

Board of Education Regular Meeting
Monday, May 13, 2024 6:00 PM Mountain
Dundy County Stratton High School
400 9th Avenue West
Benkelman, Nebraska 69021

1. Opening Procedures

Procedural Item

1.A. Call to order

Action Item

1.B. Roll Call

Action Item

1.C. Pledge of Allegiance

Procedural Item

2. Open meetings law

Action Item

1. The Board of Education reserves the right to enter into Closed/Executive Session for 1) the protection of public interest or 2) the prevention of needless injury to the reputation of an individual, and the individual has not requested a public meeting. When making a motion to enter into Closed/Executive Session, the member making such a request should be as specific as possible keeping the previously listed stipulation in consideration.
2. If the Board is in agreement, a motion maybe to enter into Closed/Executive Session to 1) discuss a personnel matter, or 2) for the prevention of needless injury to the reputation of the individual, or 3) to discuss litigation and for the protection of the public interest.
3. Action concerning matters discussed in Closed/Executive Session will be acted upon in open session

3. Awards and Recognitions

Action Item

Awards and Recognition (May)

Awards and Recognition (Staff Member of Merit):

We recently honored **Mrs. Jen Loker** for all of her time and efforts in getting the assessment systems up and running for our school. She was also honored for providing the Board with updates in report form. Her efforts to help our family understand the importance of assessments have been pivotal in the underpinnings and planning to help our school's achievement scores improve.

We honored **Mr. Gregg Loghry** for his willingness to rejoin our staff after retiring several years ago. He has salvaged our music program in a time when finding a Music/Band Instructor was not an easy task. We asked for a year and he gave us two. He has met with Celger Venzon repeatedly and has been a calming and steady influence in his life as we work to transition Mr. Venzon permanently moved to the United States and to Benkelman/DCS as Music Educator.

We also honored **Mrs. Jackie Anderson** for her contributions to our school. We wanted her to know that the efforts to help reestablish continuity between the buildings, and a developing renewed focus on achievement have been pivotal. Her leadership has allowed our buildings to flourish and grow. As an administrator, I too have appreciated the "Tight-Loose" operation.

Kris Freeland: I would like to congratulate my colleague Kris Freeland for his recent completion of his program of study. He Completed his specialist program at UNK to qualify for a superintendent endorsement. He has worked hard for this degree and was able to balance the required work while cutting his teeth in the ranks as a principal. Great job Mr. Freeland

4. **Public comment**
Information Item

Welcome to the Dundy County Stratton Public Schools Board of Education Meeting. The Board welcomes citizens to attend board meetings to become acquainted with the programs and operations of the district. Members of the public are also encouraged to share their ideas and opinions with the Board during the agenda item labeled "Public Items". Comments or questions from the audience at any other time during the meeting except for the agenda item "Public Items" will out of necessity be declared out of order.

The Nebraska Open Meetings Act prevents the board from speaking to a matter that is not on the agenda. Please understand that the board may be unable to address your issue during the meeting. It is not permissible for the board to comment on items not listed for the protection of the public's right to know and participate in the discussion of items that do come before the board and stated appropriately in the meeting agenda.

During this agenda item "Public Items" we ask that you abide by the following rules:

Public Comment Protocol and Procedures

4. Anyone wishing to speak to the board on specific agenda items or on other topics relevant to board business must complete a Public Comment Request Card and submit it to the Board President prior to the opening of the meeting. The public will only be recognized and their comments heard at Item "Public Items" on the board agenda. The total time allotted for the public comment will not exceed thirty minutes and each member of the public will be allotted not more than five minutes to address the Board. If a group wishes to speak, please designate one spokesperson for the group.
5. Please state your name and the topic you are addressing before you begin.
6. Speakers are asked to direct their questions and comments to the chair. A member of the Board of Education or the Superintendent may direct clarifying questions to the chair, but the board will not under any circumstance enter into a debate with any the member of the public.
7. Speakers may offer objective criticism of district operations and programs, but the Board would encourage members of the public to address complaints concerning individual district personnel through the proper chain of command. The chair may direct the member of the public to the appropriate means to address concerns brought before the Board; however, the board will not respond with action but will take comments under advisement and direct the comments to the appropriate staff member to address outside of the board meeting.
8. Please remember that is a public meeting for the conduct of business of the Dundy County Stratton Public School District. Offensive language, personal attacks and hostile conduct will not be tolerated. You should further be advised

that there is no legal protection for any comments that are made.

9. As stated in **NEB. REV. STAT. § 79-570 Class I, II, III, IV, or VI school district; president; meetings; maintenance of order.**

If any district meeting of a Class I, II, III, IV, or VI school district any person conducts himself or herself in a disorderly manner and persists in such conduct after notice by the president or person presiding, the president or person presiding may order such person to withdraw from the meeting and, if the person refuses, may order any person or persons to take such person into custody until the meeting is adjourned.

10. As stated in **NEB. REV. STAT. § 79-571 Class I, II, III, IV, or VI school district; meetings; disorderly conduct; penalty.**

Any person who refuses to withdraw from such meeting on being so ordered as provided in section 79-570 or who willfully disturbs such meeting shall be guilty of a Class V misdemeanor.

5. **Reports**

Action Item

5.A. Technology report

Information Item

5.B. Elementary principal report

Information Item

Dundy County Stratton Elementary School Board Report - May 13th, 2024

Dear School Board Members,

I am pleased to provide you with an update on the recent activities and events at Dundy County Stratton Elementary School.

Kindergarten Roundup Success: On April 15th, we held our Kindergarten roundup, welcoming 19 eager students. Mrs. Freeland, Mrs. Morris, and Mrs. Strand (our incoming kindergarten teacher) organized engaging activities for the students, including a delightful photo booth crafted by Mr. Loghry and adorned by Mrs. Davis. Anticipating a class size of approximately 23, we are excited to welcome these young learners into our school community.

6th Grade Achievements: Our 6th graders showcased their talents and sportsmanship at the area 6th grade track meet in Wauneta on April 19th. Competing against several neighboring schools, DCS proudly secured 2nd place in both divisions. Additionally, the 6th graders had a successful transition day at the high school on April 22nd.

2nd Grade: Shared their learning of different animals and their habitats. Great Job 2nd grade

Celebrating Reading Success: We celebrated the remarkable reading accomplishments of our students on April 23rd. Molly Ladenburger(382), Leighton Bradney(210), and Riley Kassion (310) were recognized for their outstanding achievements. Officer Jones also conducted a stimulating Goggle Activity with our **5th grade DARE students**, that simulated a person that was impaired. This was a learning experience for the students!

Educational Excursions: Our students embarked on enriching field trips throughout April and May. Highlights included a visit to Swanson Lake for 3rd and 4th graders, a trip to the Firefighters Museum in Kearney for 2nd graders, and an unforgettable experience at Ash Hollow State Park for 5th graders, where they participated in uncovering a Woolly Mammoth fossil.

Community Engagement: We fostered community partnerships through events such as Kids Safety Day organized by **Tawnia Nichols** from Dundy County Hospital, which featured informative sessions on various safety topics and engaging activities for our students. Thank you Tawnia Nichols!

Upcoming Events: As we approach the end of the school year, we have a host of exciting activities planned, including K-6 Track and Field Day, field trips, a kickball tournament, a quiz bowl, and our annual AR carnival. We will also bid farewell to two esteemed members of our staff, Mrs. Freeland and Mrs. Morris, during a retirement ceremony in recognition of their dedicated service to our school community. We will ask the Kindergartners to come back an extra day for Kindergarten Graduation on Friday May 17th, which just so happens to be the same day, Mr. Freeland graduates with his Specialist degree in School Administration from the University of Nebraska at Kearney. I am guessing that I will miss my ceremony for Kindergarten Graduation!

Summer Programs: Summer school will commence on June 3rd, offering additional educational opportunities for our students through June 27th.

Thank you for your continued support as we strive to provide quality education and memorable experiences for the students of Dundy County Stratton Elementary School.

Sincerely,

Kristian K. Freeland

Kristian K. Freeland

Principal, Dundy County Stratton Elementary School

5.C. Secondary principal report
Information Item

Board Report: May 13, 2024

Achievement Scores and Testing:

We have received the PreACT and PreACT8/9 test scores. We are working on ingesting them into Branching Minds and are creating a district spreadsheet to track student progress from PreACT 8/9 through ACT for School Improvement. Both reports include the answers students provided and the correct answer. Answer booklets for the PreACT and the answer guides in the report will be incorporated into the ACT prep class for the juniors next year. We will distribute score reports to students this week.

Transcripts and Senior Finalizations: Transcripts have been gone through with a fine-tooth comb, printed and uploaded to NCAA and NAIA websites if applicable. Transcripts will be sent/mailed to colleges this week and put into a folder along with Scholarship information, Birth Certificates, Immunizations and several other documents for seniors to pick up later this week. All final grades will be posted and that will bring this school year to an official end for our students.

Schedules for next year have been done and students will have an opportunity to drop and add the first week of school next year.

Graduation: Was held this past Saturday. We ushered 17 graduates into the world as DCS alumni. All indications were that the ceremony went well. Thank you to Sandy and Jordan for being there and helping to hand out diplomas.

Awards and Recognition (Staff Member of Merit): We recently honored Jen Loker for all of her time and efforts in getting the assessment systems up and running for our school. She was also honored for providing the Board with updates in report from. Her efforts to help our family understand the importance of assessments have been pivotal in the underpinnings and planning to help our school's achievement scores improve. We honored *Mr. Gregg Loghry* for his willingness to rejoin our staff after retiring several years ago. He has salvaged our music program in a time when finding a Music/Band Instructor was not an easy task. We asked for a year and he gave us two. He has met with Celger Venzon repeatedly and has been a calming and steady influence in his life as we work to transition Mr. Venzon permanently moved to the United States and to Benkelman/DCS as Music Educator. We also honored *Jackie Anderson* for her contributions to our school. We wanted her to know that the efforts to help reestablish continuity between the buildings, and a developing renewed focus on achievement have been pivotal. Her leadership has allowed our buildings to flourish and grow. As an administrator, I too have appreciated the "Tight-Loose" operation.

Student of the Year (Top Tiger): At the most recent Friday Celebration we honored the **April and May Students of the Month**. *April SOM: Lexie Yrkoski and Selah Lozano and May SOM: Breck Horner and Taos Dale*. The staff was sent a ballot last week to select a Student of the Year (Top Tiger). The recipient will receive a Top Tiger trophy and a gift card courtesy of

Pinnacle Bank. They will be revealed this Wednesday, May 15 during the End of the Year Awards Ceremony in 7th and 8th period.

Evaluation Update: Complete and in full compliance

Students Last Day: The last official day for the students will be May 16. We will be running a 2:30 dismissal that day.

Staff Last Day: The last day for staff will be Friday, May 17. I will be checking out staff as they report to the office. Upon completion, I will join the track teams in Omaha for the Track and Field Championships.

Staffing: With some losses to our family through retirements and resignations, we are left filling the positions by either attrition, creative shuffling, or open recruitment. As reported last several months this happens from time to time. I am still confident that we will have staffing in place to continue our trajectory toward excellence and in alignment with our vision for improving our educational experiences for our students when all is said and done. We are still searching for a JAG Instructor presently. We will respond with our students and their needs in front of us. We have absorbed one recent position into the schedule without filling the post with an additional staff member.

Prom: The theme was *An Evening at the Enchanted Forest* was held on Saturday, April 27th. The event went off without incident. The juniors provided everyone with a fine evening of memories. Great job to all involved.

Athletics/Activities: Gold Districts are being held today. I will update you as I find out more. State track is this weekend. The boys won the District Title last week. They performed at a very high level as well. Many, many records have been broken over the course of this season by this group of athletes. *Athletic.net* provides historical feedback on how this group has done and collects it empirically. Not only were personal records broken, but grade records and school records were shattered by individuals on this team. Good luck to our athletes as they march to the finish and invade Burke stadium in Omaha this week.

State Golf will be held in North Platte next week.

We will be at Burke Stadium in Omaha this weekend starting on Friday for Track. Good luck everyone.

ROOMS Update: Evidence indicates that we remain in a healthy place with ROOMS and its installment. We also remain in a healthy place with respect to the early usage of this process as reported last month. We need to continue to work on this protocol and make it our operating standard. This will take time. I again tip my hat to DCS for being a leader in this innovation for area schools.

School Improvement: No recent additional action. We will be entering year two of our cycle next year. We have established committees that will help with continuity and consistency in the future. The teams have done a great job of using the power of the group to get work completed. PLCs have been established and there has been a strong movement toward collaborative decision-making where the will of the group and having a shared consensus is the root. DCS is on the move. The systems are in place to keep us moving forward. They have worked hard and we should all take stock in the efforts this SIP team has done over the last two or three years.

Tell Our Story! DCS is becoming a valid player! DCS has a history of excellence in many things over the years. We are now being recognized for growing/changing. We aren't just an activity school. We have been very vocal about telling our story and letting the world know all the great things we are doing. The needle is moving and we are very close to being recognized for academics alongside athletics and performing arts our kids do so well. DCS pride is on the rise. Tell our story...our way...in every way...every day. #Family, # Our DCSStory

Thank You: I want to thank the DCS family, Mrs. Anderson, and the DCS Board of Education for allowing me to lead DCS High School over the last two years. It has been an enjoyable experience and one that I will forever cherish. We have done some great things together. I am most proud of the fact that we are operating like a family and that I can leave here knowing that my staff will be ready to move forward and continue offering excellence guidance to our children. They have a voice again. They work as a team and are able to help each other through most adversity as a family. They have been exceptional. I am confident DCS is in a very healthy place and that Sandy O'Neil will be able to continue moving our school forward. Onward and Upward. Roar Tigers. # MyDCSstory

I will miss you all.

5.D. Transportation report
Information Item

Fleet Vehicle Mileage for School Year ----

April Monthly Detail

2023-2024

Fleet #	Vehicle	Beginning Odometer	Ending Odometer	Monthly Mileage	Gallons	Maintenance
1	2000 Bluebird Bus (Coach)	156366	156517	151	0	rpl coolant hose to turbo
2	2005 Van Hool Coach	99110	101369	2259	440	
3	2015 Blue Bird Yellow Bus	90312	91399	1087	96	chg oil & filter; rpl air filter; ckd all fluids and lubed vehicle
4	1999 Thomas / INTERNATIONAL	206776	206776	0	0	
6	2014 Blue Bird Bus	155162	155162	0	0	rpr wiring for student pickup lights; rpr wiring for stereo
7	2023 ICE School Bus	43255	45743	2488	288.6	
8	2014 Blue Bird	151859	153433	1574	243.6	
9	2002 CHEVY V8 3500 Bus	172736	172781	45	10	
10	2012 Ford E-350 Van	110308	110947	639	18	
11	2019 International Bus	107951	109832	1881	195.2	
12	2020 IC Bus	128213	131414	3201	238.2	chg oil & filter; chk all fluids & lubed vehicle
13	2005 Taurus Gold	139676	139821	145	0	
14	2005 Taurus Grey	140285	140285	0	0	rpl fuel pump; rpl injector spider assy; rpl gaskets for upper plenum
15	2010 Chevy Impala	146416	146559	143	11	chg oil & filter; chk all fluids & lubed vehicle
16	2005 Chevy Suburban white	195705	195717	12	0	rpl dosing valve for DEF; rpr pigtail for dosing valve
17	2006 Suburban - Maroon	189563	190558	995	74.8	
19	2013 Ford Expedition White	266992	269766	2774	180.5	
21	2001 Ford Taurus Tan	152282	152282	0	0	
23	1999 Chevy Mid Bus 3500	170027	171088	1061	89	
26	2022 Chevrolet Equinox	24813	27329	2516	26.5	
27	2012 BlueBird	175994	176724	730	76.8	chg oil & filter; chk all fluids & lubed vehicle
28	2001 Chevy Silverado 1500	160291	160420	129	22	
29	2018 Ford T-350 Transit	85147	87779	2632	59.4	
30	2009 Ford F-350 Van	124472	124523	51	0	
31	2007 Ford Expedition Silver	263678	264494	816	39.8	
32	2021 Ford Exp Max	41206	42864	1658	38.5	
33	2010 Ford E-350	137000	138371	1371	16.5	
34	1999GMC Suburban Blue	157075	157134	59	0	
0	0	0		0		
0	GAS CAN	0		0	2.7	
0	Gas - Stratton	0		0		
0	DIESEL CAN	0		0	12	
0	Diesel - Stratton	0		0		
0	Other - air compressor @ barn	0		0		
0	F-935 John Deere mower	0		0		
0	MULE	0		0		
0	Besler Trailer	0		0		
0	425 Mower (Benk)	0		0		
0	345 Mower (Haigler)	0		0		
0	345 Mower (Stratt)	0		0		
0	Diesel Fuel Tank	0		0		
0	Weedeaters - Stratton	0		0		
0	0	0		0		
0	0	0		0		
0	0	0		0		
0	0	0		0		
0	0	0		0		
0	0	0		0		
0	0	0		0		
0	0	0		0		
0	0	0		0		
0	0	0		0		
Total Mileage of All Vehicles---->				28417		

5.E. Superintendent report: See attached Extra Duty Spreadsheet

Information Item

Extra Duty

Activities Director
Cross Country
Volleyball
Football
Boys Basketball
Girls Basketball
Wrestling
Boys Golf
Girls Golf
Boys Track
Girls Track
Cheer / Dance
One Act
Vocal Music
Instrumental Music
Musical
School Play
Speech
Mock Trial
FCCLA
FBLA
FFA
National Honor Society
HS Concessions
HS Academic Bowl
JH Academic Bowl
K-6 Academic Bowl
Student Council
Yearbook

Head Coach

Tim Rettele
Hannah Stroup
Shelby Zoltenko
Mike Spargo
Kris Freeland
Matt Schaub
Ben Killingsworth
Ben Killingsworth
Mike Spargo
Hannah Stroup
Lindsay Anderson
Emily Cameron
Celger Venzon
Celger Venzon
Celger Venzon Spring '26
Emily Cameron - Spring '25
Tracy Peckham
Tracy Peckham
Lindsay Anderson
Lisa Fox
Kayla Mues
Jen Loker
Lindsay Anderson / Ali Lunsford
Elisha Hinojosa
Tammi Carmichael
Kale Shields
Kylee Forch
Tracy Peckham

Assistant Coach

If needed
Allie Behlke
Ryan Zuhlke
Mike Spargo
Laura Kliessen
TBD
Possibly Emily Cameron
Tim Rettele
Elisha Hinojosa

Extra Assistant Coach

Chance Raichart
Jordan Stroup?

DCS Class Sponsors

Split Stipend

7th Grade
8th Grade
9th Grade
10th Grade
11th Grade
12th Grade

Elisha Hinojosa
Tracy Peckham
Marilyn Zarkowski
Lisa Fox
Karla Brown

Emily Cameron
Ben Killingsworth
Jen Loker
Ryan Zuhlke
Matt Schaub
Kylee Forch - remains with Seniors

Jr. High Coaching

Football
Volleyball
Wrestling
Boys Basketball
Girls Basketball
Boys Track
Girls Track

Ryan Zuhlke
Kylee Forch
???
Mike Spargo
Matt Schaub
Mike Spargo
Megan Spargo

Mike Spargo

Mike Spargo
Ryan Zuhlke
Megan Spargo
Matt Schaub
Ryan Zuhlke

We will need to rotate who attends track
meets so someone is always available for
HS

Extra Duty

Activities Director	Tim Rettele
Cross Country	Hannah Stroup
Volleyball	Shelby Zoltenko
Football	Mike Spargo
Boys Basketball	Kris Freeland
Girls Basketball	Noah Temme
Wrestling	Tony Fiscus
Boys Golf	Sam Cahow
Girls Golf	
Boys Track/Girls Track	Tony Fiscus???
Cheer / Dance	Tanisha Fahrenholz
One Act	
Vocal Music	TBD
Instrumental Music	TBD
Musical	TBD
School Play	
Speech	Tracy Peckham
Mock Trial	Tracy Peckham
FCCLA	Lori Rettele
FBLA	Lisa Fox
FFA	Kayla Mues
National Honor Society	Jen Loker
HS Concessions	RC ???
HS Academic Bowl	Elisha Hinojosa
JH Academic Bowl	Noah Temme
K-6 Academic Bowl	Kale Shields
Student Council	Rochelle Craft
Yearbook	Jen Loker??

DCS Class Sponsors

7th Grade	Tracy Peckham	Ben Killingsworth
8th Grade	Lori Rettele	Jen Loker
9th Grade	Lisa Fox	Elisha Hinojosa
10th Grade	Karla Brown	Noah Temme
11th Grade	Shelby Zoltenko	Tammy Carmichael
12th Grade	Tony Fiscus	Kylee Forch

Jr. High Coaching

Football	Chris Watt	Mike Spargo
Volleyball	Kenzie Wonderly	Tony Fiscus
Wrestling	Tony Fiscus	Mike Spargo ??

Assistant Coach

If needed

Chris Watt, Tony Fiscus
Chris Watt, Mike Spargo
Laura / Kenzie
Richard / Ben

Richard Reichert, Mike Spargo, Kenzie?,

Tim Rettele

???

Boys Basketball
Girls Basketball
Boys Track
Girls Track

Mike Spargo
Chris Watt
Mike Spargo
Tony Fiscus Switch if...

Tony Fiscus
Kenzie Wonderly
Chris Watt
Kenzie Wonderly

Extra Assistant Coach

Extras for consideration

Chance Raichart

Laura, Hannah

Extra Duty

Activities Director
Cross Country
Volleyball
Football
Boys Basketball
Girls Basketball
Wrestling
Boys Golf
Girls Golf
Boys Track
Girls Track
Cheer / Dance
One Act
Vocal Music
Instrumental Music
Musical
School Play
Speech
Mock Trial
FCCLA
FBLA
FFA
National Honor Society
HS Concessions
HS Academic Bowl
JH Academic Bowl
K-6 Academic Bowl
Student Council
Yearbook
Esports (3 seasons)
Video Stream Coordinator

Head Coach

Tim Rettele
Hannah Stroup
Shelby Zoltenko
Mike Spargo
Kris Freeland
Matt Schaub
Ben Killingsworth
Mike Spargo
Hannah Stroup
Lindsay Anderson
Emily Cameron
Celger Venzon
Celger Venzon
Celger Venzon Spring '26
Emily Cameron - Spring '25
Tracy Peckham
Tracy Peckham
Lindsay Anderson
Lisa Fox
Kayla Mues
Jen Loker
Lindsay Anderson / Ali Lunsford
Elisha Hinojosa
Tammi Carmichael
Kale Shields
Elisha Hinojosa
Tracy Peckham
Lisa Fox
Lisa Fox

Assistant Coach

If needed
Allie Behlke
Ryan Zuhlke
Mike Spargo
Laura Kliessen
TBD
Possibly Emily Cameron
Matt Schaub
Megan Spargo
Tim Rettele

Extra Assistant Coach

Chance Raichart
Jordan Stroup?

Tech Coordinator
Wt. Room Coordinator
Show Choir

Lisa Fox
Mike Spargo
Julie Shillington

DCS Class Sponsors

7th Grade
8th Grade
9th Grade
10th Grade
11th Grade
12th Grade

Tammi Carmichael
Tracy Peckham
Marilyn Zarkowski
Lisa Fox
Karla Brown
Elisha Hinojosa

Split Stipend

Ryan Zuhlke
Ben Killingsworth
Jen Loker
Kayla Mues
Matt Schaub
Emily Cameron

Kylee Forch - remains with Seniors

Jr. High Coaching

Football
Volleyball
Wrestling
Boys Basketball
Girls Basketball
Boys Track
Girls Track

Ryan Zuhlke
Kylee Forch
???
Mike Spargo
Matt Schaub
Mike Spargo
Megan Spargo

Mike Spargo
Matt Schaub
Mike Spargo
Ryan Zuhlke
Laura Kleisen
Matt Schaub
Ryan Zuhlke

We will need to rotate who attends track
meets so someone is always available for
HS

	What influenced your decision to leave our school district? (check all that apply) *	If you have accepted another position, will it be the same type of work? *	If not, what type of work will you be doing? *	What does your new position offer that the position you are leaving does not? *	PLEASE PROVIDE SOME FEEDBACK REGARDING SUPERVISION YOU RECEIVED IN THE FOLLOWING AREAS: Providing recognition on the job *	Resolving complaints, grievances, problems *	How would you describe your workload? *	What did you like about your position? *	What did you dislike about your position? *	How can we improve? *	Would you recommend Dundy County Stratton Public Schools to a friend as a place to work? *	What would have made you consider staying in the DCS school district? *	Please feel free to make additional comments here.
5/7/2024	Relocation	No	I will be teaching different content area	Professional and leadership opportunities both in and outside my content area	Recognition is not something I as a person set out to have but the support from both staff and admin at the Elementary with the crazy events and things was amazing.	All problems and grievances followed chain of command	Too heavy, not manageable	The kids and my mentor circle	There wasn't much I could say that I disliked about the position	All district have areas of improvement however, due to my decision of leaving the district influenced by my need to be closer to my family and not dissatisfaction with my teaching position in the district I don't think it would be helpful to knit pick the district	Yes, with reservations	Increased responsibilities (such as leadership or career advancement opportunities)	It really has been a pleasure working at DCS however it was time for me to pursue opportunities that aligned with my overall professional goals and families needs
5/7/2024	Relocation	Yes	N/A	Location for spouse to use her degree.	Jackie was superative in letting me do my job.	N/A	About right; balanced	Everything	Scars of Past Practice	They won't work if not given the chance.	Yes, with reservations	Other (please describe)	Work in the Benkelman area for my spouse that allowed for professional growth.
5/8/2024	Relocation	Yes	N/A	Location for spouse to use her degree.	Jackie was superative in letting me do my job.	N/A	About right; balanced	Everything	Scars of Past Practice	They won't work if not given the chance.	Yes, with reservations	Other (please describe)	Work in the Benkelman area for my spouse that allowed for professional growth.
5/8/2024	Relocation	Yes		Proximity to my family.	I received plenty of recognition for my work.	All complaints were resolved.	About right; balanced	Using my counseling background to help struggling readers.	Extra-curricular uncertainty and unthankfulness.	DCS can improve by seeking to find stable administration at the high school level. Our students have gotten used to having a new high school principal every couple of years and develop no respect for them. A lot of this burden falls on the football and basketball coaches to help enforce discipline and responsibility on our young men. This is an absolute fact. Mike Spargo, Kris Frieland and I have been able to provide the STABLE foundation for our students. It needs to be clear that the school board should not have the influence it does. Many think it is their right to promote things that benefit them directly.	Yes, with reservations	Other (please describe)	It was special to come back to my alma mater and my parents alma mater and achieve the success that we have had here at DCS.

What influenced your decision to leave our school district? (check all that apply) *	If you have accepted another position, will it be the same type of work? *	If not, what type of work will you be doing? *	What does your new position offer that the position you are leaving does not? *	PLEASE PROVIDE SOME FEEDBACK REGARDING SUPERVISION YOU RECEIVED IN THE FOLLOWING AREAS: Providing recognition on the job *	Resolving grievances, complaints, problems *	How would you describe your workload? *	What did you like about your position? *	What did you dislike about your position? *	How can we improve? *	Would you recommend Dundy County Stratton Public Schools to a friend as a place to work? *	What would have made you consider staying in the DCS school district?	Please feel free to make additional comments here.
Timesta mp		Going to retire and help my kids reach there potential. See grandkids more often.		Mr. Lurz's experience in the school environment is second to none. He was always positive towards me and understood that we were working hard to improve and gave us the support we needed.	The administrative staff was excellent in this area. Anyone could set down with the staff and have a productive conversation in order to resolve any issues.	Too heavy; not manageable	I really enjoyed the kids and teaching them things for their place in life. Fun to watch them mature into adults over the years.	Not enough time to properly prepare and implement the best plans for student development.	The school board failed at there job to prepare this school for the future. For being a Ag community they have the poorest school shop/Ag classrooms I've ever seen. No space to work. Half of the time it is the maintenance shop storage. No properly installed welding/gas welder burn in kids eyes or permanent damage. No storage for materials. No updates to electrical for machines. Cords across every floors which leads to potential deadly or maiming accidents. The lack of foresight of the board the kids will never get the technical skills they need to compete in life. The lack to add new facility in the form of CTE building and new gym just cemented the continued slow bleed of Benkelman as a town. All the potential influx of students of at least 120 kids will go elsewhere to better/more aggressive communities. A huge loss in retail revenue for the community.	No Other (please describe)	Shad Stamm needs to be removed from the school board. Nobody has the right to stand up and ridicule a person for 15 minutes none stop. We work hard in school systems to prevent bullying and that is what he is doing. The board needs to reorganize to 6 members and lay out districts that each member would represent. When you hire someone they are supposed to do a job and should not be micromanaged. Let them do their job.	
5/8/2024 Other...	No	na	A chance to go back home.	Wonderful	Wonderful	About right; balanced	The people--Staff and Kids	Missing to many school days	I don't know how to improve it, but you have so many kids doing to much. Sometimes, it seems like education gets lost in the shuffle.	Yes, without reservations		
5/9/2024 Other...	Yes		A chance to go back home.	Wonderful	Wonderful	About right; balanced	The people--Staff and Kids	Missing to many school days	I don't know how to improve it, but you have so many kids doing to much. Sometimes, it seems like education gets lost in the shuffle.	Yes, without reservations		The only reason for leaving was to be with family. The staff and people are some of the best people I have worked with in over 39 years of teaching. I can honestly say that I would not be leaving if that one in a thousand job had not opened up. Thank you for 3 wonderful years. The kids and staff are special!!!!!! The only reason for leaving was to be with family. The staff and people are some of the best people I have worked with in over 39 years of teaching. I can honestly say that I would not be leaving if that one in a thousand job had not opened up. Thank you for 3 wonderful years. The kids and staff are special!!!!!!

Superintendent Report - May 2024

Upcoming Events

District Golf (today)
Retirement party (May 16)
State Track - May 17,18
Last Day - May 16 (S) 17 (T)
Kindergarten graduation -17th

Meetings attended

NASBO State convention
State Accreditation
meeting
Various online meetings
RPAC

Progress

Materials for summer projects
here
Roofing over Music room
Looking for bathroom bids
Obtained waiver (1-year)
Daycare
Ongoing conversations with
Architect (Elementary
projects)
Did not receive Safety grant
money
New Stage curtains - had to
re-order a new valence

Personnel

Mr. Fiscus resigned, and we are advertising for a teacher. We have made adaptive schedule changes allowing current staff to cover his classes should that not be possible.

Offered contract and was accepted, Megan Spargo for PE. She will be obtaining a Transition to teaching certificate.

New schedule is in place with students enrolled. Schedules will be sent home this week.

Extra duty assignments attached.

Teacher survivor game was a big hit!

Looking forward

I am working to complete all grant applications, state reporting requirements, and early budget documents during the coming month. There are several vendor meetings I will attend.

I am attaching the results of the teacher exit survey.

1. Student Learning Opportunities: Implement expanded learning opportunities for students to enhance college/career/ readiness skills.
2. Culture and Cohesion: Foster a caring, inclusive culture where all staff and students feel value, support, and connectedness.
3. Personnel Effectiveness: Continue to provide organized PLC's to grow a positive and collaborative learning culture for staff and students.
4. Communication and Partnerships: Continue to increase communication to maintain perceptions of DCS by engaging students, families, employees and the community.
5. District Resources: Creation of a comprehensive facilities plan to address both short-term and long-term goals including but not limited to new construction, renovation, maintenance of facilities and acquiring property to meet the future needs of the district.
6. Board Governance: Establish and maintain effective communication with stakeholders to promote the district's image, and build and sustain partnerships that best serve education.

DCS Teacher Exit Survey

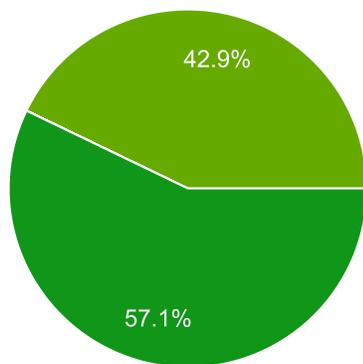
7 responses

[Publish analytics](#)

What influenced your decision to leave our school district? (check all that apply) *

[Copy](#)

7 responses

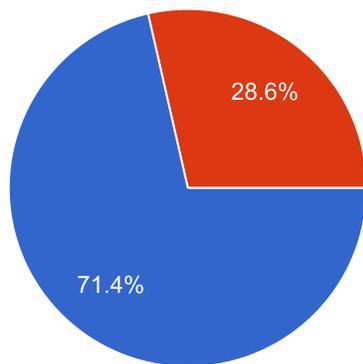


- Pursue new professional opportunity
- Better opportunity for growth
- Supervision
- Relocation
- Rate of Pay
- Illness or physical condition
- Career Change
- Other...

If you have accepted another position, will it be the same type of work? *

[Copy](#)

7 responses



- Yes
- No



If not, what type of work will you be doing?

4 responses

N/A

I will be teaching different content area

Going to retire and help my kids reach there potential. See grandkids more often.

What does your new position offer that the position you are leaving does not? *

7 responses

Location for spouse to use her degree.

A chance to go back home.

Professional and leadership opportunities both in and outside my content area

Proximity to my family.

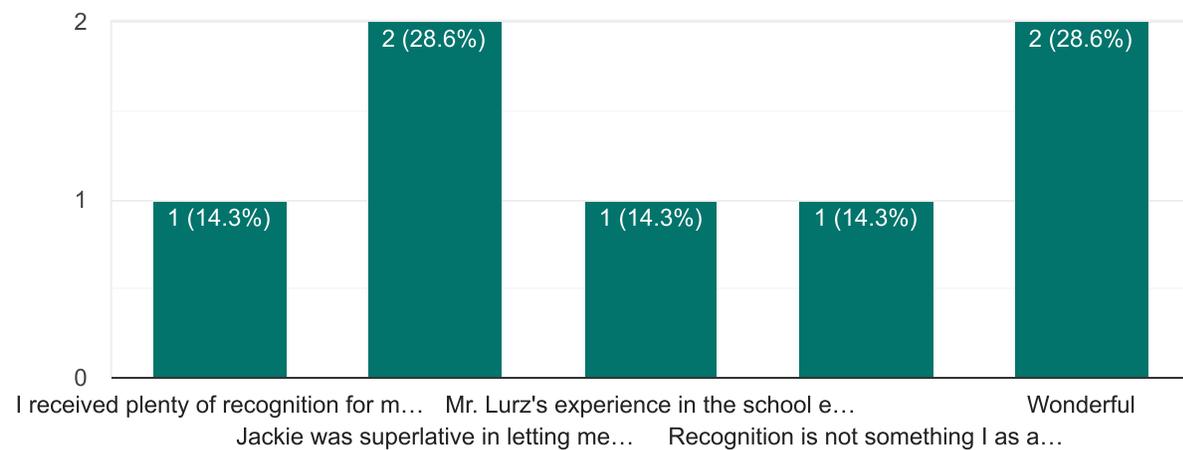
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PLEASE PROVIDE SOME FEEDBACK REGARDING SUPERVISION YOU RECEIVED IN THE FOLLOWING AREAS:



Providing recognition on the job *

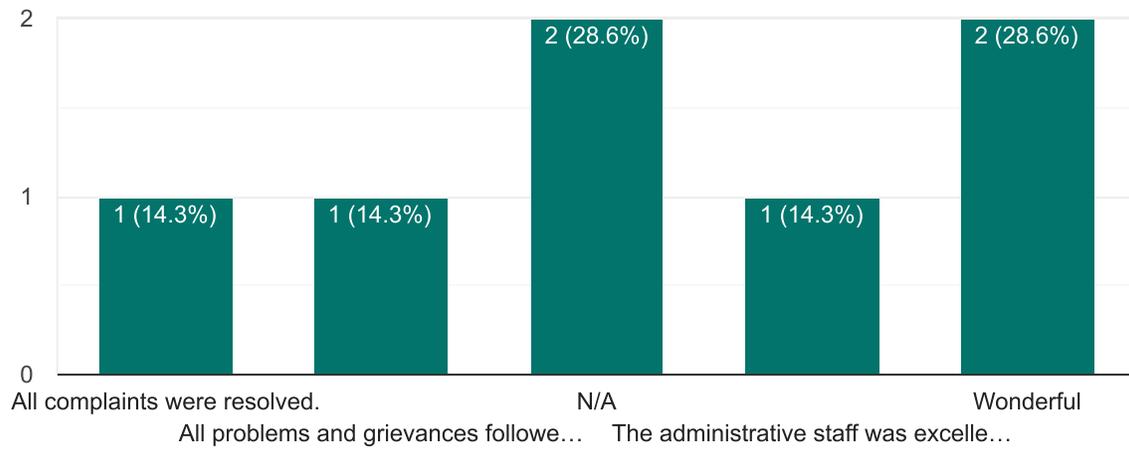
7 responses



Resolving complaints, grievances, problems *

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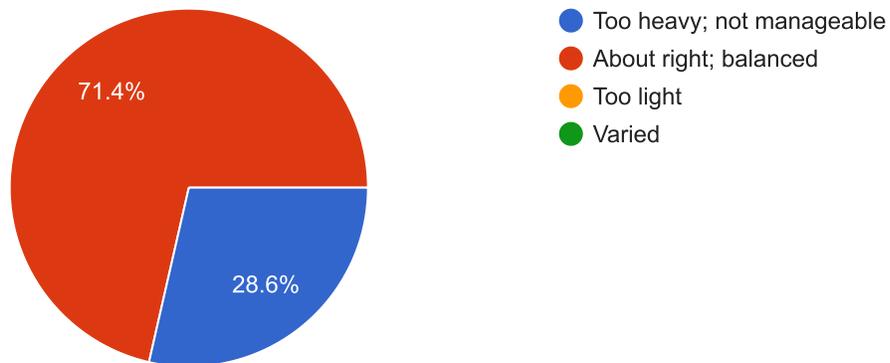
7 responses



How would you describe your workload? *

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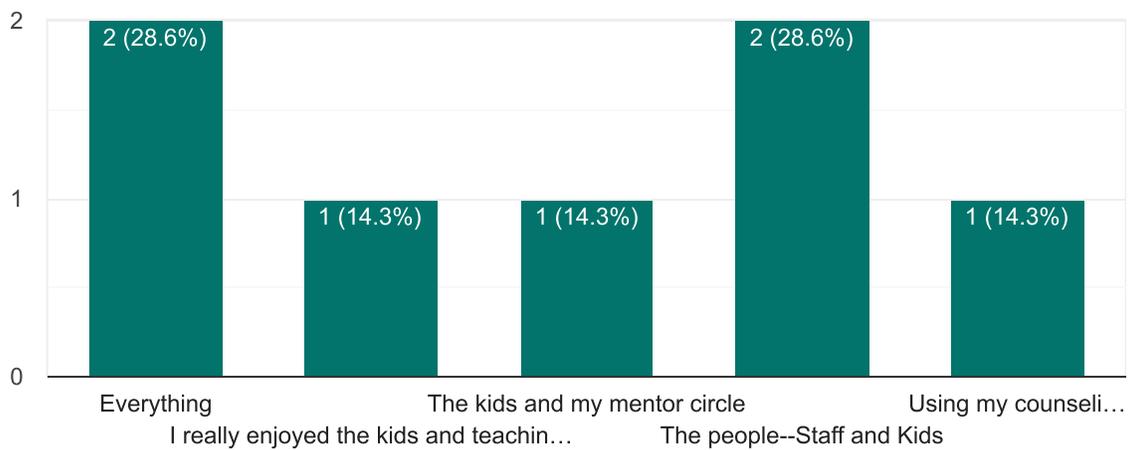
7 responses



What did you like about your position? *

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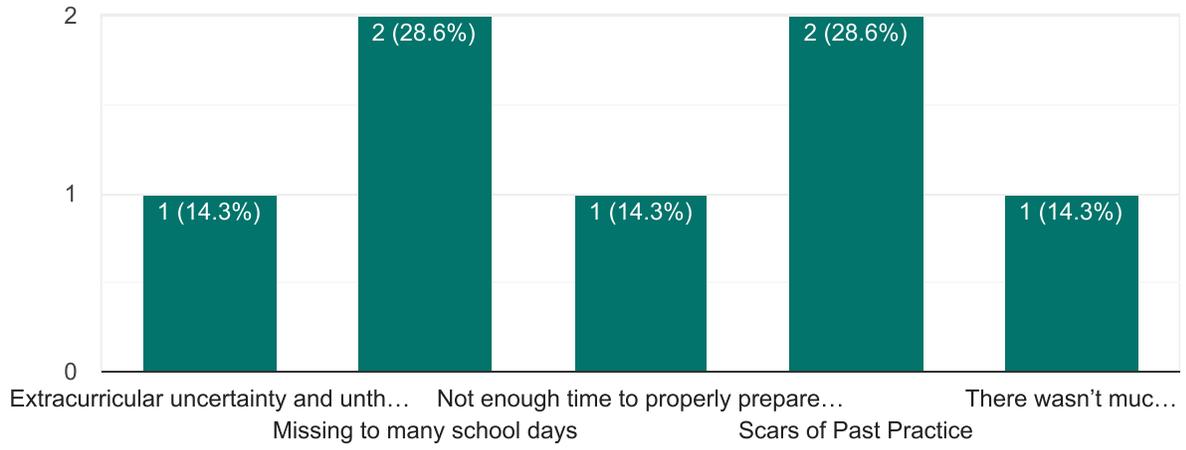
7 responses



What did you dislike about your position? *

 Copy

7 responses



How can we improve? *

7 responses

Let the operation processes of the past go and look forward. Do not be afraid to rip the rearview mirror off to make that happen. Too many obstacles are anchored by the "old way" of doing business.

Naysayers believe new ideas can't be used here because they don't fit.

They won't work if not given the chance.

I don't know how to improve it, but you have so many kids doing too much. Sometimes, it seems like education gets lost in the shuffle.

All districts have areas of improvement however, due to my decision of leaving the district influenced by my need to be closer to my family and not dissatisfaction with my teaching position in the district I don't think it would be helpful to knit pick the district.

DCS can improve by seeking to find stable administration at the high school level. Our students have gotten used to having a new high school principal every couple of years and develop no respect for them. A lot of this burden falls on the football and basketball coaches to help enforce discipline and responsibility on our young men. This is an absolute fact. Mike Spargo, Kris Freeland and I have been able to provide the STABLE foundation for our students. It needs to be clear that the school board should not have the influence it does. Many think it is their right to promote things that benefit them directly.

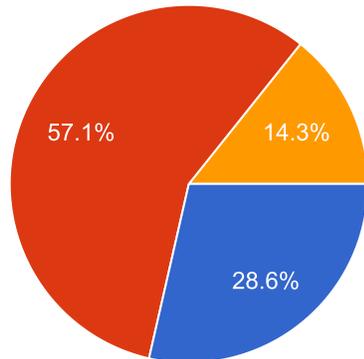
The school board failed at their job to prepare this school for the future. For being an Ag community they have the poorest school shop/Ag classrooms I've ever seen. No space to work. Half of the time it is the maintenance shop storage. No properly installed welding/gas welding stations which leads to welder burn in kids' eyes or permanent damage. No storage for materials. No updates to electrical for machines. Cords across every floor which leads to potential deadly or maiming accidents. The lack of foresight of the board the kids will never get the technical skills they need to compete in life. The lack to add new facilities in the form of CTE building and new gym just cemented the continued slow bleed of Benkelman as a town. All the potential influx of students of at least 120 kids will go elsewhere to better/more aggressive communities. A huge loss in retail revenue for the community.



Would you recommend Dundy County Stratton Public Schools to a friend as a place to work? *

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7 responses

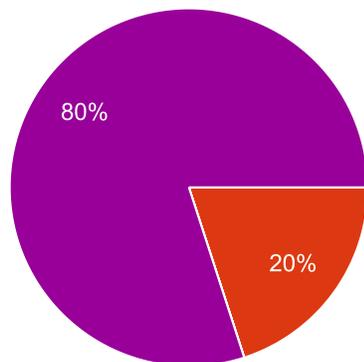


- Yes, without reservations
- Yes, with reservations
- No

What would have made you consider staying in the DCS school district?

 Copy

5 responses



- Improved compensation/benefits
- Increased responsibilities (such as leadership or career advancement opportunities)
- Change in location/supervision
- Additional support and professional development
- Other _____ (ple...)



Please feel free to make additional comments here.

7 responses

Work in the Benkelman area for my spouse that allowed for professional growth.

The only reason for leaving was to be with family. The staff and people are some of the best people I have worked with in over 39 years of teaching. I can honestly say that I would not be leaving if that one in a thousand job had not opened up.

Thank you for 3 wonderful years. The kids and staff are special!!!!!!!!!!

It really has been a pleasure working at DCS however it was time for me to pursue opportunities that aligned with my overall professional goals and families needs

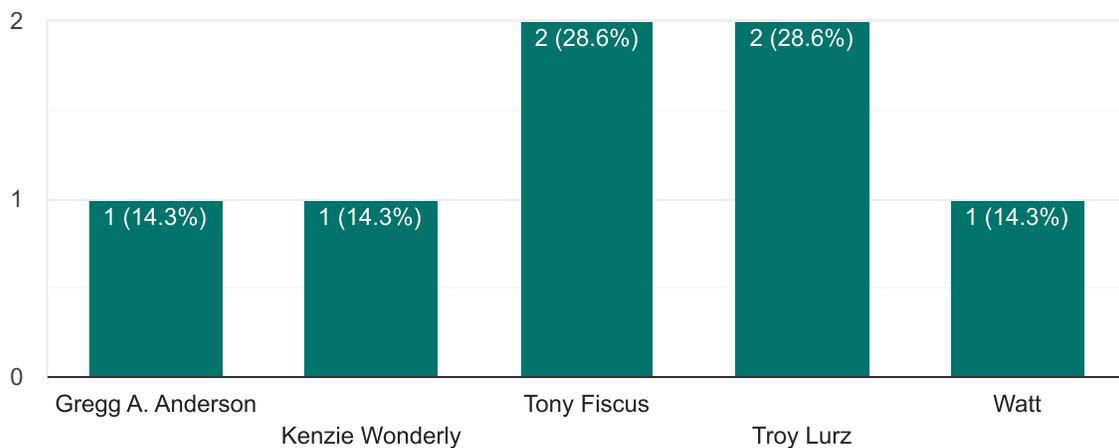
It was special to come back to my alma mater and my parents alma mater and achieve the success that we have had here at DCS.

Shad Stamm needs to be removed from the school board. Nobody has the right to stand up and ridicule a person for 15 minutes none stop. We work hard in school systems to prevent bullying and that is what he is doing. The board needs to reorganize to 6 member's and lay out districts that each member would represent. When you hire someone they are hired to do a job and should not be micromanaged. Let them do their job.

Name

 Copy

7 responses



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5.F. Board and committee reports
Information Item

5.F.1. Board information
Information Item

5.F.2. Finance/Budget/Legislation committee
Information Item

5.F.3. Transportation/Facilities/Grounds committee
Information Item

Met to discuss possible elementary renovations. Discussed moving the daycare into the existing PK and PK into the existing daycare space. Committee would like to get the bathrooms in the PK and Daycare rooms.

Determined, Ted would get bids from Deveny-2 new, 1 used full-sized SUV.

Weight room flooring was discussed to complete.

5.F.4. Curriculum/Activities/Staff Development committee
Information Item

5.F.5. Americanism committee
Information Item

5.F.6. Negotiations committee
Information Item

6. **Consent Agenda**
Consent Agenda

Motion to approve the consent agenda The consent agenda includes the verification of notice of the meeting by publication in the Benkelman Post & News Chronicle, a legal newspaper for Dundy County and to each member of the board, approval of the minutes from the April 3, 2024 special meeting and April 15, 2024 meeting, the approval of the bills as presented in the amount of \$546,676.59 for the general fund \$23,242.95 for the nutrition fund; \$25,092.55 for the activity fund; Tony Fiscus, History, Social Studies teacher, resignation, with regret, for his 3 years of service. Passed with a motion by Shad Stamm and a second by Jennifer Fries.

Jennifer Fries: Yea

Ted Henderson: Yea

Nick Ladenburger: Yea

Kent Lorens: Yea

Sandy Noffsinger: Yea

Shad Stamm: Yea

Jordan Stroup: Yea

6.A. Verification of publication and notice

Consent Item

To verify that notice of the meeting was given by publication in the Benkelman Post, a legal newspaper for Dundy County Stratton and by written notice to each member of the board, the designated method of giving notice

6.B. Approval of the minutes

Consent Item

Board of Education Special Meeting
Dundy County Stratton Public School
Benkelman, NE 69021

The Dundy County Stratton Board of Education met on Wednesday, April 3, 2024 at Dundy County Stratton High School

President Noffsinger called the meeting to order at 12:00 PM.

Attendance Taken at 12:00 AM. Jennifer Fries: Present, Steve Guernsey: Absent, Ted Henderson: Present, Nick Ladenburger: Present, Kent Lorens: Present, Cole Lutz: Present, Sandy Noffsinger: Present, Shad Stamm: Present, Jordan Stroup: Present. Present: 8, Absent: 1.

Others present:

Ronda Sargent, Recording Secretary/Business Manager

Pledge of Allegiance. The Pledge of Allegiance was recited.

President Noffsinger stated that the board follows the Open Meetings Act Guidelines which are located in the meeting room. The Board of Education may enter a closed session during the meeting when it determines that doing so is appropriate and is authorized by the provisions of the Open Meeting Act.

Interim superintendent interviews

President Noffsinger outlined the process for the interview process.

Discussion of Interview Candidates

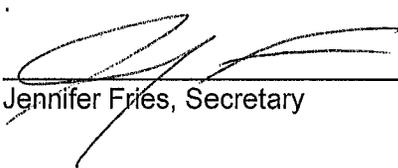
Motion to enter into Closed Session at 2:45 to prevent the needless injury to the reputation of individuals and for negotiations discussion as it relates to the interim superintendent position passed with a motion by Stroup and a second by Stamm. Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea. Yea: 8, Nay: 0, Absent: 1.

President Noffsinger declared that the board was out of closed session at 4:06 pm and stated that the only item(s) discussed in closed session were those item(s) listed in the motion to enter closed session. Motion to enter open session at 4:06 pm passed with a motion by Stamm and a second by Lorens. Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Henderson: Yea. Yea: 8, Nay: 0, Absent: 1.

Discuss and take any necessary action to approve negotiations with a superintendent candidate – this may include a motion for the board president to negotiate with a candidate. Motion to discuss and take any necessary action to approve negotiations for superintendent contract with Mr. Alan Garey and to allow President Noffsinger to negotiate with the candidate passed with a motion by Stamm and a second by Ladenburger. Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Henderson: Yea, Ladenburger: Yea. Yea: 8, Nay: 0, Absent: 1.

Adjourn

Motion to adjourn at 4:24 pm. passed with a motion by Ladenburger and a second by Lorens. Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea. Yea: 8, Nay: 0, Absent: 1.



Jennifer Fries, Secretary

Board of Education Regular Meeting
Dundy County Stratton Public School
Benkelman NE 69021

The Dundy County Stratton Board of Education met on Monday, April 15, 2024 at Dundy County Stratton High School.

President Noffsinger called the meeting to order at 6:13 PM.

Attendance Taken at 6:13 PM. Jennifer Fries: Present, Steve Guernsey: Present, Ted Henderson: Present, Nick Ladenburger: Present, Kent Lorens: Present, Cole Lutz: Present, Sandy Noffsinger: Present, Shad Stamm: Present, Jordan Stroup: Present. Present: 9.

Others present:

Jackie Anderson, Superintendent

Troy Lurz, Secondary Principal

Kris Freeland, Elementary Principal

Ronda Sargent, Recording Secretary/Business Manager

Sandy O'Neil

Alan Garey per zoom

Frank and Candie Merklin, Hannah Stroup, and Shelby Zoltenko

Pledge of Allegiance. The Pledge of Allegiance was recited.

President Noffsinger stated that the board follows the Open Meetings Act Guidelines which are located in the meeting room. The Board of Education may enter closed session during the meeting when it determines that doing so is appropriate and is authorized by the provisions of the Open Meeting Act.

Public comment

Frank Merklin shared with the board about having signage created for championships from the school posted at the entrances into town.

Elementary Principal Report

In written form:

Secondary Principal Report

In written form:

Transportation Report

In written form:

Anderson will schedule a Transportation/Grounds committee meeting.

Superintendent Report

Anderson reported on:

- Greenhouse
- Staff PD day with law enforcement
- Applied for a Security Grant
- Working on requisitions
- Final schedule close to being completed and then will be pre-registering students for 2024-2025 school year
- Still needing PE teacher

Board and committee reports

Americanism committee:

Committee met with Mr. Fiscus, Mr. Schaub, Mr. Lurz, and Mrs. Anderson.

Consent Agenda

Motion to approve the consent agenda as presented passed with a motion by Guernsey and a second by Stroup. Stamm: Yea, Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea. Yea: 9, Nay: 0.

The consent agenda includes the verification of notice of the meeting by publication in the Benkelman Post & News Chronicle, a legal newspaper for Dundy County and to each member of the board, approval of the minutes from the March 11, 2024 meeting; approval of the bills in the amount of \$516,177.19 for the general fund; \$20,073.57 for the depreciation fund; \$834.72 for the special building fund; \$22,176.67 for the activities fund; \$15,501.73 for the nutrition fund; Teacher Resignations: Gregg Loghry-returning to manage the music department for 2 years of service, and Kenzie Wonderly-3 years of service.

Business Meeting

Financial Report

Anderson reported on the financials. All accounts are consistent with the budget. Reimbursement requests for the Art NOW grant has been approved, ESSER III grant amendment is approved.

Motion to approve the financial report as presented passed with a motion by Stroup and a second by Lorens. Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea. Yea: 9, Nay: 0.

Interim Superintendent Contract

Motion to approve the interim superintendent to Alan Garey as presented passed with a motion by Lorens and a second by Stamm. Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea. Yea: 9, Nay: 0.

Declare library books at Stratton Surplus

Motion to approve the Stratton library books as surplus and to donate them to the Benkelman and Stratton libraries passed with a motion by Ladenburger and a second by Stamm. Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea. Yea: 9, Nay: 0.

Special Education Contract with ESU 15

Estimated Services: \$201,000

Program Supervision: Estimated \$22,110

Motion to approve the ESU 15 contract for Special Education services and supervision passed with a motion by Stamm and a second by Guernsey. Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Guernsey: Yea. Yea: 9, Nay: 0.

DCSEA as the official bargaining unit for educators

Motion to approve DCSEA as the official bargaining unit for educators passed with a motion by Guernsey and a second by Stroup. Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea. Yea: 9, Nay: 0.

Para to teacher program

In order to alleviate the shortage of special education teachers, districts may opt to use special education funds (which have a current 80% reimbursement rate) to paraprofessionals employed by the district to complete a Para to teacher program to become certified as a teacher. This would require a signed commitment to remain in the district for at least four years.

Motion to instruct administration to make available the Para to Teacher program to interested staff on a case by case for the board to approve passed with a motion by Guernsey and a second by Ladenburger. Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea. Yea: 9, Nay: 0.

New Principal Contract

Motion to approve the secondary principal contract to Sandy O'Neil as presented passed with a motion by Ladenburger and a second by Fries. Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea. Yea: 9, Nay: 0.

2024-2025 contracts for the teachers

Motion to accept teacher contracts for 2024-2025 school year passed with a motion by Fries and a second by Stroup. Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea. Yea: 9, Nay: 0.

Change policy 4029: Salary Schedule for Certificated Employees

Currently the schedule allows movement vertically per year. There is no limit on horizontal movement. For budgeting purposes, it would be advantageous to limit horizontal movement to one lane per year as well.

Motion to approve the 1st reading of policy 4029 as presented failed with a motion by Ladenburger and a second by Lorens. Stamm: Yea, Stroup: Nay, Fries: Yea, Guernsey: Nay, Henderson: Nay, Ladenburger: Yea, Lorens: Yea, Lutz: Nay, Noffsinger: Nay. Yea: 4, Nay: 5.

Class of 2024 decorating graduation caps

Motion to approve the Class of 2024 to decorate graduation caps passed with a motion by Stamm and a second by Guernsey. Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea. Yea: 9, Nay: 0.

Discuss and consider: Possible daycare considerations

Hannah Stroup, Shelby Zoltenko, Mr. Freeland and Mrs. Anderson reported an application has been submitted to Community for Kids for a community daycare. Alternative options were discussed that the daycare could operate under Rule 11, that would be a model in line with the existing pre-K program. Another option would be to lease a space to the daycare at which they would have to be licensed. Board would like to have more information for the cost of each presented at the next meeting.

Motion to continue the daycare in the elementary building for the 2024-2025 school year passed with a motion by Fries and a second by Henderson. Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea. Yea: 9, Nay: 0.

NASB information

Noffsinger attended the National School Board conference.

Legislation

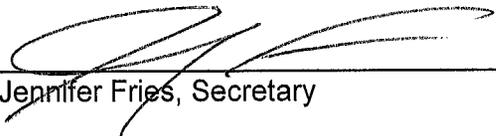
Stamm reported on current legislation bills.

Fuel Bids

Motion to accept the fuel bid from Farmer's Coop Grain and Supply as presented passed with a motion by Stamm and a second by Fries. Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea. Yea: 9, Nay: 0.

Adjourn

Motion to adjourn at 8:47 passed with a motion by Lorens and a second by Fries. Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Lutz: Yea, Noffsinger: Yea, Stamm: Yea, Stroup: Yea, Fries: Yea. Yea: 9, Nay: 0.



Jennifer Fries, Secretary

6.C. Payment of the bills
Consent Item

General Fund Authorization May 2024

Accelerated Receivables Solutions	Payroll	784.73
American Fidelity Assurance	Payroll	3,778.11
American Fidelity Assurance Company	Payroll	775.00
Colonial Life	Payroll	31.20
EFTPS	Payroll	66,550.04
Healthplan Services, Inc	Payroll	588.60
LegalShield	Payroll	98.65
MG Trust Company	Payroll	8,561.00
Nebraska Dept of Revenue	Payroll	9,164.22
Nebraska School Retirement System	Payroll	59,442.68
Principal Life Insurance Co	Payroll	847.07
Blue Cross-Blue Shield	Payroll	74,598.23
Payroll	Payroll	231,651.24
Academic Hallmarks, Inc.	Supplies	54.00
ACT Inc	Pre ACT 8/9 scoring 23-24	272.00
Amazon Capital Services	Weathermatic SilverBullet Valve	1,449.44
Apptegy Inc	Thrillshare Media Subscription	7,468.74
Awards Unlimited, Inc	Supplies	74.84
Black Hills Energy	Gas	4,662.82
Brooklyn Publishers LLC	Supplies	13.75
BWTELCOM	Communications:Phone, Data, Internet	589.55
Carquest of McCook	Supplies	187.80
City of Benkelman	C & D site	128.00
City Of Benkelman	Utilities	7,681.60
Cornhusker Internat'l Trucks	Repairs	1,167.87
Crowne Plaza Kearney	Data Conference	567.00
Dundy Co Stratton School Lunch	Seconds April - May 2024	5,446.10
Eakes Office Products	Contract Billing 1.3-4.2.24	3,909.51
Embassy Suites - Lincoln	NASBO Conference	605.00
Esu #15	SPED 7 of 8 2.15-3.15.24	25,181.42
Esu #16	SPED services/Audiology	206.38
Family, Career and Community Leaders of America	FCCLA NLC Advisor	250.00
Farmers Co-op Grain & Supply	Fuel	5,528.91
FBLA NLC	2024 Advisor NLC Registration	247.00
Frenchman Valley Coop	Fuel/Diesel	5,224.41
Graduate Lincoln	State FCCLA	556.00
Great Plains Communications	Telephone Internet	51.23
Hampton Inn Kearney	State FBLA	499.80
Hometown Leasing	Copier Lease	1,533.95
Imperial NAPA	Repairs	1,764.07
Innovative Office Solutions, LLC	Supplies	156.53
J.W. Pepper & Son Inc	Supplies	47.42
KSB School Law	Legal Services	1,414.95
Lakeside Sand & Gravel LLC	Road Gravel-Stratton Bus Barn	473.11
Lincoln Marriott Cornhusker	State Science Fair	214.00
Lorens, Patrick	Troubleshooting Internet	350.00
MCI	Telephone-Stratton	51.60
Ne Council Of School Admin	2024 Legal Implications	75.00
Ne Truck Center Inc	Repairs	2,013.45
Nebraska FBLA	2024 FBLA NLC Travel	2,415.00
Nebraska FCCLA	Sponsor Registration FCCLA NLC	75.00
Nebraska/Central Equipment	Repairs	421.88
Owens Implement & Supply	Supplies/Repairs	1,703.59
Quill Corporation	Supplies	234.92
Rocky Mountain Low Voltage	Monthly Monitoring	25.00
Scoop Media LLC	Advertising	433.60

SWPPD	Bus Radio	50.00
Unifirst Corporation	Custodial Supplies	680.96
US Bank	Subscriptions/Supplies/Conferences	1,983.50
Valley Farm Industries	Supplies	1,263.68
Verizon Wireless	Cell Service	93.64
Village of Stratton	Utilities	307.80
		<hr/>
		\$ 546,676.59

Vendor Name	Invoice Description	Amount
Checking Account ID NUTRITION Fund Number 06	NUTRITION FUND	
Amazon Capital Services	Manual Table Can Opener	119.98
Cash Wa Distributing	FFVP	20,193.13
Grace Market	Food	92.60
Mark's Plumbing	Repairs	159.64
Owens Implement & Supply	Supplies/Repairs	37.54
Sysco Denver	Food	2,640.06
Fund Number 06		<hr/> 23,242.95
Checking Account ID NUTRITION		<hr/> 23,242.95

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Posted - All; Fund Number 05; Processing Month 04/2024

User ID: RJS

Vendor Name	Invoice Description	Amount
Checking Account ID ACTIVITY	Fund Number 05 ACTIVITY FUND	
Amazon Capital Services	Prom Supplies	164.91
Arlington Public Schools	NLC Delegation Pin Order	105.00
Brads Sand & Gravel	Sand for Track Pits	272.80
BSN Sports LLC	Track Throwing shoes	525.00
Cash Wa Distributing	Concessions	1,089.14
CDW Government Inc	Breakfast burrito supplies JR	446.45
Chase County Public Schools	Golf Entry Fee	200.00
Chesterman Company	Concessions	325.90
CMS Trading Co LLC	Prom Rental Decorations	524.00
Colby High School	JV Wrestling Entry Fee	14.00
Creek Valley Schools	JH Track Entry Fee	125.00
Crouch Recreation	Shot Clock	5,819.00
Dundy County Processors	Track Meet Burgers/FFA	1,213.04
Garden County Schools	Golf Entry Fee	60.00
Goodland High School	JV Golf Entry Fee	20.00
Grace Market	Jr. Class Breakfast burrito supplies	91.40
Harco Athletic Reconditioning, Inc	Helmets Football Prog	2,210.00
Hayes Center Public Schools	RPAC Instrumental	77.80
Hilton Garden Inn	Rooms for State FFA	1,136.00
Hitchcock County Schools	Entry Fee Team + 1 JV	95.00
Holiday Inn Of Kearney	State FFA Rooms	392.12
Jolly Farmer	Flowers for Greenhouse	392.82
Jones School Supply Company, Inc.	Kindergarten lanyard and medals	12.74
Lorens, Patrick	Eagle Eye	500.00
Maywood Public Schools	RPAC Vocal Clinic	78.75
Medicine Valley Schools	Golf Entry Fee	55.00
Midwest Volleyball Warehouse	Volleyballs	793.55
National FFA Organization	FFA Supplies	259.80
Nebraska FBLA	Friday Social Activity Tickets	50.00
Nebraska FFA State Association	Phase 1 Registration	568.00
Nebraska Firefighters Museum	2nd Grade Field Trip	84.00
Oasis Basketball	Summer league	700.00
Perkins County Public Schools	Golf Entry Fee	200.00
Pits & Spits BBQ	FFA Banquet Meal	2,100.00
Southwest Schools	Golf Entry Fee	95.00
Sports Shoppe, The	E-Sports Shirts	242.00
Stengel, Kim	GBB Team Camp @ Maywood	215.00
Susies Creative Stitches	Golf Emb	30.00
Sutherland High School	Track Entry Fee	150.00
Universal Cheerleaders Association	UCA Camp Registration	1,954.00
US Bank	March Act Fund Invoices	1,289.98
USPS	National FFA Postage Due	15.35
Veterans & Sons of American Legion Post 65	South Hall rental for prom dinner	350.00
Wilcox-Hildreth Public Schools	JH Track Entry Fee	50.00
Fund Number 05		<u>25,092.55</u>
Checking Account ID ACTIVITY		<u>25,092.55</u>

6.D. Accept, with regret, the resignation of Tony Fiscus, History, Social Studies teacher for his 3 years of service.
Consent Item

7. **Business Meeting**
Action Item

7.A. Financial Report
Action Item

Presentation of the financial status of the district, balances in various funds, recent/impending activity therein, anticipated expenses and planning for future considerations.

Motion to approve the financial report as presented Passed with a motion by Jordan Stroup and a second by Nick Ladenburger.

Jennifer Fries:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Kent Lorens:	Yea
Sandy Noffsinger:	Yea
Shad Stamm:	Yea
Jordan Stroup:	Yea

Financial Report May				
	Income		Expense	
	MTD	YTD	MTD	YTD
2024	\$1,637,833	\$4,808,818	\$535,172	\$4,912,801
2023	\$854,572	\$4,806,431	\$484,155	\$4,822,890
2022	\$1,050,849	\$4,049,844	\$466,008	\$5,090,576
2021	\$105,539	\$4,724,756	\$399,163	\$5,360,165
2020	\$106,249	\$4,775,866	\$393,469	\$5,269,495
2019	\$74,555	\$4,432,514	\$388,168	\$5,210,453
2018	\$1,753,169	\$4,544,166	\$473,405	\$4,226,952
2017	\$977,165	\$3,663,091	\$460,397	\$4,203,152
2016	\$155,117	\$3,129,890	\$463,279	\$4,197,508
2015	\$135,303	\$3,137,292	\$480,332	\$4,155,736
Average	\$533,593	\$3,947,137	\$443,175	\$4,543,883

Fund Balances	Unemp	GF	Depreciation	QCPUF	Sp Bld	Dep/SpBd/Q	Total
2024	\$13,535	\$2,917,870	\$605,272	\$205,365	\$512,480	\$1,323,118	\$4,254,523
2023	\$13,349	\$2,951,390	\$497,699	\$267,379	\$70,145	\$835,223	\$3,799,961
2022	\$13,341	\$2,104,214	\$425,175	\$279,364	\$911,293	\$1,615,831	\$3,733,386
2021	\$13,336	\$2,991,113	\$562,344	\$253,105	\$1,059,018	\$1,874,466	\$4,878,915
2020	\$13,230	\$1,822,553	\$537,689	\$148,073	\$594,847	\$1,280,609	\$3,116,392
2019	\$13,228	\$1,614,448	\$353,481	\$86,340	\$435,941	\$875,762	\$2,503,438
2018	\$13,190	\$1,604,018	\$163,067	\$56,727	\$290,108	\$509,902	\$2,127,110
2017	\$14,230	\$1,266,630	\$142,497	\$55,537	\$265,774	\$463,808	\$1,744,668
2016	\$13,906	\$377,092	\$144,648	\$53,420	\$256,147	\$454,215	\$845,213
2015	\$13,900	\$508,093	\$225,083	\$66,447	\$444,751	\$736,281	\$1,258,274
Average	\$13,614	\$1,198,806	\$261,078	\$77,757	\$381,261	\$720,096	\$1,932,516

Account Groups; Processing Month 04/2024; Account Group ID
GFREVENUE; Accounts to Include Accounts With Activity

Account Group: GFREVENUE Monthly Board Report Accounts

Fund: 01 GENERAL FUND

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
01 1100	Taxes Levied/Assessed by the School Dist	5,307,300.00	1,252,064.62	2,964,999.86	55.87	2,342,300.14
01 1115	Carline Taxes	0.00	6,037.31	6,037.31	0.00	(6,037.31)
01 1120	Public Power Dist Sales Tax	0.00	1,533.10	1,533.10	0.00	(1,533.10)
01 1125	Motor Vehicle Tax	0.00	23,460.57	188,813.15	0.00	(188,813.15)
01 1140	Penalties & Interest on Taxes	0.00	382.89	16,063.26	0.00	(16,063.26)
01 1510	Interest on Investments	0.00	9,835.22	71,936.92	0.00	(71,936.92)
01 1740	Fees-Locker; equipment	0.00	0.00	288.90	0.00	(288.90)
01 1800	Revenue-Community Service Activities	0.00	4,741.72	27,520.16	0.00	(27,520.16)
01 1911	Local License Fees	0.00	10.00	1,270.00	0.00	(1,270.00)
01 1920	Contributions-Donations	0.00	0.00	279.35	0.00	(279.35)
01 1925	OTHER CATEGORICAL GRANTS FROM CORPORATIONS AND OTHER PRIVATE INTERESTS	0.00	705.00	5,705.00	0.00	(5,705.00)
01 1955	Postsecondary Receipts-Dual Credit	0.00	0.00	1,365.00	0.00	(1,365.00)
01 1980	OTHER REFUND OF PRIOR YEAR'S EXPENDITURES	0.00	0.00	11,100.00	0.00	(11,100.00)
01 1990	Other Local Receipts	0.00	0.00	374.28	0.00	(374.28)
Subtotal: LOCAL RECIEPTS		5,307,300.00	1,298,770.43	3,297,286.29	62.13	2,010,013.71
01 2110	County Fines And License	12,000.00	0.00	22.41	0.19	11,977.59
01 2210	Educational Service Unit Receipts	0.00	0.00	3,580.44	0.00	(3,580.44)
Subtotal: COUNTY AND ESU RECEIPTS		12,000.00	0.00	3,602.85	30.02	8,397.15
01 3110	State Aid	602,942.00	44,994.00	359,952.00	59.70	242,990.00
01 3120	Special Education-School Age	0.00	37,135.00	210,612.00	0.00	(210,612.00)
01 3130	Homestead Exemption	0.00	4,940.45	15,254.81	0.00	(15,254.81)
01 3131	Property Tax Credit	0.00	221,467.69	572,511.48	0.00	(572,511.48)
01 3180	Pro-Rate Motor Vehicle	0.00	0.00	7,319.40	0.00	(7,319.40)
01 3400	State Apportionment	0.00	0.00	53,625.77	0.00	(53,625.77)
01 3512	Distance Education Incentive Pymts	0.00	0.00	8,000.00	0.00	(8,000.00)
01 3535	Payments For High Ability Learners	0.00	0.00	2,491.00	0.00	(2,491.00)
01 3551	Career Education	0.00	0.00	7,500.00	0.00	(7,500.00)
Subtotal: STATE RECEIPTS		602,942.00	308,537.14	1,237,266.46	205.20	(634,324.46)
01 4310	REAP: SRSA Grants	273,000.00	20,731.00	20,731.00	7.59	252,269.00
01 4505	Title I, Part A ESSA Improving Basic Pro	0.00	0.00	89,113.00	0.00	(89,113.00)
01 4509	Title II Part A ESSA Supporting Eff Inst	0.00	0.00	15,936.00	0.00	(15,936.00)
01 4516	IDEA PreK(619) Base Allocation	0.00	0.00	654.00	0.00	(654.00)
01 4518	IDEA Part B (611) Base & Enrollment Poverty Allocation	0.00	0.00	79,642.00	0.00	(79,642.00)
01 4521	IDEA Part B Proportionate Share	0.00	0.00	7,946.00	0.00	(7,946.00)
01 4530	Other Federal	0.00	8,058.00	8,058.00	0.00	(8,058.00)
01 4708	Medicaid In Public Schools	0.00	1,736.34	15,083.25	0.00	(15,083.25)
01 4969	TITLE IV-A: Student Support & Academic G	0.00	0.00	10,000.00	0.00	(10,000.00)
01 4998	ELEMENTARY & SECONDARY SCHOOL EMERGENCY RELIEF (ESSER III)	0.00	0.00	23,498.80	0.00	(23,498.80)
Subtotal: FEDERAL RECEIPTS		273,000.00	30,525.34	270,662.05	99.14	2,337.95
		<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:		6,195,242.00	1,637,832.91	4,808,817.65	77.62	1,386,424.35

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Regular; Processing Month 05/2024; Function Number 55 Records Selected; Fund Number 01

User ID: RJS

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM
01	GENERAL FUND					
1100	Regular Instructional Programs	3,765,138.00	233,294.81	2,099,173.34	56.13	1,665,964.66
1150	Limited English Proficiency Programs	0.00	3,161.72	26,360.74	0.00	(26,360.74)
1160	Poverty Programs	0.00	19,199.70	165,788.29	0.00	(165,788.29)
1200	Special Education Instructional Programs	425,684.00	40,201.77	311,179.69	73.17	114,504.31
1291	Early Childhood SpEd Ages 3-5	108,532.00	10,376.36	85,815.11	79.07	22,716.89
1292	Early Childhood SpEd Ages 0-2	36,667.00	1,418.75	9,931.25	27.08	26,735.75
1300	Summer School	0.00	0.00	100.00	0.00	(100.00)
2120	Guidance Services	75,259.00	7,352.44	75,828.81	101.81	(569.81)
2130	Health Services	0.00	0.00	2,094.86	0.00	(2,094.86)
2140	Psychological Services	60,381.00	1,162.50	8,137.50	13.48	52,243.50
2141	Psychological Services-SPED-School Age	0.00	7,400.00	51,800.00	0.00	(51,800.00)
2142	Psychological Services Sped-Ages 3-5	0.00	937.50	6,562.50	0.00	(6,562.50)
2151	Speech Path/Audiology Svcs SPED SA	16,289.00	7,070.00	49,490.00	303.82	(33,201.00)
2152	Speech Path/Audiology SPED Age 3-5	0.00	1,568.75	10,981.25	0.00	(10,981.25)
2153	Speech Path/Audiology Svcs SPED 0-2	0.00	1,568.75	10,981.25	0.00	(10,981.25)
2161	Occupational Therapy SPED SA	12,522.00	1,890.62	13,234.34	105.69	(712.34)
2171	Physical Therapy Services-SA	1,245.00	0.00	2,441.48	196.10	(1,196.48)
2173	Physical Therapy-SPED Ages 0-2	0.00	0.00	0.00	0.00	0.00
2211	School Improvement	151,850.00	0.00	0.00	0.00	151,850.00
2212	Instruction & Curriculum Development	0.00	0.00	1,708.00	0.00	(1,708.00)
2213	Instructional Staff Training	0.00	0.00	417.27	0.00	(417.27)
2220	Library/Media Services	0.00	4,252.07	47,571.50	0.00	(47,571.50)
2224	EDUCATIONAL TELEVISION SERVICES	0.00	0.00	60,296.00	0.00	(60,296.00)
2230	Instruction-Related Technology	0.00	10,018.14	67,275.17	0.00	(67,275.17)
2240	Academic Student Assessment	0.00	0.00	0.00	0.00	0.00
2310	Board of Education	40,890.00	1,631.05	39,018.80	102.75	1,871.20
2320	Executive Administration	215,930.00	18,724.30	156,842.75	73.03	59,087.25
2330	District Legal Services	8,672.00	0.00	3,805.00	44.55	4,867.00
2410	Principal	488,305.00	38,848.96	323,320.00	66.71	164,985.00
2510	Fiscal Services	130,711.00	9,994.94	105,077.80	83.02	25,633.20
2570	Personnel Services	0.00	0.00	225.00	0.00	(225.00)
2610	Operation of Buildings	554,582.00	29,351.56	319,381.65	61.43	235,200.35
2620	Maintenance of Buildings	0.00	14,441.32	142,329.16	0.00	(142,329.16)
2630	Care and Upkeep of Grounds	0.00	1,282.13	15,820.33	0.00	(15,820.33)
2640	Care and Upkeep of Equipment	0.00	25.83	3,960.47	0.00	(3,960.47)
2650	Vehicle Operation & Maint (non student t	235,024.00	0.00	2,682.13	1.14	232,341.87
2660	Security	4,011.00	0.00	367.00	9.15	3,644.00
2670	Safety	6,448.00	0.00	2,636.09	40.88	3,811.91
2710	Vehicle Operation	457,710.00	33,679.47	296,442.42	64.77	161,267.58
2712	Vehicle Operation-School Age Sped	41,987.00	3,910.56	32,828.13	78.19	9,158.87
2713	Vehicle Operation-Below Age 5 Sped	0.00	1,141.70	7,367.66	0.00	(7,367.66)
2730	Vehicle Servicing & Maintenance-Reg Ed	0.00	14,991.46	122,168.11	0.00	(122,168.11)
3400	CATEGORICAL GRANTS FROM CORPORATIONS & O	0.00	0.00	9,675.00	0.00	(9,675.00)
3535	High Ability Learners	0.00	0.00	115.80	0.00	(115.80)
4700	Building Improvements	0.00	0.00	0.00	0.00	0.00
5000	Debt Service	0.00	0.00	0.00	0.00	0.00
6200	Federal Services-Title I, Part A ESSA Im	193,344.00	8,914.40	75,511.58	39.58	117,832.42
6310	Federal Services-Title II, Part A ESSA S	0.00	1,914.35	17,330.53	0.00	(17,330.53)
6408	IDEA-PtB-611-Base-EP	0.00	0.00	0.00	0.00	0.00
6990	Federal Services-Other Federal Categoric	0.00	0.00	8,141.55	0.00	(8,141.55)
6992	Federal Services--REAP-SRSA Grants	0.00	0.00	0.00	0.00	0.00
6998	ESSER III	0.00	0.00	58,719.06	0.00	(58,719.06)
8000	Transfers (Outgoing)	666,266.00	5,446.10	61,866.60	9.29	604,399.40
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00
9001	Repayment of Interfund Loan General Fund	0.00	0.00	0.00	0.00	0.00
01	GENERAL FUND	7,697,447.00	535,172.01	4,912,800.97	64.70	2,784,646.03

**Expenditure Report by Function/Object -
Summary Revised**

05/09/2024 02:53 PM

Regular; Processing Month 05/2024; Function Number 55 Records Selected; Fund
Number 01

User ID: RJS

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM
Grand Total:	7,697,447.00	535,172.01	4,912,800.97	64.70	2,784,646.03

TOTAL SUMMARY OF BANK BALANCES

	January	February	March	April
<i>Pinnacle Bank-Unemployment</i>	\$13,468.95	\$13,490.14	\$13,511.36	\$13,534.81
General Fund				
Pinnacle Bank-ICS SWEEP (MMSA)	\$2,881,228.33	\$3,166,485.91	\$2,977,492.57	\$2,687,211.48
Pinnacle Bank Benkelman-General Fund	\$256,533.43	\$152,347.20	\$121,221.22	\$214,899.83
Pinnacle Bank Benkelman-Clearing A/C	\$15,400.89	\$15,900.89	\$15,701.89	\$15,758.69
Total General Fund Balances	\$3,153,162.65	\$3,334,734.00	\$3,114,415.68	\$2,917,870.00
<i>Pinnacle Bank Depreciation Fund Balance</i>				
Depreciation Fund 0637	\$223,357.42	\$223,446.15	\$223,534.92	\$203,555.67
Depreciation Fund MMSA 6986	\$401,221.91	\$401,381.30	\$401,540.75	\$401,716.77
Total Depreciation Fund	\$624,579.33	\$624,827.45	\$625,075.67	\$605,272.44
QCPUF				
Pinnacle Bank Benkelman-Checking A/C	\$203,601.60	\$203,712.26	\$203,793.19	\$203,890.80
NE Liquid Asset Fund	\$1,456.24	\$1,462.04	\$1,468.26	\$1,474.31
Total Qualified Capital Purpose Undertaking Fund	\$205,057.84	\$205,174.30	\$205,261.45	\$205,365.11
<i>Pinnacle Bank Special Building Fund</i>				
Special Building Fund 0648	\$206,696.81	\$206,778.92	\$206,539.55	\$205,795.28
Special Building Fund MMSA 6994	\$172,373.48	\$255,794.71	\$282,778.72	\$306,684.93
	\$379,070.29	\$462,573.63	\$489,318.27	\$512,480.21
Total Cash in Bank	\$4,375,339.06	\$4,640,799.52	\$4,447,582.43	\$4,254,522.57

CASH FLOW STATEMENT

Beginning Balance General Fund Checking \$ 214,899.83

MMSA-Pinnacle Bank 2,687,211.48

Total General Fund Money \$ 2,902,111.31

ESTIMATED DISBURSEMENTS

			<u>2022-2023</u>	<u>2021-2022</u>
Bills	89,805.82			
Payroll	456,870.77	546,676.59	493,182.31	481,210.20

COUNTY RECEIPTS

Dundy County Treasurer	1,218,437.98			
Hitchcock County Treasurer-Not available	291,458.65		<u>2022-2023</u>	<u>2021-2022</u>
	1,509,896.63		798,339.90	1,014,414.78

Estimated Over(Under)age - GF Checking \$ 1,178,119.87

Transfers In (Interfund Loan for SBF) \$ -

Lunch Payroll \$ -

NDE Money (Title II)

Transfer TO/FROM MMSA \$ (1,150,000.00)

\$ 28,119.87

Transfers:

\$1,150,000.00 from GF to MMSA

Regular; Beginning Month 09/2023; Processing Month 04/2024; Fund Number 02, 03, 08,
09

Fund: 02 DEPRECIATION

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
02 101	CASH	694,344.03	2,125.96	91,197.55	605,272.44
Total:	Current Assets	694,344.03	2,125.96	91,197.55	605,272.44
Fund Balance					
02 704	FUND BALANCE	694,344.03	91,197.55	2,125.96	605,272.44
Total:	Fund Balance	694,344.03	91,197.55	2,125.96	605,272.44
Revenue					
02 1510	Interest Earned	0.00	0.00	2,125.96	2,125.96
Total:	Revenue	0.00	0.00	2,125.96	2,125.96
Expenditure					
02 2900 450 001	Construction Services	0.00	75,360.00	41,500.00	33,860.00
02 2900 450 002	Construction Services	0.00	8,075.00	0.00	8,075.00
02 2900 610 001	General Supplies	0.00	18,466.23	0.00	18,466.23
02 2900 610 002	General Supplies	0.00	21,357.82	0.00	21,357.82
02 2900 739 001	Other Equipment	0.00	9,438.50	0.00	9,438.50
Total:	Expenditure	0.00	132,697.55	41,500.00	91,197.55
Total:	02	1,388,688.06	226,021.06	136,949.47	1,303,868.39

Fund: 03 EMPLOYEE BENEFIT FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
03 101	CASH	13,357.72	177.09	0.00	13,534.81
03 106	Cafeteria Checking	3,794.18	0.00	0.00	3,794.18
Total:	Current Assets	17,151.90	177.09	0.00	17,328.99
Fund Balance					
03 704	FUND BALANCE	17,151.90	0.00	177.09	17,328.99
Total:	Fund Balance	17,151.90	0.00	177.09	17,328.99
Revenue					
03 1510	Interest Earned	0.00	0.00	177.09	177.09
Total:	Revenue	0.00	0.00	177.09	177.09
Total:	03	34,303.80	177.09	354.18	34,835.07

Fund: 08 SPECIAL BUILDING FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
08 101	CASH	169,527.55	348,155.75	5,203.09	512,480.21
08 131	Receivable Account	63,574.54	480,868.33	347,034.30	197,408.57
Total:	Current Assets	233,102.09	829,024.08	352,237.39	709,888.78
Fund Balance					
08 704	FUND BALANCE	233,102.09	5,203.09	481,989.78	709,888.78
Total:	Fund Balance	233,102.09	5,203.09	481,989.78	709,888.78
Revenue					
08 1100	Taxes Levied	0.00	0.00	381,497.58	381,497.58
08 1115	Carline Taxes	0.00	0.00	755.71	755.71
08 1120	Public Power District Sales Tax	0.00	0.00	252.61	252.61
08 1140	Penalties & Interest on Taxes	0.00	0.00	857.73	857.73
08 1510	Interest Earned	0.00	0.00	1,121.45	1,121.45
08 3130	Homestead Exemption	0.00	0.00	2,199.88	2,199.88
08 3131	Property Tax Credit	0.00	0.00	94,333.96	94,333.96
08 3180	Pro-Rate Motor Vehicle	0.00	0.00	970.86	970.86
Total:	Revenue	0.00	0.00	481,989.78	481,989.78
Expenditure					
08 4300 450 001	Architecture & Engineering Construction	0.00	5,203.09	0.00	5,203.09

Regular; Beginning Month 09/2023; Processing Month 04/2024; Fund Number 02, 03, 08,
09

Fund: 08 SPECIAL BUILDING FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
	Services				
Total:	Expenditure	0.00	5,203.09	0.00	5,203.09
Total:	08	466,204.18	839,430.26	1,316,216.95	1,906,970.43

Fund: 09 QCPUF

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
09 101	CASH	237,997.03	804.13	33,436.05	205,365.11
09 131	Receivable Account	0.00	51.47	49.84	1.63
Total:	Current Assets	237,997.03	855.60	33,485.89	205,366.74
Fund Balance					
09 704	FUND BALANCE	237,997.03	33,436.05	805.76	205,366.74
Total:	Fund Balance	237,997.03	33,436.05	805.76	205,366.74
Revenue					
09 1100	Taxes Levied	0.00	0.00	31.69	31.69
09 1140	Penalties & Interest on Taxes	0.00	0.00	19.78	19.78
09 1510	Interest Earned	0.00	5.05	754.29	749.24
Total:	Revenue	0.00	5.05	805.76	800.71
Expenditure					
09 4500 431 001	Non-Technology Related Repairs & Maint	0.00	4,611.00	0.00	4,611.00
09 4500 450 001	Construction Services	0.00	28,820.00	0.00	28,820.00
Total:	Expenditure	0.00	33,431.00	0.00	33,431.00
Total:	09	475,994.06	67,727.70	35,097.41	444,965.19

Activity Fund Balance Report - Summary - Exclude Encumbrances

09/2023 - 04/2024

Regular; Beginning Month 09/2023; Processing Month 04/2024; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	1,525.00	0.00	0.00	0.00	1,525.00
05 704 0100	Cheerleaders	3,122.54	5,217.85	0.00	0.00	(2,095.31)
05 704 0105	Cheerleading Fundraising	3,051.62	3,659.90	6,048.15	0.00	5,439.87
05 704 0110	Cross Country	0.00	410.00	0.00	0.00	(410.00)
05 704 0115	Cross Country Fundraising	12.22	0.00	0.00	0.00	12.22
05 704 0120	Football	1,462.98	23,729.88	8,578.39	0.00	(13,688.51)
05 704 0125	Football Fundraising	11,077.31	7,220.50	2,957.50	0.00	6,814.31
05 704 0130	Volleyball	0.00	8,924.11	388.66	0.00	(8,535.45)
05 704 0135	Volleyball Fundraising	18,212.70	5,616.13	994.90	0.00	13,591.47
05 704 0140	Basketball	1,513.66	49,748.44	9,390.86	0.00	(38,843.92)
05 704 0145	Boys Basketball Fundraising	911.73	697.00	0.00	0.00	214.73
05 704 0147	Girls Basketball Fundraising	2,225.79	3,996.30	6,744.10	0.00	4,973.59
05 704 0150	Wrestling	266.54	5,928.84	1,128.24	0.00	(4,534.06)
05 704 0155	Wrestling Fundraising	2,219.26	322.33	0.00	0.00	1,896.93
05 704 0160	Track	1,374.00	8,023.84	1,646.00	0.00	(5,003.84)
05 704 0165	Track Fundraising	8.65	0.00	0.00	0.00	8.65
05 704 0170	Girls Golf	0.00	925.50	565.00	0.00	(360.50)
05 704 0175	Girls Golf Fundraising	662.90	0.00	207.93	0.00	870.83
05 704 0180	Boys Golf	4,271.08	1,226.92	560.00	0.00	3,604.16
05 704 0185	Boys Golf Fundraising	629.32	695.00	623.77	0.00	558.09
05 704 0300	Class of 2024	2,074.39	0.00	390.00	0.00	2,464.39
05 704 0310	Class of 2025	3,784.39	6,319.06	5,650.02	0.00	3,115.35
05 704 0320	Class of 2027	142.61	0.00	835.50	0.00	978.11
05 704 0325	Class of 2028	0.00	88.31	599.45	0.00	511.14
05 704 0335	Class of 2026	450.45	726.24	4,566.50	0.00	4,290.71
05 704 0340	FBLA	6,194.15	10,046.33	10,188.70	0.00	6,336.52
05 704 0350	Daycare	(780.34)	531.85	0.00	0.00	(1,312.19)
05 704 0360	FCCLA	(2,456.73)	1,725.58	2,423.97	0.00	(1,758.34)
05 704 0370	FFA	19,289.39	29,112.74	20,785.09	0.00	10,961.74
05 704 0380	NHS	0.00	385.00	0.00	0.00	(385.00)
05 704 0390	Speech	0.00	1,396.89	0.00	0.00	(1,396.89)
05 704 0400	Student Council	46.25	566.50	294.00	0.00	(226.25)
05 704 0430	7-12 Vocal	0.00	1,371.63	392.65	0.00	(978.98)
05 704 0440	Band	0.00	127.80	0.00	0.00	(127.80)
05 704 0445	Music Fundraising	1,553.28	0.00	130.00	0.00	1,683.28
05 704 0460	Play Production	0.00	855.70	24.00	0.00	(831.70)

Activity Fund Balance Report - Summary - Exclude Encumbrances

09/2023 - 04/2024

Regular; Beginning Month 09/2023; Processing Month 04/2024; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0470	Mock Trial	0.00	168.30	0.00	0.00	(168.30)
05 704 0490	Art Club	1,925.09	117.65	3,266.30	0.00	5,073.74
05 704 0500	HS Quiz Bowl	0.00	0.00	564.40	0.00	564.40
05 704 0510	Jr High Quiz Bowl	0.00	0.00	1,080.90	0.00	1,080.90
05 704 0600	Shop Projects	81.11	1,454.09	0.00	0.00	(1,372.98)
05 704 0610	Pop Account	214.68	155.28	138.25	0.00	197.65
05 704 0620	Sp Ed Activity A/C	703.60	0.00	61.00	0.00	764.60
05 704 0630	Revolving	0.00	967.15	1,929.99	0.00	962.84
05 704 0640	Special Purchasing	5,571.33	0.00	0.00	0.00	5,571.33
05 704 0650	Box Tops for Education	0.00	0.00	58.30	0.00	58.30
05 704 0660	Annual	0.00	6,416.39	445.00	0.00	(5,971.39)
05 704 0665	DCS News	200.00	262.00	207.20	0.00	145.20
05 704 0670	Computer Technology	774.84	0.00	0.00	0.00	774.84
05 704 0680	Sunshine Committee	0.00	0.00	300.00	0.00	300.00
05 704 0690	Concessions	3,108.69	20,533.51	19,047.08	0.00	1,622.26
05 704 0800	Grade Activity	8,239.10	7,995.30	3,678.40	0.00	3,922.20
05 704 0830	Stratton	939.04	0.00	0.00	0.00	939.04
Fund Total: 05		104,602.62	217,665.84	116,890.20	0.00	3,826.98

Regular; Beginning Month 09/2023; Processing Month 04/2024; Fund Number 06

Fund: 06 NUTRITION FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
06 101	CASH	13,057.88	309,631.36	298,782.14	23,907.10
06 103	Payroll Cash	184.62	154,167.10	198,294.84	(43,943.12)
Total: Current Assets		13,242.50	463,798.46	497,076.98	(20,036.02)
Current Liabilities					
06 450	PAYROLL DEDUCTION PAYABLE	0.00	137.68	137.68	0.00
06 451	FICA PAYABLE	0.00	13,170.26	13,170.26	0.00
06 452	FIT PAYABLE	0.00	3,513.78	3,513.78	0.00
06 453	INSURANCE PAYABLE	0.00	6,262.64	6,262.64	0.00
06 454	RETIREMENT PAYABLE	0.00	11,564.59	11,564.59	0.00
06 455	SIT PAYABLE	0.00	1,916.91	1,916.91	0.00
Total: Current Liabilities		0.00	36,565.86	36,565.86	0.00
Fund Balance					
06 704	FUND BALANCE	13,242.50	240,129.32	206,850.80	(20,036.02)
Total: Fund Balance		13,242.50	240,129.32	206,850.80	(20,036.02)
Revenue					
06 1510	Interest Earned	0.00	0.00	76.32	76.32
06 1611	Daily Sales-School Lunch Program	0.00	8.40	72,671.29	72,662.89
06 1612	Daily Sales-School Breakfast Program	0.00	0.00	19,182.06	19,182.06
06 4210	Federal Reimbursement	0.00	0.00	26,520.33	26,520.33
06 5200	Transfers from General Fund	0.00	30,594.80	87,015.30	56,420.50
Total: Revenue		0.00	30,603.20	205,465.30	174,862.10
Expenditure					
06 2190 610 002	General Supplies	0.00	8.58	0.00	8.58
06 3100 110 001	Salaries of Regular Employees-Non-Instru	0.00	34,259.97	0.00	34,259.97
06 3100 110 002	Salaries of Regular Employees-Non-Instru	0.00	34,627.52	0.00	34,627.52
06 3100 120 001	Salaries of Temporary Employees-Non-inst	0.00	2,252.88	0.00	2,252.88
06 3100 120 002	Salaries of Temporary Employees-Non-inst	0.00	5,645.67	0.00	5,645.67
06 3100 130 001	Overtime-Non Instructional Staff	0.00	129.07	0.00	129.07
06 3100 130 002	Overtime-Non Instructional Staff	0.00	79.90	0.00	79.90
06 3100 210 001	Group Insurance-Non Instructional	0.00	2,392.84	0.00	2,392.84
06 3100 210 002	Group Insurance-Non Instructional	0.00	2,392.84	0.00	2,392.84
06 3100 220 001	Social Security-Non Instructional	0.00	2,803.15	61.57	2,741.58
06 3100 220 002	Social Security-Non Instructional	0.00	3,087.00	61.95	3,025.05
06 3100 230 001	Retirement-Non Instructional	0.00	2,889.79	0.00	2,889.79
06 3100 230 002	Retirement-Non Instructional	0.00	2,921.27	0.00	2,921.27
06 3100 270 001	Worker's Comp-Non-Instructional Staff	0.00	1,510.20	0.00	1,510.20
06 3100 270 002	Worker's Comp-Non-Instructional Staff	0.00	1,845.80	0.00	1,845.80
06 3100 431 001	Non-Technology Related Repairs & Maint	0.00	0.00	0.00	0.00
06 3100 610 001	General Supplies	0.00	4,178.26	0.00	4,178.26
06 3100 610 002	General Supplies	0.00	5,307.61	4.10	5,303.51
06 3100 630 001	Food: School Food Service Program	0.00	44,092.48	512.55	43,579.93
06 3100 630 002	Food: School Food Service Program	0.00	59,044.79	745.33	58,299.46
06 3100 810 001	Dues & Fees: Memberships, Student Fees	0.00	25.43	0.00	25.43
06 3100 810 002	Dues & Fees: Memberships, Student Fees	0.00	31.07	0.00	31.07
Total: Expenditure		0.00	209,526.12	1,385.50	208,140.62
Total: 06		26,485.00	980,622.96	947,344.44	342,930.68

US BANK Credit Card April 2024

03/23/2024	Class Team Building	Teacher Appre	79.00
03/26/2024	UNL CCFL	Young Child Ins	50.00
04/03/2024	Celebrate Planet	Supplies	82.80
04/03/2024	Speedee Mart	Fuel	41.44
04/03/2024	Raising Canes	Art Award	17.53
04/03/2024	Raising Canes	Art Award	12.09
04/03/2024	Burger King	Art Award	8.75
04/03/2024	Burger King	Art Award	5.82
04/03/2024	Shell	Fuel	43.84
04/03/2024	City of Lincoln	Parking	6.25
04/04/2024	Rodizio Grill	State FFA	95.96
04/04/2024	Phillips	Fuel	85.19
04/05/2024	EBAY	Repairs	51.43
04/05/2024	Casey	Fuel	65.56
04/07/2024	McDonalds	State FCCLA	13.31
04/07/2024	Casey	Fuel	44.50
04/08/2024	McDonalds	State FCCLA	14.10
04/08/2024	Iron Skillet	State FCCLA	24.33
04/08/2024	Casey	Fuel	36.25
04/09/2024	C-Station	Fuel	37.03
04/09/2024	Kwik Stop	Fuel	71.50
04/10/2024	Vincenzo	NASBO	28.29
04/10/2024	Shoemakers Gas	Fuel	47.11
04/11/2024	LeadBelly	NASBO	39.35
04/11/2024	G&T Parts	Repairs	183.58
04/11/2024	Mom & Dad BBQ	State FBLA	9.20
04/11/2024	McDonalds	State FBLA	22.56
04/11/2024	Mom & Dad BBQ	State FBLA	16.24
04/11/2024	City of Lincoln	Parking	5.79
04/12/2024	chipolte	State FBLA	19.02
04/12/2024	chipolte	State FBLA	13.13
04/12/2024	Casey	Fuel	43
04/13/2024	Sonic	State FBLA	16.99
04/13/2024	Sonic	State FBLA	14.54
04/13/2024	ANEW	Fuel	35.64
04/16/2024	Skeeter Barnes	Data Conf	124.63
04/16/2024	Angus Burger	Data Conf	84.75
04/17/2024	Pizza Hut	RPAC	17.04
04/17/2024	Panda Express	Data Conf	12.43
04/17/2024	Starbucks	Data Conf	25.29
04/17/2024	Kwik Stop	Fuel	51.30
04/17/2024	Speedee Mart	Fuel	21.45
04/18/2024	Lincoln Marriott	Data Conf	15.14
04/18/2024	Taco Bell	Data Conf	17.41
04/18/2024	Speedee Mart	Fuel	35.86
04/29/2024	Expedia	Reading Conf	197.08

7.B. Consider adding HOSA...(Health Occupations Service Organization)

Action Item

Concerns: We have a small population of students for 4 CTSO organizations...Is there a limit to the number we should support at the school...

Motion to approve adding HOSA, Health Occupations Service Organization, to be offered to Dundy County Stratton Schools beginning 2024-2025 school year Passed with a motion by Ted Henderson and a second by Jordan Stroup.

Jennifer Fries:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Kent Lorens:	Yea
Sandy Noffsinger:	Yea
Shad Stamm:	Yea
Jordan Stroup:	Yea

7.C. Daycare discussion

Action Item

7.D. Policy 3003 Bidding for Construction, Remodeling, Repair, or Site Improvement

Action Item

The numbers were changed by the legislature from \$100,000 to \$109,000. This policy change reflects this.

Motion to approve policy 3003 for bidding for construction, remodeling, repair, or site improvement Passed with a motion by Kent Lorens and a second by Nick Ladenburger.

Jennifer Fries:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Kent Lorens:	Yea
Sandy Noffsinger:	Yea
Shad Stamm:	Yea
Jordan Stroup:	Yea

3003

Bidding for Construction, Remodeling, Repair, or Site Improvement

I. Applicability of this policy.

Construction and contracts undertaken with federal funds, whether those funds are derived directly from the federal government (e.g. award of a federal grant) or are derived by pass-through awards from the Nebraska Department of Education (e.g. special education funds, school lunch funds, Title I funds) are subject to the policy on Construction with Federal Funds, which is found elsewhere in this section.

This policy applies to all other purchases and contracts made by the school district for construction, remodeling, repair and other site improvements.

II. Projects with an Estimated Cost of Less than \$109,000

- A. The school district will solicit quotes and/or estimates for all projects with an estimated cost of less than \$109,000.
- B. Prior to solicitation of the quotes and/or estimates, the superintendent will determine whether the district will accept oral submissions.
- C. Quotes and/or estimates may be solicited by the superintendent or his/her designee without board action.
- D. The terms of any construction project undertaken pursuant to this policy will be memorialized in a written contract which has been reviewed by the district's legal counsel and approved by the board.
- E. The district may use a Nebraska state-wide cooperative purchasing program in lieu of obtaining quotes or bids under this policy to the extent such a bid or quote is not otherwise independently required by law.
- F. Nothing in this subsection prohibits or requires the use of the formal bidding procedures. If the district is going to solicit formal bids for projects of less than \$109,000 they must follow the formal procedures outlined in this policy.

III. Formal Bidding for Major Purchases and Construction

- A. Pursuant to section 73-106 of the Nebraska statutes, the board will advertise for bids when the contemplated expenditure of the project exceeds \$109,000 for the construction, remodeling or repair of a

school-owned building or for site improvement.

- B. In projects that involve professional engineering or architecture, the board will have a registered professional engineer or architect prepare the plans, specifications, and estimates when the anticipated cost of the project exceeds \$118,000.

C. Advertising for Bids

1. The superintendent or designee will arrange to advertise for bids under this section by publishing notice in any newspaper of general circulation within the school district at least 7 calendar days prior to the date on which bids are due.
2. Nothing in this policy shall prevent the superintendent or designee from advertising in additional media outlets or for a longer period of time.

D. Bid Documents

1. The bid documents shall identify the day upon which the bids shall be returned, received or opened and shall identify the hour at which the bids will close or be received or opened.
2. The invitation for bids will be sufficiently certain and specific, will include any specifications and pertinent attachments, and will define the items or services in order to allow the bidder to properly respond.
3. The bid documents shall also provide that such bids shall be opened simultaneously in the presence of the bidders or their representatives.
4. Bids received after the date and time specified in the bid documents shall be returned to the bidder unopened.
5. If bids are being opened on more than one contract, the board, in its discretion, may award each contract as the bids are opened.
6. Sealed bids will be opened in a place and at the specific time stated in the bid form. Bidders shall be notified of the opening

and invited to be present.

7. The board shall have discretion in determining which bidders are responsible and responsive and shall award the contract to the lowest, responsible, and responsive bidder whose bid meets the bid specifications.
- E. Any or all bids may be rejected if there is a sound documented reason
- F. The terms of any construction project undertaken pursuant to this policy will be memorialized in a written contract which has been reviewed by the district's legal counsel and approved by the board.

Adopted on: December 9, 2013

Revised on: May 13, 2024

Reviewed on: _____

7.E. Consider policy for: **Competency-based Crediting for World Languages**

Action Item

Students who have demonstrated 2nd language proficiency through competency based testing and teacher recommendation may be allowed credit for the lower level class; allowing them to take higher level classes as offered.

Motion to approve first reading for policy 6038, Competency-based Credit Passed with a motion by Jordan Stroup and a second by Jennifer Fries.

Jennifer Fries: Yea

Ted Henders on: Yea

Nick Ladenburger: Yea

Kent Lorens: Yea

Sandy Noffsinger: Yea

Shad Stamm: Yea

Jordan Stroup: Yea

Competency-based Crediting for World Languages Board Policy

The board recognizes the value of preparing students to be global citizens with the skills to communicate in English and other world languages. In our state’s diverse communities, it is not unusual for students to have various opportunities to develop language skills, for example, by using the language at home, attending language programs offered in the community, learning online or living abroad. The district encourages students and their families to take advantage of any language learning opportunities available to them.

To enable students to fully benefit from the advantages of multilingualism, the district will implement Competency-based Crediting (CbC). This will allow students to earn high school world language credits by demonstrating proficiency in a language other than English.

General Guidelines

The CbC program is established in NDE’s [Rule 10: Regulations and Procedures for the Accreditation of Schools](#), which allows districts to integrate CbC into existing pathways and local policy. Nebraska districts may award the credits based on a student’s proficiency level, as indicated in the results of a corresponding assessment (004.04C3, pg. 17). The table below provides proficiency levels for some assessments. All assessments approved for the Nebraska Seal of Biliteracy can also be utilized to earn competency-based credits.

ACTFL Level	AAPPL	STAMP	ALTA	SLPI	ASLPI	Equivalent Class Time
Novice Mid	N3	2	3	Novice	0+	1 Semester
Novice High	N4	3	4	Novice +	1	2 Semesters
Intermediate Low	I1	4	5	Survival	1+	3 Semesters
Intermediate Mid	I2	5	6	Survival +	2	4 Semesters

Procedures / Requirements

Students wishing to earn CbC must demonstrate proficiency in accordance with NDE’s approved general guidelines ([NDE Competency-based Credit Guidelines](#)), which require that students meet the stated benchmarks in all sections of the proficiency test taken.

Students must take one of the approved proficiency tests and may be awarded high school credit for World Language courses they have not yet completed at the discretion of the district administration.

7.F. Classified staff raises

Action Item

Generally 5% across the board with a few exceptions.

Motion to approve raises for Classified staff Passed with a motion by Nick Ladenburger and a second by Jennifer Fries.

Jennifer Fries: Yea

Ted Henderson: Yea

Nick Ladenburger: Yea

Kent Lorens: Yea

Sandy Noffsinger: Yea

Shad Stamm: Yea

Jordan Stroup: Yea

7.G. Recommend hiring Megan Spargo for a PE position

Action Item

Motion to approve contract to Megan Spargo Passed with a motion by Kent Lorens and a second by Jordan Stroup.

Jennifer Fries: Yea

Ted Henderson: Yea

Nick Ladenburger: Yea

Kent Lorens: Yea

Sandy Noffsinger: Yea

Shad Stamm: Yea

Jordan Stroup: Yea

7.H. Consider Policy for paying tuition for staff members wishing to pursue teaching.

Action Item

Motion to approve the first reading of 4022.1, paying tuition for staff members wishing to pursue teaching Passed with a motion by Jordan Stroup and a second by Ted Henderson.

Jennifer Fries: Yea

Ted Henderson: Yea

Nick Ladenburger: Yea

Kent Lorens: Yea

Sandy Noffsinger: Yea

Shad Stamm: Yea

Jordan Stroup: Yea

4022.1 Classified Staff Tuition Reimbursement

The board recognizes the shortage of qualified teacher and other certificated candidates statewide and the unique impact on rural schools like the district. The board has determined that under the right circumstances, it is in the best interest of the district to identify and incentivize individuals, such as current classified staff members, to continue their education and obtain their teaching credentials and specific endorsements to help the district fill its staffing needs. To incentivize those individuals, the board may enter into a tuition reimbursement agreement with them in exchange for service to the district as permitted by law.

The board and administration will consider an individual's potential to be an effective certificated employee, including but not limited to those items listed below, to determine when it may enter into a tuition reimbursement arrangement with a qualified individual:

1. Upon obtaining the required certification, the individual meets the minimum employment qualifications to hold the position, including passing a background check required by the district and Nebraska Department of Education;
2. The individual is willing to teach a subject or provide services in an area that has been identified by the board and administration as an area of shortage, scarcity, or need for the district;
3. The individual's current position, if any, with the district could be filled by available candidates within the district or surrounding area;
4. The individual's ability to obtain a provisional, conditional, or other credential which would allow them to fill a position prior to obtaining their full certification; and
5. The individual has a positive employment history with the district and any other employer and has not been subjected to disciplinary action which, in the opinion of the board and administration, raises doubt as to the ability of the individual to hold a professional teaching or other certificated position and perform high quality services to the district.

If the board and administration determine it is appropriate to enter into an agreement with an individual pursuant to this policy, the superintendent will

prepare an agreement for review and signature of the individual, with final approval by the board prior to the agreement becoming effective.

Adopted On: _____

Revised On: _____

Reviewed On: _____

_____ PUBLIC SCHOOLS
TUITION REIMBURSEMENT AND REPAYMENT ADDENDUM

This Addendum is made and entered into as of this ____ day of _____, 20____, by and between _____ Schools, (_____ County School District __-____), referred to herein as the "District," and _____, referred to herein as the "Employee."

WHEREAS, the Employee is employed at-will by the District as a [paraprofessional]; and

WHEREAS, the parties agree that Employee is a good candidate to become a certificated teacher within the District, and the District wishes to incentivize the Employee to obtain the Employee's teaching certificate from the Nebraska Department of Education;

NOW THEREFORE, in consideration of the mutual recitals and covenants of the parties herein, it is mutually agreed as follows:

1. The District agrees to reimburse the Employee for the tuition, fees, and course material costs necessary to obtain a teaching certificate from the Nebraska Department of Education, with an endorsement in the area of _____.
2. The Employee agrees to submit to the Superintendent for approval a course plan from an accredited Nebraska postsecondary institution outlining the courses and other requirements needed to obtain a teaching certificate from the Nebraska Department of Education.
3. During the time the Employee will be completing the requirements contained in this Addendum, the Employee may become eligible to obtain a provisional certificate or permit allowing the Employee to serve as a certificated teacher. The Employee agrees, at the direction of the Superintendent, to complete all requirements to obtain a provisional certificate or permit allowing the Employee to teach classes at the District. Upon successful completion of the requirements to obtain a provisional certificate or permit to teach, the Employee may be assigned to teach courses at the District and will be provided a contract and be compensated as required by law.
4. To be reimbursed as outlined herein, the Employee shall submit an itemized tuition, fees, and materials cost summary and a copy

of the transcript confirming successful completion of the approved coursework after each approved course is completed.

5. If the Employee leaves employment of the District prior to obtaining a permanent teaching certificate, the Employee agrees to repay the District for all reimbursements paid to the Employee pursuant to this Addendum.
6. Beginning the year after the Employee obtains a permanent teaching certificate, the repayment amount will decrease by one-fifth for each full year the Employee remains employed by the District as a teacher. Upon completion of five full years of teaching after receiving the Employee's permanent teaching certificate, the Employee will not be required to repay the District for said amounts.
7. The Employee agrees that any repayment amounts owed to the District may be deducted from the Employee's wages or salary owed to the Employee by the District.
8. At any point during the term of this Addendum the Employee is placed on a teaching contract, whether after obtaining a provisional certificate, permit, or permanent certificate, the parties agree that this Addendum will be made part of any such contract and that its terms will continue to apply to the employment of the Employee.

IN WITNESS WHEREOF, the parties have executed this Assignment on the dates indicated below.

Employee

Superintendent

Executed on _____, 20____.

Executed on _____, 20____.

7.I. NASB information
Action Item

7.J. Legislation
Action Item

8. **Adjourn**
Information Item

Motion to adjourn at 8:21 Passed with a motion by Nick Ladenburger and a second by Jennifer Fries.

Jennifer Fries:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Kent Lorens:	Yea
Sandy Noffsinger:	Yea
Shad Stamm:	Yea
Jordan Stroup:	Yea