Caitlin Peterson
John Furrow
Zach Wemhoff

External Facilitators

Matt Dominy
Josh Fields

*** A special thank you to this team who gave several hours of their time to ensure the story of our district is stronger tomorrow than it is today. May you see your work for students come to fruition now and well into the future.*

Mission:

Together, we prepare our students to successfully meet the challenges of the future.

Beliefs:

1. We believe in providing a safe learning environment for all students.
2. We believe in teaching, modeling, and reinforcing acceptance and respect for self and others.
3. We believe in developing the skills for effective communication and critical thinking.
4. We believe in fostering a sense of individual responsibility and integrity in order to contribute to the community and become a successful member of society.
5. We believe in providing academic and extra-curricular opportunities for every student to develop to their full potential.

Principles:

1. We will responsibly manage and optimize our facilities and resources for the best interest of students and the community.
2. We will foster an engaging learning culture that values growth, celebrates accomplishments, and learns from mistakes.
3. We will recruit, hire, support, develop, and retain quality staff to fulfill our high expectations.
4. We will make decisions in the best interests of the whole student by providing the support needed to thrive in all aspects of development.
5. We will have consistent, evidence-based, processes and systems in place to guide data-informed decisions.
6. We will equip students with essential life skills through academic and extra-curricular opportunities.

Driving Goals and Action Statements

Instructional Leadership

All students will be given the opportunity to engage in quality learning.

1. We will develop an MTSS process that gives all students access to support in academic, social-emotional, and HAL needs.
2. We will expand opportunities for students to pursue different pathways.
3. We will examine Curriculum, Instruction, and Assessment practices, policies, and systems district-wide.
4. We will create a district-wide literacy program to increase student proficiency.

Community Partnerships and Communication

All students will benefit from strong partnerships between the school and the community built on clear communication.

1. We will develop common expectations regarding branding of the district.
2. We will develop systems to support communication- Website, Social Media, Print media.
3. We will create partnerships with local businesses.
4. We will develop opportunities for job shadowing and internships.

School Safety and Student Supports

All students will feel safe, supported, and have a sense of belonging.

1. We will build mental health systems that will support all students' mental health needs.
2. We will provide education and opportunities for staff and the community to collaborate and foster a positive culture.
3. We will build a schedule/calendar to meet the academic/social-emotional needs of students, staff, and families.
4. We will use all available resources to keep students and staff safe.

Technology, Facilities, and Operations

All students will have access to quality facilities for all activities and technology to maximize student potential.

1. We will provide a balance of technology.
2. We will develop a facility use plan to determine current usage and additional needs.
3. We will analyze operational efficiencies and evaluate potential improvements.
4. We will create a competitive environment that encourages a winning culture.

Driving Goal #1:

All students will be given the opportunity to engage in quality learning.

Driving Goal	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	1	We will develop an MTSS process that gives all students access to support in academic, social-emotional, and HAL needs.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Analyze current action planning items for the district MTSS committee				
2	Explore and analyze the implementation of the MTSS framework in the high school and elementary school				
3	Review decision-making rules within the MTSS structure for the student, including ICU, interventions				
4	Evaluate the intervention toolkit for district-wide MTSS implementation				
5	Monitor intervention and data on student progress.				
6	Explore best practices for HAL identification and opportunities (i.e., HAL District Wide Guidelines)				
7	Identify and provide ongoing professional development for the MTSS framework for academic tiers, SEL tiers, and HAL programming.				
8	Analyze tier 1 curriculum data for student proficiency				
9	Standardize, document, and communicate MTSS processes K-12				
10	Implement MTSS process, including tier 1 core curriculum, tier 2 interventions (ICU) & tier 3 comprehensive supports.				
11	Evaluate district-wide academic and behavior data for tiered MTSS programs.				

	Position Responsible for Action Plan:

Driving Goal #	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	2	We will expand opportunities for students to pursue different pathways.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate current opportunities for students to explore career pathways, specifically business & finance, and dual credit opportunities				
2	Research other similar-sized schools to determine appropriate career pathway opportunities				
3	Evaluate student interest correlated with current course offerings and dual credit				
4	Provide age-appropriate career exploration opportunities, including but not limited to guest speakers, career fairs, and field trips				
5	Collaborate with local colleges on “dual credit” opportunities that also align with district goals and teacher certification requirements.				
6	Evaluate our local H3 careers to determine course offerings. (H3: High wage, high skill, high demand)				
7	Identify opportunities to integrate business, CTE, and finance in the current course structure and, if necessary, add additional courses to address these areas.				
8	Implement consistent programs of study within CTE to allow students to pursue areas of interest.				
9	Celebrate and promote the completion of programs of study throughout the district, including certifications within				

	the career pathway.				
10	Evaluate overall staff and effectiveness using teacher & student feedback.				
11	Evaluate staff certifications and maximize dual credit opportunities by maximizing staffing efficiencies				

Position Responsible for Action Plan:

Driving Goal#	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	3	We will examine assessment practices, policies, and systems district-wide.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review existing grading practices, assessment systems, attendance, and extra-curricular activity policies.				
2	Provide staff training on grading practices (K-12) and standards-based grading (K-5).				
3	Define consistent grading practices that align with learning goals, including expectations for formative vs summative assessment, reassessment opportunities, and grade reporting.				
4	Create common grading guidelines at K-5, 6-12. Evaluate the 10-point vs. 7-point grading scales in 6-12.				
5	Build a comprehensive assessment guide that outlines assessment types, frequency, purpose, and alignment to standards to ensure balanced and meaningful measurement of student learning.				
6	Research similar-sized/area schools' report cards (K-5 and 6-12) to identify strengths and weaknesses we want to address in our report card				
7	Create uniform report cards (K-5 and 6-12); provide opportunity for staff & parental feedback on updated report card				
8	Update student handbook(s) and code of conduct to include policies for tardiness, behavior, etc.				
9	Evaluate policies & procedures regularly to stay up to date and relevant to student & staff needs.				

10	Evaluate the usage of the instructional model in relation to NEE standards				

Position Responsible for Action Plan:

Driving Goal#	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	4	We will examine Curriculum practices, policies, and systems district-wide.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review existing curriculum maps and K–12 curriculum guides to identify gaps, redundancies, and misalignment.				
2	Research curriculum frameworks from comparable school districts to identify strengths and best practices.				
3	Provide staff training on curriculum mapping, vertical alignment, and prioritizing essential standards (K–12).				
4	Define essential standards and priority learning outcomes at each grade level and content area.				
5	Create vertically aligned curriculum maps that clearly outline pacing, sequencing, and instructional priorities (K–12).				
6	Develop consistent K–12 curriculum guides that include standards, units, pacing, and key learning targets.				
7	Build a system for ongoing review and revision of curriculum maps and guides based on student data and staff feedback.				
8	Publish and present curriculum storyboards to stakeholders.				
9	Facilitate a process to eliminate or replace outdated resources (ie, textbooks, curriculum, technology, etc).				
9	Evaluate the effectiveness of systems in place and make adjustments as needed.				

Position Responsible for Action Plan:

Driving Goal#	1	All students will be given the opportunity to engage in quality learning.
Action Plan #	5	We will examine Instruction, practices, policies, and systems district-wide.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review current instructional practices and classroom environments to identify strengths and gaps in cognitive engagement, feedback, and teacher-student relationships (K–12).				
2	Define and communicate clear expectations for high-quality instruction, emphasizing rigorous student thinking, meaningful feedback, and relationship-driven classrooms.				
3	Provide professional development aligned to NEE Indicator 1.2 (Cognitive Engagement) and 7.4 (Assessment), focusing on designing tasks that require deep thinking, using feedback to move learning forward, and building strong connections with students.				
4	Implement modeling, coaching, and PLC structures that prioritize questioning strategies, student discourse, and actionable feedback.				
5	Strengthen teacher-student relationships by establishing consistent practices that promote belonging, engagement, and high expectations for all learners.				
6	Monitor consistent implementation of the instructional model evaluation framework through regular walkthroughs and observations with a focus on cognitive engagement, quality feedback, and classroom culture.				
7	Provide timely, specific feedback to teachers that supports growth in engaging students in higher-level thinking and using feedback to improve proficiency.				

8	Evaluate and establish a system for ongoing monitoring and refinement using evaluation data, student performance data, and student voice to measure impact on proficiency.				

Position Responsible for Action Plan:

Driving Goal#	1	All students will be given the opportunity to engage in quality learning.			
Action Plan #	6	We will create a district-wide literacy program to increase student proficiency.			
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review current literacy programs, resources, and student performance data across K–12 to identify gaps and opportunities.				
2	Define clear literacy goals and proficiency targets for each grade level, aligned to standards and district expectations.				
3	Provide professional development for teachers focused on evidence-based literacy practices, differentiated instruction, and assessment for learning.				
4	Develop and implement a vertically aligned district-wide literacy framework that includes scope and sequence, instructional strategies, and assessment practices.				
5	Implement interactive coaching, modeling, and collaborative planning to ensure consistent implementation of literacy strategies across classrooms.				
6	Establish systems for regular monitoring of literacy instruction and student progress using formative and summative data.				
7	Provide timely, actionable feedback to teachers to refine instruction and increase student proficiency.				
8	Engage families and the community in supporting literacy development through resources, workshops, and home-school connections.				
9	Evaluate proficiency scores.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

DG #1	1	All students will be given the opportunity to engage in quality learning.

COSTS	BENEFITS
Tangible: -Cost associated with MTSS/HAL professional development -Provide staff training on grading practices (K-12) and standards-based grading (K-5) has cost. -Materials associated with expansion of CTE programs -Increase in staff salary to accommodate dual credit opportunities -Cost associated with staff training on curriculum mapping, vertical alignment, and prioritizing essential standards	**Tangible:** -More access to certified professionals -consistent grading procedures -More dual credit opportunities for students
Intangible: -Time associated with research and aligning curriculum/grading policies -Time associated with collaborating with local colleges on “dual credit” opportunities that also align with district goals and teacher certification requirements.	***Intangible:** *allows for unified offerings across the curriculum. *Builds shared awareness of current practices across grade levels *Promotes a culture of reflection and continuous improvement *Increases staff voice and ownership in identifying needs *Encourages transparency in what is actually being taught

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Driving Goal #2:

All students will benefit from strong partnerships between the school and the community built on clear communication.

Driving Goal #	2	All students will benefit from strong partnerships between the school and the community built on clear communication.
Action Plan #	1	We will develop common expectations regarding branding of the district.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate the utilization of our current branding by staff and school-sponsored groups (ie, boosters) and its purpose.				
2	Research recognition of our branding in the community and surrounding areas.				
3	Communicate the definition and purpose of District OR-1 branding.				
4	Develop and implement branding guidelines to fit the needs of the overall school community and how they are expected to be utilized.				
5	Value our communities and opportunities for renaming to identify our location.				
6	Evaluate usage of branding guidelines by staff and community members.				

Position Responsible for Action Plan:

Driving Goal #	2	All students will benefit from strong partnerships between the school and the community built on clear communication.
Action Plan #	2	We will develop systems to support communication- Website, Social Media, Print media.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate utilization of our school website, social media interactions, school newsletters, and parent two-way messenger tool.				
2	Gather feedback on district communications, including what mediums community members would like us to use and patron priorities.				
3	Research platforms that would maximize our communications with stakeholders, including parent two-way messaging tools.				
4	Communicate with area schools on their communication platforms and processes on what is most effective.				
5	Create a system and communications plan that maximizes the functionality of school-supported digital platforms for staff, students, and parents.				
6	Create a searchable archive for all previous newsletters & communications to the community.				
7	Identify the staffing responsible for communication throughout our district.				
8	Implement a high-quality communication plan.				
9	Evaluate and adjust the effectiveness of our communication plan.				
10	Evaluation of a social media/communications "position" to manage social media posts throughout the district K-12.				

Position Responsible for Action Plan

Driving Goal #	2	All students will benefit from strong partnerships between the school and the community built on clear communication.
Action Plan #	3	We will create partnerships with local businesses and individuals.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate the current partnerships and develop systems for communicating & staying relevant with current practices.				
2	Gather feedback from business & industry partners on best practices for engagement with school and students.				
3	Establish a communication platform to advocate for, celebrate, & advertise local business & industry partnerships.				
4	Implement a local business & industry partnership advisory board.				
5	Evaluate the value of student and business & industry partnerships.				
6	Evaluate return on investment with the varying partnerships.				
7	Establish a list of businesses that reside in or have student-enrollment ties in the district				
8	Establish an advisory committee to facilitate district-wide upgrades that utilize private donations(video boards)				
9	Establish a list of businesses that reside in or have student-enrollment ties in the district to include direct advertising and student work-based learning.				

Position Responsible for Action Plan:

Driving Goal #	2	All students will benefit from strong partnerships between the school and the community built on clear communication.
Action Plan #	4	We will develop opportunities for job shadowing and internships.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Research student interest in job shadowing & internships.				
2	Assess current schedule restraints and eligibility parameters.				
3	Define the differences between Work-Based Learning and our current programming with work release. Evaluate the educational value of the experience(s).				
4	Implement a strong Work-Based Learning program with a qualified staff member (WBL certified), including shared goals and programming structure.				
5	Identify staffing responsible for high-quality Work-Based Learning opportunities throughout our district.				
6	Utilize our business & industry partnerships to connect students with relevant career opportunities.				
7	Evaluate program effectiveness & continued feasibility.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

Strategy #:	2	All students will benefit from strong partnerships between the school and the community built on clear communication.

COSTS	BENEFITS
Tangible: ● Rebranding would require all current signage to be updated and changed, which would be a high cost to the district. ● Cost of new website ● Time away from curriculum and core instruction	**Tangible:** o People will have a stronger sense of identity within our community. o Easy access to district communication and marketing o Additional sponsorships, community organizations, and benefits o Real-life experiences at these opportunities
Intangible: o People potentially could be upset about a name change or ostracizing one community or the other. People have a hard time with change. o The time cost of building a new website and transferring current data. o Potential inequities from community partnerships amongst buildings and teams.	**Intangible:** o Have a recognizable district that outside community members in the state of Nebraska know and understand the location and identity of. o Better sense of identity. o Improved positive community relationships o Future employment and/or relationships that could result in future opportunities

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Driving Goal #3:

All students will feel safe, supported and have a sense of belonging.

Driving Goal #	3	All students will feel safe, supported and have a sense of belonging.				
Action Plan #	1	We will build mental health systems that will support all students' mental health needs.				
#	Action Steps		Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate current MTSS practices and how they relate to SEL and mental health programming					
2	Utilize data from evaluations from student/teacher surveys (SAEBRS)					
3	Examine the current responsibilities of our mental health professionals on staff.					
4	Research different options for readily available resources for students to have access to mental health via telehealth or additional mental health professionals (LMHP) on staff.					
5	Define roles and responsibilities within the district mental health team, including general education staff, and communicate those responsibilities to staff.					
6	Explore times where mental health professionals from both buildings have an opportunity to collaborate about student needs, including transition to PHS.					
7	Communicate the OR-1 MTSS mental health system					
8	Evaluate district mental health and MTSS behavioral practices through data analysis.					

Position Responsible for Action Plan:

Driving Goal #	3	All students will feel safe, supported and have a sense of belonging.
Action Plan #	2	We will provide education and opportunities for staff and the community to collaborate and foster a positive culture.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Analyze previous school surveys to develop district priorities and previous initiatives.				
2	Develop a district-wide survey system that utilizes common surveys annually, which are reviewed and reported back to staff.				
3	Review survey data to develop priority items to focus on for each school year.				
4	Explore opportunities for activities that can bring all communities within our district together				
5	Define and research district-wide culture and ideal outcomes				
6	Provide opportunities for stakeholder engagement within the schools (parent-community events such as Grandparents' Day, Science Fair, etc.)				
7	Evaluate this plan through internal and external surveys.				

Position Responsible for Action Plan:

Driving Goal	3	All students will feel safe, supported and have a sense of belonging.
Action Plan #	3	We will build a schedule/calendar to meet the academic/social-emotional needs of students, staff, and families.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Examine current scheduling practices and research surrounding school calendars				
2	Research and gather feedback from stakeholders regarding the district calendar				
3	Create an annual calendar committee with action steps and responsibilities assigned, taking into account Academic/Social Emotional & Activity-based needs				
4	Evaluate the new after-school program to determine next steps for before/after-school programming				
5	Explore recess, PE, and free-play time to maximize movement activities. (screen-free time)				
6	Research the feasibility of changing the length of the school day and/or transitioning to block from standard periods.				
7	Fully implement the new activities calendar and educate staff members on the systems				
8	Implement and communicate calendar updates and changes.				
9	Evaluate the calendar yearly to assess functionality.				
8	Evaluate this plan through staff and community feedback				

Position Responsible for Action Plan:

Driving Goal#	3	All students will feel safe, supported and have a sense of belonging.
Action Plan #	4	We will use all available resources to keep students and staff safe.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Examine and evaluate current safety plans				
2	Examine data from yearly safety audits and implement feedback when possible.				
3	Evaluate camera locations and coverage.				
4	Evaluate interior safety and explore best practices for limiting visibility into classrooms.				
6	Create an enhanced interschool communication process to include consideration for radios, crisis messaging for staff, etc.				
7	Research best practices in preventing vape use and other substance use.				
8	Research additional tools for district-wide tipline. ie, safe to help				
9	Implement a yearly review of unused spaces and safety protocols for classrooms (ie, locked doors)				
8	Evaluate this plan through yearly safety audits.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

Strategy #:	**3**	All students will feel safe, supported and have a sense of belonging.

COSTS	**BENEFITS**
Tangible: ● Cameras ● Vape Detectors ● Window Coverings ● Radios ● Degradation of equipment	**Tangible:** ● Student well-being ● Less parental/ staff anxiety ● Less vaping
Intangible: ● Time ● Additional teacher commitment ● Does more security = less welcoming? ● Transparency to the community ● Loss of staff or students ● Unrealistic fear	**Intangible:** ● Trust ● Culture of vigilance and awareness ● Increased enrollment

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Driving Goal #4:

All students will have access to quality facilities for all activities and technology to maximize student potential.

Driving Goal	4	All students will have access to quality facilities for all activities and technology to maximize student potential.			
Action Plan #	1	We will provide a balance of technology.			
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review network bandwidth and Wi-Fi coverage (building-wide consistency) Maintain or implement 1:1 device programs (Chromebooks, desktops, laptops, etc.)				
2	Establish device replacement cycles (e.g., every * years)				
3	Improve cybersecurity measures (firewalls, MFA, backups)				
4	Investigate equitable access for all students (including at-home connectivity and special needs students)				
5	Explore a well-balanced curriculum integration between screen-based instruction and paper/pencil-based instruction				
6	Research and improve our digital citizenship curriculum				
7	Evaluate and manage how student device usage is appropriately supervised				
8	Develop and implement clear acceptable use policies, including A.I.				
9	Research engaging parents and students in digital awareness, including minimizing screen time and developing students' ability to manage their own screen time and digital habits.				
10	Provide outside professional development on balancing technology in the classroom.				

11	Explore different technologies for staff that would meet their needs.	What does that mean? Macintosh and Laptops?			
12	Evaluate overall technology effectiveness, use, and implementation.	How will this be measured?			

Position Responsible for Action Plan:

Driving Goal#	4	All students will have access to quality facilities for all activities and technology to maximize student potential.
Action Plan #	2	We will develop a facility use plan to determine current usage and additional needs.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate the current facility use and time availability for all 7-12 activities, including youth programs and community use.				
2	Create a facilities calendar made public with generic “school activity” blocking out when it is used.				
3	Research similarly sized districts and their facilities usage plans, and the number of available facilities.				
4	Develop a facility use plan that prioritizes 7-12 school programs first, and determine additional needs for youth and the community. (This includes looking at an Auditorium or additional rec facility areas that can be used for both 7-12, youth, and community activities, with possible partnerships with outside donors)				
5	Implement a facilities plan that reflects the findings of similar-sized districts, as well as our developing district needs, with a limited tax burden to our patrons.				
6	Evaluate the effectiveness of the calendar and facilities use, with priority given to school activities.				

Position Responsible for Action Plan:

Driving Goal #	4	All students will have access to quality facilities for all activities and technology to maximize student potential.
Action Plan #	3	We will analyze operational efficiencies and evaluate potential improvements.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate our current maintenance/custodial staff at both the HS and Elem with similarly sized districts.				
2	Research current HVAC systems to best control classroom temperatures suitable for learning and activities.				
3	Utilize a facility plan that keeps pace with upgrades needed to maintain facilities to an acceptable standard.				
4	Analyze the current square footage of our facilities and identify staff maximization for cleaning and maintenance.				
5	Identify opportunities where maintenance can support athletic setup.				
6	Evaluate and research current transportation practices and identify inefficiencies through route system management and shuttle routes.				

Position Responsible for Action Plan:

Driving Goal#	4	All students will have access to quality facilities for all activities and technology to maximize student potential.
Action Plan #	4	We will create a competitive environment that encourages a winning culture.

#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Analyze the current state of athletic/activities culture in the 7-12 building.				
2	Evaluate current programs within and outside the district that have a good culture.				
3	Explore other high-level/performing districts to determine their processes and how they handle adversity/challenges from outside of their district.				
4	Explore alignment among school activities and youth-sports activities				
5	Implement/enforce policies to align with other high-performing districts, along with what we are striving to develop.				
6	Develop a school-wide culture of success that bridges the classroom and the playing field.				
7	Develop an evaluation tool of what a “winning” culture is and define what a winning culture is.				
8	Evaluate extracurricular activities and their success and participation rates.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

DG #:	4	All students will have access to quality facilities for all activities and technology to maximize student potential.

COSTS	BENEFITS
Tangible: ● Cost of technology upgrades and upkeep ● Paying someone for maintenance ● Costs of updated devices ● Purchase of a web-based program for reaching all stakeholders - social media/website (students, parents, community members)	**Tangible:** o Well-informed parents & stakeholders o Students benefit from the use of current technological devices to prepare for the ever-changing technological landscape
Intangible: o Time	**Intangible:** o Feeling pride in our school community o Informed parents

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

District OR-1 Extra Duty for 2026-2027

Starting Salary:	$43,500.00							
HS Varsity Coaches	**Year 1-5**	**Year 6**	**Year 8**	**Year 10**	**Year 1-5**	**Year 6**	**Year 8**	**Year 10**
HS Football	0.1300	0.143	0.153	0.166	$5,655	$6,221	$6,645	$7,210
HS Volleyball	0.1300	0.143	0.153	0.166	$5,655	$6,221	$6,645	$7,210
HS Boys Basketball	0.1300	0.143	0.153	0.166	$5,655	$6,221	$6,645	$7,210
HS Girls Basketball	0.1300	0.143	0.153	0.166	$5,655	$6,221	$6,645	$7,210
HS Boys Wrestling	0.1300	0.143	0.153	0.166	$5,655	$6,221	$6,645	$7,210
HS Girls Wrestling	0.1300	0.143	0.153	0.166	$5,655	$6,221	$6,645	$7,210
HS Boys Track	0.1100	0.121	0.129	0.140	$4,785	$5,264	$5,622	$6,101
HS Girls Track	0.1100	0.121	0.129	0.140	$4,785	$5,264	$5,622	$6,101
Cross Country	0.0925	0.102	0.109	0.118	$4,024	$4,426	$4,728	$5,130
Boys Golf	0.0925	0.102	0.109	0.118	$4,024	$4,426	$4,728	$5,130
Girls Golf	0.0925	0.102	0.109	0.118	$4,024	$4,426	$4,728	$5,130
Baseball	0.1000	0.110	0.118	0.128	$4,350	$4,785	$5,111	$5,546
Softball	0.1000	0.110	0.118	0.128				
Cheer 1	0.0800	0.088	0.094	0.102	$3,480	$3,828	$4,089	$4,437
Cheer 2	0.0800	0.088	0.094	0.102	$3,480	$3,828	$4,089	$4,437
HS Assistant Coaches								
Assistant HS Football 1	0.0875	0.096	0.103	0.112	$3,806	$4,187	$4,472	$4,853
Assistant HS Football 2	0.0875	0.096	0.103	0.112	$3,806	$4,187	$4,472	$4,853
Assistant HS Football 3	0.0875	0.096	0.103	0.112	$3,806	$4,187	$4,472	$4,853
Assistant HS Football 4	0.0875	0.096	0.103	0.112	$3,806	$4,187	$4,472	$4,853
Assistant HS Volleyball 1	0.0925	0.102	0.109	0.118	$4,024	$4,426	$4,728	$5,130
Assistant HS Volleyball 2	0.0925	0.102	0.109	0.118	$4,024	$4,426	$4,728	$5,130
Assistant HS Cross Country	0.0650	0.072	0.076	0.083	$2,828	$3,110	$3,322	$3,605
Assistant HS Boys Basketball	0.0875	0.096	0.103	0.112	$3,806	$4,187	$4,472	$4,853
Assistant HS Girls Basketball	0.0875	0.096	0.103	0.112	$3,806	$4,187	$4,472	$4,853
Assistant HS Boys Wrestling	0.1000	0.110	0.118	0.128	$4,350	$4,785	$5,111	$5,546
Assistant HS Girls Wrestling	0.1000	0.110	0.118	0.128	$4,350	$4,785	$5,111	$5,546
Assistant HS Track	0.0500	0.055	0.059	0.064	$2,175	$2,393	$2,556	$2,773
Assistant HS Baseball	0.0925	0.102	0.109	0.118	$4,024	$4,426	$4,728	$5,130
Assistant HS Softball	0.0925	0.102	0.109	0.118				
Assistant Speech	0.0450	0.050	0.053	0.057	$1,958	$2,153	$2,300	$2,496
Assistant One Act	0.0450	0.050	0.053	0.057	$1,958	$2,153	$2,300	$2,496

JH Head Coaches								
JH Football	0.0525	0.058	0.062	0.067	$2,284	$2,512	$2,683	$2,912
JH Boys Basketball	0.0525	0.058	0.062	0.067	$2,284	$2,512	$2,683	$2,912
JH Girls Basketball	0.0525	0.058	0.062	0.067	$2,284	$2,512	$2,683	$2,912
JH Boys Wrestling	0.0525	0.058	0.062	0.067	$2,284	$2,512	$2,683	$2,912
JH Girls Wrestling	0.0525	0.058	0.062	0.067	$2,284	$2,512	$2,683	$2,912
JH Volleyball	0.0525	0.058	0.062	0.067	$2,284	$2,512	$2,683	$2,912
JH Track Head 1	0.0500	0.055	0.059	0.064	$2,175	$2,393	$2,556	$2,773
JH Track Head 2	0.0500	0.055	0.059	0.064	$2,175	$2,393	$2,556	$2,773
JH Track Head 3	0.0500	0.055	0.059	0.064	$2,175	$2,393	$2,556	$2,773
JH Track Head 4	0.0500	0.055	0.059	0.064	$2,175	$2,393	$2,556	$2,773
JH Cross Country Head	0.0500	0.055	0.059	0.064				
JH Assistant Coaches								
JH Ass't Football 1	0.0400	0.044	0.047	0.051	$1,740	$1,914	$2,045	$2,219
JH Ass't Football 2	0.0400	0.044	0.047	0.051	$1,740	$1,914	$2,045	$2,219
JH Ass't Boys Basketball 1	0.0400	0.044	0.047	0.051	$1,740	$1,914	$2,045	$2,219
JH Ass't Boys Basketball 2	0.0400	0.044	0.047	0.051				
JH Ass't Girls Basketball 1	0.0400	0.044	0.047	0.051	$1,740	$1,914	$2,045	$2,219
JH Ass't Girls Basketball 2	0.0400	0.044	0.047	0.051				
JH Ass't Volleyball 1	0.0400	0.044	0.047	0.051	$1,740	$1,914	$2,045	$2,219
JH Ass't Volleyball 2	0.0400	0.044	0.047	0.051	$1,740	$1,914	$2,045	$2,219
JH Ass't Girls Wrestling	0.0400	0.044	0.047	0.051	$1,740	$1,914	$2,045	$2,219
JH Ass't Boys Wrestling	0.0400	0.044	0.047	0.051	$1,740	$1,914	$2,045	$2,219
Other Duties/Coaches								
Summer S/C Head	0.0750	0.083	0.088	0.096	$3,263	$3,589	$3,833	$4,160
Summer S/C Supervision	0.1600							$6,960
Morning HS Duty	0.0160	0.018	0.019	0.020	$696	$766	$818	$887
Speech	0.0650	0.072	0.076	0.083	$2,828	$3,110	$3,322	$3,605
One Act	0.0450	0.050	0.053	0.057	$1,958	$2,153	$2,300	$2,496
Main Stage/ Musical Head	0.0600	0.066	0.071	0.077	$2,610	$2,871	$3,067	$3,328
Main Stage/ Musical Assistant	0.0400	0.044	0.047	0.051	$1,740	$1,914	$2,045	$2,219
Instrumental Music	0.1000	0.110	0.118	0.128	$4,350	$4,785	$5,111	$5,546
Vocal Music	0.0700	0.077	0.082	0.089	$3,045	$3,350	$3,578	$3,882
Unified Bowling 1	0.0175	0.019	0.021	0.022	$761	$837	$894	$971
Unified Bowling 2	0.0175	0.019	0.021	0.022	$761	$837	$894	$971

Unified Track 1	0.0175	0.019	0.021	0.022		$761	$837	$894	$971
Unified Track 2	0.0175	0.019	0.021	0.022		$761	$837	$894	$971
HS Quiz Bowl	0.0175	0.019	0.021	0.022		$761	$837	$894	$971
JH Quiz Bowl	0.0175	0.019	0.021	0.022		$761	$837	$894	$971
HS Student Council 1	0.0200	0.022	0.024	0.026		$870	$957	$1,022	$1,109
HS Student Council 2	0.0200	0.022	0.024	0.026		$870	$957	$1,022	$1,109
Elem. Student Council	0.0100	0.011	0.012	0.013		$435	$479	$511	$555
Yearbook	0.1000	0.110	0.118	0.128		$4,350	$4,785	$5,111	$5,546
Senior Sponsor 1	0.0150	0.017	0.018	0.019		$653	$718	$767	$832
Senior Sponsor 2	0.0150	0.017	0.018	0.019		$653	$718	$767	$832
Junior Sponsor 1	0.0200	0.022	0.024	0.026		$870	$957	$1,022	$1,109
Junior Sponsor 2	0.0200	0.022	0.024	0.026		$870	$957	$1,022	$1,109
NHS	0.0050	0.006	0.006	0.006		$218	$239	$256	$277
FCCLA	0.0500	0.055	0.059	0.064		$2,175	$2,393	$2,556	$2,773
FFA	0.0600	0.066	0.071	0.077		$2,610	$2,871	$3,067	$3,328
Teacher Mentoring Coordinator	0.0300	0.033	0.035	0.038					
Building Teacher Mentors (x New Staff)	0.0100	0.011	0.012	0.013					
Teammates Mentoring	0.0250	0.028	0.029	0.032		$1,088	$1,196	$1,278	$1,387
Concessions Manager 1	0.0250	0.028	0.029	0.032		$1,088	$1,196	$1,278	$1,387
Concessions Manager 2	0.0250	0.028	0.029	0.032		$1,088	$1,196	$1,278	$1,387
Activity Director	0.1835	0.202	0.216	0.234		$7,982	$8,780	$9,379	$10,177
Other Unassigned Duties	0.1500	0.165	0.176	0.191		$6,525	$7,178	$7,667	$8,319

District OR-1

Palmyra Junior-Senior High School--Bennet Elementary
402-780-5327 www.districtor1.org

Michael Hart Superintendent
Heath Johnson Secondary Principal
Jared Haag Elementary Principal
Linde Walter Student Services

Application and Consent for Kindergarten Early Entrance Evaluation

Name of Child:	Birthdate: Age:
Parents:	Address:
Phone:	Email:

I/We request that the District OR-1 School District evaluate my/our child for early entrance into kindergarten. I/we understand the evaluation will consist of the approved district evaluation instrument or instruments, which may include but not be limited to cognitive assessments, basic concept/pre-academic assessments, social-emotional development assessments, and staff input.

I/we understand the reason for this evaluation and give consent for my/our child to be evaluated. I/we understand this is voluntary.

_____ _____
Signature of Parent **Date**

_____ _____
Signature of Parent **Date**

Please note: The Early Entry Assessment date will occur between May 1, 2026, and May 31, 2025. Parents will be contacted with assessment results by June 15, 2026.

- **The fee for the evaluation is $50.00. This fee is non-refundable.**
- **Please complete this application and return it to: Jared Haag at Bennet Elementary 50 Dogwood St. Bennet, NE 68137**

Please complete the parent/family questionnaire contained on the next page.

Current statute requires that children must be five years of age on or before July 31 prior to the school year. If a child turns five between August 1 and October 15, an application may be made for "early entrance" to kindergarten. If it is determined that your child is eligible for early entrance to kindergarten, information about the enrollment process will be provided with your child's testing results and a conference with the building administrator.

District OR-1

Palmyra Junior-Senior High School--Bennet Elementary
402-780-5327 www.districtor1.org

Michael Hart	Heath Johnson	Jared Haag	Linde Walter
Superintendent	Secondary Principal	Elementary Principal	Student Services

Parent Questionnaire Directions: Please answer each question below:

1. Why do you think your child should be considered for early entrance to kindergarten?

2. How long does your child maintain interest in a play activity or game?

3. What responsibilities does your child have at home? What do you do when your child does not follow through?

4. How does your child respond when he/she tries but can't do something?

5. What types of reading activities does your child engage in at home?

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6. What experiences does your child have with writing tools such as crayons, pencils, and markers?

7. What does your child know about numbers, shapes, and patterns?

8. How does your child handle change, transitions, and new situations?

9. How does your child interact with other children? Please describe how your child shares, takes turns, and cooperates with peers.

District OR-1
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402-780-5327 www.districtor1.org

Michael Hart Superintendent | **Heath Johnson** Secondary Principal | **Jared Haag** Elementary Principal | **Linde Walter** Student Services

District OR-1 Assessment Summary for Early Kindergarten Admission

The decision made by the District Evaluation Team on whether to admit a child for early entrance to kindergarten is final. There is no provision for reevaluation, retest, or parental appeal to the decision.

Child's Name:_____ **Date of Birth:**_____

Directions to individual completing developmental assessment: Please provide a summary of the results of the developmental assessment (including language and communication, concepts and readiness in the areas of academics, social, emotional, fine and gross motor skills).

Developmental Assessment Instrument Used:_____

Overall Standard Score Earned_____ Date Assessment Completed:_____

Results:

Interpretation: (Child's strengths, weaknesses, and potential educational needs)

Qualification Statement:

___This child qualifies for early entrance into kindergarten.

___This child does not qualify for early entrance to kindergarten.

Signature:_____ **Position**_____ **Date**_____

Parent(s) were provided a copy on: _____ By:_____

"Draft" INTERLOCAL AGREEMENT FOR JOINT USE OF FACILITIES
District OR-Public Schools and the Village of Palmyra
Updated: April 9, 2026
For Board Approval: Monday, April 13, 2026

THIS AGREEMENT is made and entered into on the **13th** day of_April**,** 2026, by and between the Village of Palmyra, a political subdivision of the State of Nebraska, hereinafter referred to as "Village," and the District OR-1 Public School District, a political subdivision of the State of Nebraska, hereinafter referred to as "District."

WITNESSETH:

WHEREAS, the Interlocal Cooperation Act, *Neb. Rev. Stat.* §13-801, et seq., hereinafter the "Act," provides that public agencies of the State of Nebraska may enter into agreement for the joint and cooperative exercise of powers, privileges or authority capable of being exercised by either agency; and

WHEREAS, the Act provides that any one or more public agencies may contract with any one or more public agencies to perform any governmental service, activity or other undertaking which each public agency entering into the contract is authorized by law to perform; and

WHEREAS, the Village and District are public agencies as defined in the Act; and

WHEREAS, pursuant to the Act, the parties desire to make the most efficient use of their powers by enabling them to cooperate with each other on a basis of mutual advantage, and thereby to provide facilities owned by each party in a manner and pursuant to the forms of governmental organization that will accord best with the community, the patrons of each entity, and other factors influencing the needs and the development of local communities.

NOW, THEREFORE, it is agreed by and between the parties pursuant to the Act as follows:

1. TERM. The term of this Agreement shall continue yearly through at least **December 31st, 2031** ~~terminate on **December 31, 2026**~~, unless extended by the parties in writing before that date.

2. TERMINATION. District or Village may terminate this Agreement by delivering to the other party written notice, which must be delivered to the non-terminating party, not less than 60 days prior to termination.

3. DESCRIPTION OF FACILITIES.

   A. VILLAGE FACILITIES. Village is the owner or lessee of facilities generally described as Taggart Park, which Village desires to permit the use of by District, its patrons, students, spectators, and employees, as described in this Agreement.

B. DISTRICT FACILITIES. District is the owner of facilities generally described as the Olson Sports Complex, which District desires to permit the use of by Village, its patrons, youth athletes, spectators, volunteer coaches, and employees, as described in this Agreement.

4. USE OF FACILITIES.

A. The party desiring to use the other party's facility shall submit a completed Notice of Use form signed by a representative of the party having authority to act on behalf of the requesting party, said Notice of Use form to be developed by the parties, which, at a minimum, shall specify the nature of the intended use, the dates and times of the use and the facilities to be used.

B. It is the understanding of the parties that the facilities owned or leased by each party are primarily intended for that party's use. Therefore, use of the party's facilities must be approved or rejected as each Notice of Use is received by the District or Village. After a Notice of Use is approved, if circumstances change such that the owner or lessee requires use of the facility for its own activities or purposes, the Village or District, as the case may be, shall notify the other party as soon as possible that the facility is not available for use. Approval or denial by the District shall be made by the District's Superintendent or the Superintendent's designee, and approval or denial by the Village shall be made by the Chairman of the Village of Palmyra Board of Trustees ("Chairman") or the Chairman's designee.

C. It is the understanding of the parties that the principal benefit of this Agreement is for the joint use of facilities by the School's students, teachers, and coaches and the Village's sponsored youth athletic activities, but understand that tournaments and games not involving Palmyra area students, patrons or citizens may at times require the use of facilities owned or leased by the parties.

D. The parties agree that the only uses of the facilities by the other party under this Agreement shall be for educational instruction, athletic practices, and competitions, in which it is anticipated that at competitions, spectators will be present.

E. Any gate fees or admission charges collected by the Village or District at the other party's facilities shall be at the discretion of the party using the facility pursuant to this Agreement. Any gate fees or admission charges collected shall be retained by the collecting party and shall be its sole and separate property.

F. Use of facilities may be denied based on a conflict with the date or time of the intended use.

G. If a Notice of Use conflicts with a request to use a facility by some group other than the parties to this Agreement, the parties to this Agreement shall be given

priority. Should conflicts arise because a first requested use is made by a group other than the parties to this Agreement, the owner or lessee of the facility shall have the final decision.

5. GUIDELINES FOR USE OF FACILITIES.

A. The user of the facility agrees to comply with all local, state, and federal laws, including health and fire codes applicable to the facility; comply with reasonable administrative rules related to use of the facilities; and comply with the requests of the employees or agents of the District or Village as they relate to the use of the facility.

B. Neither party shall act as or be considered a sponsor, nor endorse the activities conducted by the other party. To ensure that those in attendance understand the preceding statement, the parties agree not to make any statements suggesting or representing such sponsorship by the other party and further agree, if so requested by the owner or lessee of the facility, to publish statements of non-sponsorship in such form and manner as the owner or lessee of the facility may request.

C. The parties agree to provide appropriate adult supervision of the activity or event in all respects while using the other party's facility, including supervision reasonably necessary to ensure that no person participating in or attending the activity or event:

(1) Is presented with conditions that pose an unreasonable risk of personal injury or damage to personal property;

(2) Enters any area of the facilities that the Village or District has not granted permission to use or access any records of the Village or District;

(3) Engages in the use of tobacco, alcohol, or illegal drugs, or is under the influence of alcohol or illegal drugs;

(4) Possesses a firearm or weapon;

(5) Engages in disorderly, lewd, or lascivious conduct; or

(6) Engages in any criminal behavior.

D. The party using the facility shall cause to be removed any person from the activity or event who engages in any of the above-listed conduct. The user of the facility agrees to report to the other party by the close of the next business day the identity of any person who engaged in any of the above-listed conduct and the details of the conduct. For purposes of the District, if the offending person is a student, the Village shall report the student's conduct immediately to the Superintendent or the Superintendent's designee.

E. In the event the owner or lessee of the facility determines that the nature of the activity or event warrants the presence of security services, the owner or lessee of the facility shall notify the other party, and the other party shall provide such security services at its own expense.

F. The party using the facility agrees to ensure that all persons attending the activity or event are off the facility grounds at the end of the event, except students or staff of the District who are authorized to remain on the District's facilities for a school-related purpose or employees or agents of the Village who are authorized to remain for a Village-related purpose.

G. The approval to use a facility by one of the parties hereto shall not be assigned or transferred to another group.

H. The party using the facility agrees to:

(1) Conduct a reasonable inspection of the facility prior to the activity or event to ensure that the facility is safe for the intended use. In the event of any unsafe condition, each party shall notify, in the case of the Village, the Chairman or the Chairman's designee, and in the case of the District, the Superintendent or the Superintendent's designee. In the event the unsafe condition is not corrected prior to the activity or event, the party scheduled to use the facility shall postpone or cancel the activity or event;

(2) Not use or allow any equipment owned by the Village or District, as the case may be, to be used without the express approval of the other party;

(3) Not bring or allow others to bring food or beverages onto the facility, without the express approval of the other party;

(4) Not bring or allow others to bring or use any flammable items, including candles or incense, or any other volatile chemical or any explosive, including propane heaters;

(5) Not use any electrical equipment that has been brought to the facility without express approval by the other party;

(6) Not park or allow others to park in fire lanes or reserved spaces, particularly handicap spaces, or in any manner inconsistent with the owner of the facility's parking rules;

(7) Not cause or allow others to cause damage to facilities or equipment;

(a) In the event damages are sustained, the using party accepts responsibility for reimbursing the other party for the cost of repair or replacement;

(b) The using party shall immediately report to the other party any damage to the facilities or equipment that occurs during the use of facilities that may present a risk of injury. Any other damage shall be reported by the close of the next business day.

(8) Return the facilities in as good a condition as it was prior to use. This includes, without limitation, cleaning, removal of trash and returning other property to its proper location. The cleanup shall be promptly completed;

(9) Remove any property brought in by the using party and by any person attending the activity or event. The owner or lessee of the facility is not responsible for any personal property that is left on the premises.

(10) The parties will work together to develop an event checklist to address specific protocols for event operations.

6. INSURANCE AND INDEMNIFICATION.

A. Each party shall obtain, at its own expense, a comprehensive general liability insurance policy naming the other party as an additional insured. This policy shall be written with a minimum coverage of $1,000,000.00 combined single limit per occurrence. Each party shall provide to the other party a certificate of insurance evidencing coverage, as set forth herein.

B. The Village and District agree that each, as an indemnifying party, shall hold the other, as an indemnified party, harmless from all loss sustained by the indemnified party, on account of any suit, judgment, execution, claim or demand whatsoever, resulting from negligence on the part of the indemnifying party in providing the use of its facilities. In the event that any claim or action is brought against an indemnified party for which an indemnifying party might be liable under this paragraph, an indemnified party shall give notice within a reasonable amount of time to an indemnifying party of such claim or action and a description of the source and nature thereof. An indemnified party's failure to give notice within a reasonable amount of time shall relieve an indemnifying party of any liability thereunder with respect to the claim or action of which such notice was not given within a reasonable amount of time. Upon timely notice of any claim or action within the scope of this paragraph, an indemnifying party shall have the right, but not the obligation, to negotiate a settlement or compromise, with any such settlement or compromise being subject to an indemnifying party's approval, which shall not be unreasonably withheld, of any such claim or action, or to defend actions instituted at an indemnifying party's sole cost and expense.

7. MISCELLANEOUS.

A. No separate legal entity is created pursuant to this Agreement.

B. This Agreement sets forth the entire understanding of the parties, and it may be modified only by a written Memorandum executed by both parties.

C. All terms and provisions of this Agreement shall be binding upon and inure to the benefit of the parties and their respective successors and assigns.

VILLAGE OF PALMYRA, NEBRASKA, a Political Subdivision of the State of Nebraska

DATED:_____ BY:_____
Chairman

[ATTEST]

_____
Village Clerk

DISTRICT OR-1 SCHOOL DISTRICT, a Political Subdivision of the State of Nebraska

DATED:_____

BY:_____
_____, Its _____

Educational Service Unit 4

2301 Dahlke Ave.; PO Box 310
Auburn, NE 68305
402.274.4354
402.274.4356 (fax)
www.esu4.org

Administrator Gregg Robke

Director of Support Services Chuck Hummel

Health Services Director Felicia Martin, RN

Teaching and Learning Team Jen Madison/Tara Gossman/Erin Hamilton

Special Education Director Wendy Craig

NCECBVI Superintendent Tanya Armstrong

Technology Director Dustin Buggi

Date: March 30, 2026

To: ESU 4 Superintendents

From: Gregg Robke
Administrator

Re: Core Services
Program Support: 2026-2027 School Year

The service units in Nebraska are required by law to provide *Core Services* (Rule 84) to member schools. In order to do that, the state provides some funding, which is based on the student enrollment numbers for each district. This information is shared with superintendents each year.

I have not received a draft from NDE regarding Core Services funds for 2026-2027. The amount for 2025-2026 is $151,081.88. This is a reduction of approximately $57,600 from the previous year.

Each service unit in the state is given the responsibility to define Core Services within the following prerequisites:

A. Core Services shall be within the following service areas in order of priority:
    a. Staff Development;
    b. Technology; and
    c. Instructional Material Services;
B. Core Services shall improve teaching and student learning by focusing on enhancing school improvement efforts, meeting statewide requirements, and achieving statewide goals in the state's system of elementary and secondary education;
C. Core Services shall provide schools with access to services that:
    a. The educational service unit and its member school districts have identified as necessary services;
    b. Are difficult, if not impossible, for most individual school districts to effectively and efficiently provide with their own personnel and financial resources;
    c. Can be efficiently provided by each educational service unit to its member school districts;
    d. Can be adequately funded to ensure that the service is provided equitably to the state's public school districts;
D. Core Services shall be designed so that the effectiveness and efficiency of the service can be evaluated on a statewide basis; and

E. Core Services shall be provided by the educational service unit in a manner that minimizes the costs of administration or service delivery to member school districts.

Statutes also state that in order for Core Services to be provided to member schools, two-thirds of the member districts representing a majority of the students must approve these services. The statute also has the same requirement for additional services provided by the ESU and funded by the general fund tax levy. In the past a district's participation in Core Service Programs has been identified by a resolution approved by the board of education for each district. Support services have been identified and supported by the unit's Advisory Committee. In addition to utilizing property tax receipts for support services, portions of those costs are paid for by the districts utilizing the services. This plan has been, and is discussed continually, and is supported by the ESU 4 Advisory Committee.

At this point, the amount of Core Services funding is not known. To meet the intent of the law in a professional manner given the financial constraints continues to be a challenge. The financial and professional support shown by our districts is wonderful and has been very beneficial. Such support allows the services to continue.

Please sign this letter as your district's representative and I would ask that this letter is shared with your Board of Education at your next meeting.

Thank you for the continued support for ESU 4's Core Services programs and for the endorsement of the identified support services we have provided, and will continue to provide.

Sincerely,

Gregg Robke
Administrator, ESU 4

03/31/2026
Date

District Signature: Michael T. Hart
Michael T. Hart (Mar 30, 2026 16:57:26 CDT)

Palmyra-Bennet OR-1 Public Schools
District

03/30/2026
Date

OR-1_2026-2027 Core Service Letter

Final Audit Report 2026-03-31

Created:	2026-03-30
By:	Gregg Robke (GROBKE@ESU4.NET)
Status:	Signed
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MAR 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

This Month In ...	Page 2
Training, Networking, Engagement & Upcoming Events	Page 3
At The Board Table	Page 4
Impacted by Fires: Let NASB Know How We Can Help	Page 5
Advocacy Update: Key Topics to Watch	Page 6 & 17
Rely on NASB's Natural Gas Programs	Page 8
Present, Engaged, and Thriving: The Power of a Wellness Culture in Schools	Page 9
Area Membership Meetings: Dates and (NEW!) Locations Set	Page 10
Spring into Upcoming Items & Events!	Page 11
Find Your Path Hour	Page 12
Your 2026 NASB Affiliates	Pages 13-15
Your NASB Board of Directors & Staff	Page 16
... And Much More!	

Snapshots













THIS MONTH IN ...

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

Leadership Innovation Vision Engagement

https://members.nasbonline.org/

ADVOCACY & GOVERNMENT RELATIONS ... The 2026 Legislative Session is just over 3/4 through. Right now, the primary focus is on four key items: the budget and some concerning items currently included; the Education Committee Package (LB 937); the 3rd Grade Reading Retention bill (LB 1050); and Caps (LB 1219). Read up in more detail on Page 5. Stay engaged as we are continually updating our Bills page at **https://nasb.enviseams.com/legislative-bills** ... Call Colby & Matt any time! Advocate: For My District, For My Community, For Nebraska. Stay Informed - Know the Process - Engage. NASB can assist you ... Just ASK! (See more photos on Page 17 as well!)

ALICAP ... ALICAP would like to welcome our newest member Centura Public Schools! ALICAP's membership total is up to 228 public school districts and ESUs. ALICAP's renewal process will begin in April. Heads up, an email will be sent out to all current members on April 2nd. Did you know? ALICAP's districts/ESUs have completed more than 135,000 Safety Training Courses in this current 2025-26 year! Keep it up, school staff!

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

EDUCATION LEADERSHIP SEARCH SERVICE ... We can facilitate a quick process if you are a board/district in need of an interim superintendent for the 26-27 school year. Contact Shari at **sbecker@NASBonline.org**

ENERGY PURCHASING ... See how NJUMP and CJUMP provide meaningful value to NASB members by saving both time and money while reducing exposure to market volatility on Page 8. Worrying about the budget pinch? By next school year, become a member of NJUMP/CJUMP. Contact NASB to learn more!

GALLUP STRENGTHS ... This month our featured Gallup strength is **Arranger**. Those with arranger high in their Gallup strengths are natural orchestrators who can juggle many moving parts. They naturally see how things fit together. The month of March also brings the excitement of March Madness. You can leverage these strengths during your bracket challenge: Arranger, Analytical, Competition, Context, Deliberative, Input, and Strategic. Discover your individual and team strengths with Gallup Clifton StrengthsFinder. Contact Shari to learn more.

MEMBER ENGAGEMENT ... Thank you to those have taken time to attend the recent Legislative Lunches and Budget & Finance Workshops. Save the dates of June 10-11 for the NASB Golf Outing and School Law Seminar in Kearney. More information will be coming out soon! Recent district visits include Howells-Dodge, Clarkson, Leigh, and Shelby-Rising City.

POLICY SERVICES ... Last month we shared enhancements to our Policy Services that strengthen our capacity to provide high-quality, comprehensive services through new and expanded partnerships. SPARQ Data Solutions will integrate district policy manuals into the SPARQ Online Publishing platform, and Perry Law Firm will provide a comprehensive policy manual and ongoing policy updates. From there, these expanded NASB Policy Services will run through our Board Leadership department. Contact Lindsey Headrick or Marcia Herring for more information!

TECHNOLOGY ... Please continue to load your negotiated agreements into the Contract Settlement Form. If you have any questions or would like Darion to do this for you, please email him a copy of your negotiated agreement, the changes that were negotiated this year, and the date settled to **dmiller@nasbonline.org**. He is more than happy to help. Simplified meetings. Streamlined negotiations. Improved policy visibility. See how Sparq can make your life easier.

NASB Nebraska Association of School Boards

TRAINING, NETWORKING, ENGAGEMENT & EVENTS

SCHEDULE OF EVENTS

Leadership Innovation Vision Engagement #liveNASB

JOIN US!

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.

S M T W T F S

MARCH 2026

MARCH

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



S M T W T F S

JUNE 2026

JUNE

NASB Board Candidate Workshops - Tuesday, June 2 - Ainsworth, Hastings, and O'Neill

NASB Board Candidate Workshops - Wednesday, June 3 - Broken Bow, Ogallala, and Wayne

NASB Member Golf Outing - Wednesday, June 10 - Kearney Country Club

School Law Seminar - June 10-11 - Kearney

JULY THROUGH SEPTEMBER

ALICAP Summer Workshops - July 7 in Gering; July 8 in Kearney; July 9 in Lincoln

NASB Board Candidate Workshops - Tuesday August 4 - Alliance and Beatrice

NASB Board Candidate Workshops - Wednesday, August 5 - McCook and Omaha

Area Membership Meetings begin Tuesday, August 18th

Labor Relations - September 29-30 - Lincoln

All Dates & Locations Tentative & Subject to Change - *Registration Open

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

APRIL BOARD MEETING AGENDA ITEMS

Board Presidents and Superintendents: Please check your inbox for the **[sample] April Board Meeting Agenda** that was emailed to you on Monday, March 16, 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?

NASB 2026 Board Candidate Workshops will be coming to a place near you! NASB will be on the road this Summer providing an informational meeting for board candidates who are seeking election to the board. Check out the upcoming schedule:

- June 2 - Ainsworth, Hastings, and O'Neill
- June 3 - Broken Bow, Ogallala, and Wayne
- August 4 - Alliance and Beatrice
- August 5 - McCook and Omaha

NASB 2026 New Board Member Workshop Schedule

- December 7 - Ainsworth, Alliance, and Broken Bow
- December 8 - O'Neill
- December 9 - Ogallala and Beatrice
- January 5 - McCook and Wayne
- January 6 - Hastings and Omaha

See the Events tab of the NASB website at **https://members.nasbonline.org/events** for more information and the registration link closer to each Workshop. On site registrations welcome!

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 - Josh Wall

IMPACTED BY FIRES: LET NASB KNOW HOW WE CAN HELP

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https://members.nasbonline.org/





Our thoughts go out to those affected by this month's fires. **If you, your community, your district, or your students need anything, please ask.** In good times and bad we are 1,700 school board members serving 2 million Nebraskans in 530 communities. But through it all, we are always 1 Nebraska. It has been incredible to see how this state has rallied, and come together the past few weeks. Here are just a few notes of how districts have stepped up.

Brady School Members Continue Wildfire Support as Students Return to Class
By Jolie Peal, Nebraska Public Media News, Photos courtesy of Ann Foster
https://nebraskapublicmedia.org/en/news/news-articles/brady-school-members-continue-wildfire-support-as-students-return-to-class/

> ***"The Brady Public Schools staff made over 1,000 sandwiches and 500 breakfast burritos for volunteer fire fighters. All it took was one call and everyone showed up! We are blessed!" Ann Foster, Superintendent***

Eustis-Farnam Public Schools
"We were an evacuation site for the town of Farnam on the night of Thursday, March 12, hosting 20-30 people off and on until they all dispersed to various places on their own around 3:00 AM. School was cancelled on Monday, March 16 due to continued fire uncertainty as winds returned on Sunday and fanned flames again. We had several in the community impacted and fighting the fires themselves."

Wallace Public School
Jason Sommer, the district's current Maintenance Director, and former long time school board member, has been a volunteer firefighter for 27 years, 14 years a Chief, and was on the front lines. "I am so thankful for so many additional people coming in to help, and add to the number of local volunteers. People and departments from all across the state showed up Friday afternoon and fought fire until late Saturday morning, just protecting houses, following each others leads, keeping each other safe, doing what we were trained to do, and working as a team." Several staff members have also contributed in a variety of ways. Teachers and paraprofessionals sat at the fire hall and collected donations, packaged them, and drove them out to those who were actively fighting. One teacher was emergency evacuated at roughly 1:00 AM Sunday morning as the blaze was headed straight for their home. The firefighters somehow managed to preserve her home with the blaze burning essentially to her back yard. While still under a mandatory federal evacuation Monday night but still made it to school on Monday to teach!

NEBRASKA SCHOOL NUTRITION ROYALTY 2026

NDE's annual event to celebrate Nebraska school nutrition professionals is happening now! This year, they're honoring the school nutrition royalty that reign on high in local schools throughout the lands!

Hear ye, hear ye! Nebraska SNAC and NDE are collecting comments honoring local school nutrition teams (i.e., Nutrition Royalty) that work hard to feed kids around Nebraska!

Let it be known that from March 16 - April 8, community members can share their words of appreciation and thanks through this easy online form.

https://docs.google.com/forms/d/e/1FAIpQLSeY7Y6Wm4PyPuWL9GQBKyZWL5Lw2C06vyBr_me8QOyaGEsZ-g/viewform

Comments will be shared directly with nutrition teams, through an online gallery and on NDE social media, leading up to National School Lunch Hero Day on May 1st!

Please comment and help thank YOUR nutrition staff for their glorious reign!

NASB Nebraska Association of SCHOOL BOARDS

ADVOCACY UPDATE: KEY TOPICS TO WATCH

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

BILLS TRACKED / TESTIFIED
101 / 45

SUPPORT / OPPOSE
12 28

SBMs WHO SAT IN THE CHAIR THIS SESSION!
13!

50+
Teams/Calls (so far)

With Our Committee (8)
With Districts/Senators (48+)

With the full Membership (1)
(Day 30 ... Halfway Point)



I'M JUST A BILL ...

- Introduction
- Committee
- General File
- Select File
- Final Reading
- Governor
- Law

There are four key topics of note as the Session continues. The budget and some concerning items currently included, the Education Committee Package (LB 937), the 3rd Grade Reading Retention bill (**LB 1050**), and Caps (**LB 1219**).

BUDGET - The $3.5 million for school choice funding has now been removed ***(because of GREAT advocacy from you all!)*** but we still need to monitor this moving forward. However, the reduction in Special Education funding is still included. **LB 304** which eliminate a sunset date for the federal Child Care Subsidy program, and **LB 862** which changes intent relating to appropriations under the Nebraska Reading Improvement Act, bills we support, have now also been added in.

EDUCATION COMMITTEE PACKAGE - LB 937 includes all of the bills we anticipated ... LB 1146 - LB 1164 - LB 1224 - LB 1241 - **LB 1243**. The Committee Statement gives a good summary: **https://nebraskalegislature.gov/FloorDocs/109/PDF/CS/LB937.pdf**

READING - We are still waiting to see if/what the committee advances regarding **LB 1050**, the bill to amend the Nebraska Reading Improvement Act to limit advancement to grade four.

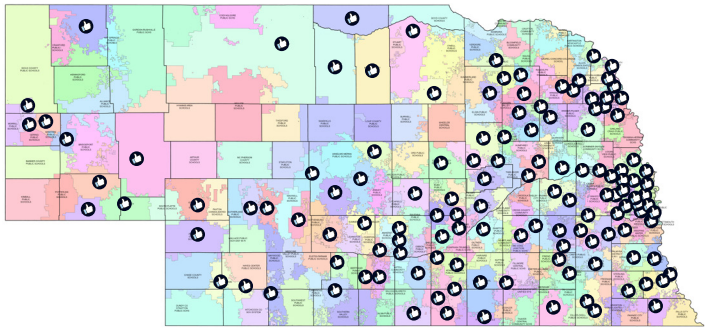
CAPS - LB 1219 to limit the amount of property taxes that may be levied by a political subdivision will most likely be heard on its own, not included into the Revenue Committee Package (LB 803). Senators Brandt and Hansen are working to whip votes and proposing changes to help its passage. Political subdivisions are united in opposition. We will be having another advocacy day at the Capitol next week ... more to come.

OTHER ITEMS
We are closely watching **LB 468** which if passed as anticipated to be amended, will significantly cut the amount of motor vehicle tax going to schools.

We are also monitoring **LB 575**, now amended into LB 803, the Revenue Committee Package, which will change provisions of the "pink postcard" meeting. NASB opposed LB 575 as introduced and have been working with Senators Hallstrom and von Gillern.

KEY LINKS AND RESOURCES

NASB Government Relations Page: https://members.nasbonline.org/government-relations
NASB Bills Page: https://nasb.enviseams.com/legislative-bills
Nebraska Legislature: https://nebraskalegislature.gov/
NASB X: https://x.com/NASBonline
NASB Facebook: https://www.facebook.com/NASBonline/



SBMs & DISTRICTS/ESUs WHO CAME TO LINCOLN ... ENGAGED FROM HOME ... ADVOCATED AT THE FEDERAL LEVEL ... JOINED US FOR LUNCH ... WERE VOCAL IN A CALL TO ACTION ... SHARED THEIR STORY ... MADE A DIFFERENCE! (THAT WE KNOW OF ...)



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RELY ON NASB'S NATURAL GAS PROGRAMS

Leadership Innovation Vision Engagement #liveNASB

https://members.nasbonline.org/programs-services/njump-cjump

The Nebraska Association of School Boards (NASB) natural gas programs were created to address two key needs identified by local school districts: competitive pricing and budget certainty. Today, more than 115 school districts and Educational Service Units (ESUs) across Nebraska participate in the NJUMP and CJUMP purchasing consortiums, leveraging collective buying power to reduce utility costs.

With continued volatility in natural gas markets, NASB has welcomed several new members into the programs for the coming year. By participating in these interlocal agreements, districts can rely on experienced peers to manage natural gas purchasing on their behalf. In today's uncertain global energy environment, participation in programs like NJUMP and CJUMP provides added value and stability.

Program oversight is provided by Boards of Trustees composed of participating superintendents and business officials. Both programs were established at the request of member districts and operate as independent interlocal pools. Trustees convene annually during the State Education Conference in Omaha each November, and at other times throughout the year as needed.

The Nebraska Joint Utilities Management Program (NJUMP) serves districts and ESUs located along the Black Hills Energy pipeline in southeast Nebraska. The Choice Joint Utilities Management Program (CJUMP) provides service to districts on the Black Hills Energy distribution system across northern, central, and western Nebraska.

Rather than purchasing an entire year's natural gas supply at a single point in time, both programs utilize a layered purchasing strategy, securing fixed prices incrementally as market opportunities arise. This approach has historically resulted in more favorable pricing and greater budget stability than districts are typically able to achieve independently.

These programs provide meaningful value to NASB members by saving both time and money while reducing exposure to market volatility.



Now is the time for new members to sign up for NJUMP or CJUMP for the 2026-27 heating season.

Ask John Spatz of the NASB staff for a copy of the Interlocal Agreement and Board Resolution to enroll in this time-saving, dollar-stretching program. For more information, NASB members on the Black Hills Energy distribution system can contact Alan Pederson of WoodRiver Energy at alan.pederson@woodriverenergy.com ... Members on the SourceGas distribution system can contact Mandy Heermann of Public Alliance for Community Energy at mheermann@nmppenergy.org.

PRESENT, ENGAGED, AND THRIVING

Leadership Innovation Vision Engagement #liveNASB

https://members.nasbonline.org/

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John Spatz, Executive Director of the Nebraska Association of School Boards (NASB), was invited to Washington, D.C., to participate in the "Leadership Roundtable: Present, Engaged, and Thriving—The Power of a Wellness Culture in Schools," hosted by the GenYouth Foundation.

The GenYouth Foundation is leading a national effort to bring together private-sector partners and schools to address chronic absenteeism. The roundtable included leaders from nationally recognized organizations who expressed a strong commitment to partnering with NASB and the broader K–12 community to support improved student attendance.

NASB looks forward to sharing more information in the coming months about this important partnership and its potential impact for Nebraska schools.

GENYOUth Leadership Roundtable

Present, Engaged, and Thriving: The Power of a Wellness Culture in Schools

Shared Purpose:

Chronic absenteeism and student disengagement are hurting schools and limiting opportunities for students nationwide. Too often, solutions focus only on academics, punishments or incentives, missing what students tell us matters most. New GENYOUth research, informed directly by youth, shows that students show up and learn when they feel respected and included, have opportunities to move, and are well-nourished during the school day. These aren't extras, they're essential. When schools build a culture of wellness, learning sticks, and quite often, low-lift solutions can have high-impact results. If we want students to thrive, we need to put wellbeing at the heart of education.

Shared vision:

Creating a Culture of Wellness in Schools as the Norm, not the Exception
We are actively working together to ensure that establishing a wellness culture is seen as a central part of the academic school day, including the following practices:

1. Center and Uplift Student Voice: Create a school culture where students feel welcomed, respected, treated fairly, and heard. Actively seek student input, support student agency, and use their perspectives to inform school policies, practices, and daily decisions that shape the school experience.

2. Make Movement Part of the Day: Recognize that physical activity is essential to learning and student wellbeing. Build opportunities for 60 minutes of physical activity into the school day through quality PE, active breaks, extracurricular activities, and sports to promote focus, health, social connection, and engagement.

3. Prioritize Access to Healthy School Meals: Ensure all students have reliable access to nourishing meals as a foundational condition for learning. Treat mealtime as a valued and protected part of the school day. Provide enough time to select, eat, and connect with peers, offer breakfast and lunch options that meet school meal guidelines and appeal to students' needs. Reduce stigma by making free meals accessible to all students.

NASB Nebraska Association of SCHOOL BOARDS

AREA MEETINGS: DATES AND (NEW!) LOCATIONS SET

Leadership Innovation Vision Engagement #liveNASB

https://members.nasbonline.org/events/area-membership-meetings

Area Membership Meetings ... Leadership - Training - Recognition - Networking - Vision

We are excited to visit two new communities for this year's Area Membership Meetings including Cody-Kilgore and South Sioux City!

Tuesday, August 18, 2026 - Cody-Kilgore
Wednesday, August 19, 2026 - Gering
Thursday, August 20, 2026 - Kearney
Tuesday, August 25, 2026 - Nebraska City
Wednesday, August 26, 2026 - South Sioux City
Tuesday, September 1, 2026 - Omaha
Wednesday, September 2, 2026 - North Platte
Wednesday, September 9, 2026 - York
Wednesday, September 23, 2026 - Fremont

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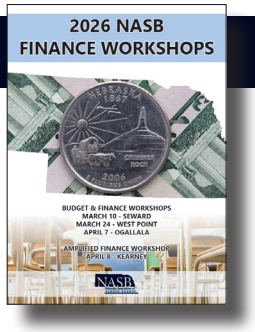
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SPRING INTO UPCOMING ITEMS & EVENTS!

Leadership Innovation Vision Engagement #liveNASB

https://members.nasbonline.org/events

Mark Your Calendars and Join Us!



Budget & Finance Workshops

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**

BUDGET & FINANCE WORKSHOPS

4:00 PM - Registration 4:30 PM - Workshop & Dinner 8:30 PM - Adjourn

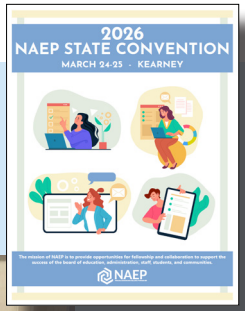
1. Review and explanation of general fund receipts with emphasis on TEEOSA and other forms of state aid
2. Explanation of how to protect your district's financial future by building a five-year receipt and expense chart
3. Discussion of key limitations placed on school finance: Levy Limits, Budget Authority, Revenue Caps; Etc
4. How to build a capital replacement schedule
5. Importance of board members understanding their distinct finances and how to communicate it clearly
6. Pitfalls and potential for fraud, credit cards, handling of cash, examination of payroll data
7. Understanding why budgeting is a continual process rather than a 'one and done'



AMPLIFIED FINANCE WORKSHOP - APRIL 8

10:00 AM - Registration 10:30 PM - Workshop & Lunch 4:30 PM - Adjourn

1. Review of all funds and their purpose, and a step-by-step guidance on the timing and process for accurately preparing the budget
2. Steps to fully build a line item budget with special emphasis on payroll data and staffing costs
3. How to develop a five-year financial plan for the district for both receipts and expenses
4. Best practices for building and maintaining a capital replacement schedule that avoids unexpected costs
5. Why and how to prepare a compatibility report for receipts and expenses
6. Common pitfalls and fraud risks districts face and how to prevent them
7. A practical overview of Joint Public Hearing(s) and compliance expectations
8. Discuss different scenarios and the impact LB 243 and the 3% base growth limitation
9. A clear explanation of the process, requirements, and considerations for pursuing a tax limit override



NAEP State Convention

March 24-25 - Kearney

The annual NAEP State Convention offers opportunities for district and ESU bookkeepers, business managers, secretaries, administrative assistants, and other office staff to engage in presentations and conversations on a variety of topics. **https://members.nasbonline.org/events/naep-state-convention**



NASB Member Golf Outing - Wednesday, June 10 - Kearney Country Club

Email Sharon at sendorf@NASBonline.org to participate

Find Your Path Hour

STATEWIDE CLASSROOM WORKFORCE EXPLORATION

April 20 - 24, 2026

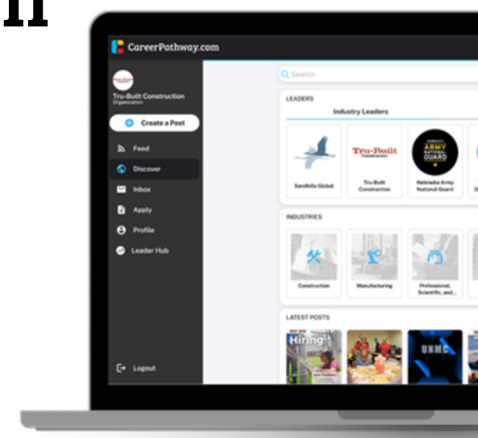
A first-of-its-kind, statewide classroom experience connecting students to real careers, real industries, and real opportunities in their own communities — all in one class period.

Connecting students to

- Careers & Industries
- Career & Education Pathways
- Local Employers & Opportunities

In just 30 minutes, students will

- Explore career interests
- Learn about local industries & employers
- Watch short “day-in-the-life” videos
- Build a simple career pathway plan
- Reflect & apply for opportunities



How It Works

1. District selects date
2. Teachers receive ready-to-run materials
3. Employers upload short videos & opportunities
4. Students participate during class
5. Receive engagement report

Who It Benefits

Students
Career clarity & local awareness

Schools
Turnkey materials & participation data

Employers
Early talent pipelines & visibility

FIND YOUR PATH HOUR EVENT REGISTRATION LINK
https://www.eventbrite.com/e/find-your-path-hour-tickets-1982967199273

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2026 Silver Level Affiliates - Creative Sites, LLC - UNO Innovative Learning-Centric Initiatives

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