

Board of Education Regular Meeting
Monday, December 8, 2025 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. Board Member Roll Call
Action Item
Excused Absence:
Unexcused Absence:

Motion to approve absence of Kent Lorens and Lindsay Stamm Passed with a motion by Jennifer Fries and a second by Shad Stamm.

Jennifer Fries: Yea
Ted Henderson: Yea
Nick Ladenburger: Yea
Cole Lutz: Yea
Sandy Noffsinger: Yea
Shad Stamm: Yea

1.C. District Mission Statement:

- Partnering with families and the community, Dundy County Stratton Schools will provide a dynamic and inclusive environment because every Day, every Child, is empowered to achieve Success!

1.D.
Information Item

1.E. Nebraska Open meetings law-posted on the East wall
Procedural Item

1.F. Publication of Meeting-notice was provided according to policy.
Consent Item

1.G. Pledge of Allegiance
Procedural Item

2. **Awards and Recognitions**

Action Item

3. **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

- 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.
- Please state your name and the topic you are addressing before you begin.
- 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.
- 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.

- 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.

- 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.

- 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.

4. **Reports**

Action Item

4.A. Technology report
Information Item

Over the past year, I've focused on strengthening our technology environment, improving efficiency, and ensuring our staff and students have the reliable tools they need to succeed. I'd like to briefly highlight some of the key accomplishments during my time here.

First, I resolved a long-standing printer issue that caused an extra page to print with every job. This not only reduced waste and cost but also improved workflow across the building.

I've also completed the upgrade of all student laptops to Windows 11, ensuring they have up-to-date, secure, and modern learning devices. The upgrades for staff and teachers are well underway and nearing completion as well.

To improve turnaround time and reduce costs, I established a process for completing all computer repairs in-house. This change has allowed us to return devices to users much more quickly while eliminating the need for external repair services.

Additionally, I restored functionality to our vape detection system, an important tool for student safety and building monitoring.

On the infrastructure side, I've worked closely with the ESU team on our network upgrade, including the replacement of the point-to-point connection to the grade school. We continue to collaborate as we fine-tune and resolve the remaining challenges in the new network environment.

Finally, I've been continually updating and organizing our IT documentation and product inventory. This effort will improve long-term efficiency, support future troubleshooting, and ensure greater consistency across our systems.

These accomplishments represent just the beginning of what we can achieve together, and I look forward to continuing to support our district with reliable, forward-thinking technology solutions.

4.B. Elementary principal report
Information Item

Dundy County Stratton Elementary Principal Report December 2025

Kris Freeland ED.S. Elementary Principal

During the month of November and early December, our students and staff participated in several meaningful activities and professional development opportunities.

On November 11th, our 3rd, 4th, 5th, and 6th grade students attended the Veterans Day program at the courthouse. In addition, the 5th and 6th grade students also attended the Veterans Day program held at the High School. We appreciate the opportunity for our students to honor and learn from the veterans in our community.

On November 13th, I organized our teachers into two teams to visit St. Francis (Kansas) and Perkins County schools. Mrs. Marshall went solo to Hayes Center to see the 6th grade teacher. These districts are currently using an English curriculum we are considering adopting. The teachers expressed how valuable it was to observe the curriculum in action and noted that the experience will be extremely beneficial as we make the best professional development and curriculum decisions moving forward.

On November 25th, we held our annual Turkey Dinner for grades PK–4 through 3rd grade. This year, we served 128 additional guests, and I would like to commend our cooks for their hard work and flexibility in making this possible. Their efforts helped create a warm and welcoming event for our students and families. Following the dinner, students and staff enjoyed a well-earned Thanksgiving Break from November 26th to November 30th.

On December 2nd, Nicole Long from ESU 16 visited to assist with our ELA curriculum decisions regarding CKLA. Mrs. Marshall and Ms. Fahrenholz collaborated with Mrs. Long to develop a solid game plan moving forward. On the same day, Mr. Ethan Nelson from Western Library Systems visited to support Mrs. Krug with book organization and library arrangements. This is an extremely time-consuming project, and we appreciate Mrs. Krug's continued dedication to making our library system outstanding.

On December 3rd and 4th, Mrs. Marshall attended the MTSS Conference virtually.

On December 4th, we held our K–12 Christmas Concert, and I would like to thank Mrs. Olivas and Mrs. Shillington for their hard work in preparing and coordinating this special event for our students and families.

We are looking forward to our annual Christmas Dinner on December 16th as we approach the holiday break. Our elementary students have also begun their winter activities, including basketball and wrestling, and our gyms are certainly being put to good use.

I would like to Thank Shane Bradney, who has kindly provided a Beef for our farm to fork program, so that our students may enjoy farm grown local beef. We as a school thank everyone who has donated from the bottom of our hearts.

As we head into the holiday season, I want to extend warm Happy Holidays wishes to our students, staff, families, and community.



Financial Literacy Report

December 8, 2025

Background: The purpose of this report is to provide an update on financial literacy education at Dundy County Stratton Schools. In May of 2021, the Financial Literacy Act was signed into Nebraska law and requires this update to be provided to the Board annually.

Curriculum Overview

Elementary (Grades K-6)

At Dundy County Stratton Elementary Schools, we recognize the critical importance of teaching financial literacy at an early age. By introducing key concepts of money management, saving, and financial responsibility to students in grades K-6, we aim to equip our young learners with the tools they need to make sound financial decisions throughout their lives.

Building Foundational Skills

Financial literacy is integrated into our curriculum in age-appropriate ways. For younger students in kindergarten through second grade, lessons focus on fundamental concepts such as identifying coins and bills, understanding the value of money, and distinguishing between needs and wants. Activities such as role-playing a store or creating a simple budget help make these lessons engaging and relatable.

As students progress to grades three through six, the curriculum expands to include more advanced topics. These include basic budgeting, the concept of interest, and the importance of saving for the future. Students also learn about earning money through work and are introduced to financial tools such as banks and savings accounts.

Community Partnerships: Lincoln Federal's Involvement

One of the highlights of our financial literacy program is our partnership with Lincoln Federal. Each year, representatives from Lincoln Federal visit our school to deliver an interactive and informative session on the importance of saving money. These sessions are tailored to engage our young students, combining hands-on activities with clear and practical advice.

The Lincoln Federal team uses relatable examples to explain how saving small amounts consistently can lead to significant financial security over time. Students participate in activities

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such as creating personal savings goals and tracking their progress. These real-world applications reinforce classroom lessons and demonstrate the value of financial planning.

The Impact on Our Students

The financial literacy program at Dundy County Stratton Elementary Schools has had a positive and lasting impact on our students. By starting early, we ensure that children develop a healthy relationship with money and understand the benefits of planning and saving. Feedback from students and parents has highlighted the program's effectiveness, with many families reporting that their children have started saving allowances or discussing financial goals at home.

Looking Ahead

Our commitment to financial literacy continues to grow. We plan to expand our curriculum to include topics such as digital financial tools and responsible credit use, ensuring our students are prepared for the evolving financial landscape. Additionally, we want to strengthen our partnership with Lincoln Federal and other community organizations, such as AmeriTowne in Wray, to provide more resources and opportunities for our students.

In conclusion, the financial literacy program at Dundy County Stratton Elementary Schools is an essential part of our mission to prepare students for success. Through classroom lessons and community partnerships, we are teaching our students the value of financial responsibility and empowering them to build a secure future.

Middle school (Grades 7-8)

In STEM class, they learn about marketing tactics individuals and companies use in the early stages of a product's market launch and how they can impact us as consumers (or as producers). They also worked on unit costs and how consumers can use them to get the best deal. In Math 7, they learn about unit costs and finding simple interest.

Students also learn in STEM 7 and 8 about different design projects. The 8th graders designed bedrooms that required them to research the costs involved in remodeling or building. They learned how to set a budget and what it takes to build their projects accordingly. Our students have opportunities to manage money and learn about the costs and financial expenses involved in such a project. The goal was to create a bedroom of their dream. They each had 244 square feet to work with and were encouraged to spend as little money as possible.

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Eighth-grade CAASH class students receive an introduction to Personal Finance. They are exposed to Cash Flows, Personal Finance vocabulary, financial transactions, credit vs. debit, identity theft, wants vs. needs, economic and career goals, and how consumer decisions affect families.

High school (Grades 9-12)

At the high school, all students are required to take Personal Finance as a graduation requirement. This has been updated in our school handbook. The course includes topics such as the consumer decision-making process, banking services, budgeting and saving, investing and retirement planning, debt and credit management, risk management, and life after high school. In Algebra, they learn about compound interest and how that works when saving/investing. They also learn how interest works when taking out a loan. Some students also take Business Math which allows them to learn how to calculate simple interest and find the percent of change, so they can find how much a product increases or decreases in price. In College Algebra, students solve compound-interest problems and compare different types of compounded interest rates (monthly, or quarterly, versus continuously compounded) to determine the best investment. In Social Studies, they play the Stockmarket game for 11th grade. In the 8th grade, students study supply and demand, Taxes, government finance, Certificates of Deposit, and interest rates. Seventh graders learn about the Foreign exchange rates.

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EQUAL OPPORTUNITY EMPLOYER

NORTH CENTRAL ACCREDITED

NEBRASKA ACCREDITED

4.C. Secondary principal report
Information Item



Principal Report

December 2025

Celebrations

- Mock Trial - placed 2nd at regionals, Most Effective Attorney - Maelee and Most Effective Witness - Emma
- PreACT Rising Stars - given to students taking the PreACT 8/9 in round 2, students were ranked nationally against the entire body of test takers
 - Distinguished Scholar - Top 5% - Breck
 - Rising Scholar - Next 10% - Abi Spargo, Xander
 - Early Scholars - Next 35% - DJ, Adeya, Zoey, Evan, Tagen, Jerri, Nate, RJ
- All-Conference Volleyball - 7 players, All-District Football - 11 players
- FFA had a successful blood drive
- Students of the month were Leila Bernard and Kevin Garcia

Activities

- JH Wrestling completed their season November 24 with 10 boys and 3 girls participating
- Christmas concert went well
- Basketball and wrestling kicked off their season on Friday, Dec 5
 - Boys BB - 18, Girls BB - 14, Wrestling Boys - 7, Wrestling Girls - 3, JH Girls - 15, JH Boys - 20
- FFA has been attending districts

Miscellaneous

- Alyssa Stamm, Selah Lozano and Diego Alvarez have auditioned and qualified for the Honor Choir and band at UNK
- Non-tenured staff have all been evaluated for the first time, and I have started with the tenured staff
- We sent our 9th and 10th graders to Hayes Center for the Connecting the Dots program - Developed by Nebraska Extension, Connecting the Dots is an interactive career exploration simulation program designed to help high school students learn about careers of interest.
- Jen, Courtney, Allie, and I have been going to the ESU to work on our School Improvement plan. We have made a lot of progress with the help of the ESU and NeMTSS staff.



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Tigers

Looking Forward

- Career Fair Dec 18, 8:30 - 1:45, come check it out
- Winter MAP testing, Jan 14, 21, 23
- End of the semester is on Dec 20, Moratorium is Dec 22-26
- We will return from break on Jan 5 with an In Service and students on the 6th

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4.D. Transportation report
Information Item

November Monthly Detail

Total Mileage of All Vehicles--->

4.E. Superintendent report
Information Item



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Tigers

Superintendent Report

December 2025

Tiger Tots Childcare Project:

The Childcare/Pre-Kindergarten program is going well. The final signing of the building contract has not been done yet as we are having discussions with the contractor in regards to some small issues in the facility. I am working with a company from Omaha, NE to install turf on the play area of the Childcare side of the facility. Locks have been installed in all doors but I the core(s) are opposite of what we planned to have so conversations are taking place as to how to resolve that issue.

Jr./Sr. High Storage Facility:

As I shared last week, a change has been made with the cement contractor and now work is underway in this project. Scott Martin Construction LLC from McCook, NE is now working on-site. Footings have been poured and work is moving forward to try and have the project completed by the end of January 2026.

Bus Accident:

The accident report from the Dundy County Sheriff's Office has been received and submitted to the district insurance claims agent. The settlement for the accident will largely rest between the insurance companies of the involved parties.

Lightning Claim:

The lightning strike claim from earlier in the school year is approaching resolution. All items have been replaced from the claim. The exception is the replacement bus radio system as the district is still waiting for a new Federal Communications Commission (FCC) license to operate the system. The new license is due to the "upgrade" in systems (analog to digital) requiring a new application process. The vendor (Prairie States Communication) is working on the issuance of the new license for the district.

Elementary Principal/Teacher Opening(s):

There have been multiple applications for the Elementary Principal and Lower Elementary vacancies. I plan on taking applications for those positions through this week. Once that period is

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complete, the applications will be reviewed for interview offering(s). At this point in time, there has been one (01) application for the Business/Marketing/Information Technology vacancy.

ESU #15/16 Board Member Workshop:

The annual ESU #15 & 16 Board Member Workshop is scheduled for Tuesday, 01/13/2026 in North Platte, NE (North Platte Public High School) at 5:00 p.m. (CST)/4:00 p.m. (MST). Please check your calendar to see if that date would be available for you to attend the workshop. I will need to send the registration in to ESU #16 by Wednesday, 01/09/2026.

Superintendent Leave (2025-2026):

Work Day(s): 109 days available

Sick Leave: 10 days available (05.0 days used) = 05.0 days remaining

Vacation Leave: 20 days available (05 days used) = 15.0 days remaining

**current as of 12/08/2025*

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ESU 15 & ESU 16 BOARD MEMBER WORKSHOP



5:15 pm - 5:30 pm

Registration

Come early and enjoy coffee & cookies

5:30 pm - 6:30 pm

Jon Cannon

Nebraska Association of County Officials (NACO)

Jon's role of Executive Director is providing training for County Officials. He will discuss training for County Assessors and provide insights on the process for determining property valuations.

6:30 pm - 7:15 pm

Dinner

7:15 pm - 8:15 pm

Jimmy Casas

Leadership Coach, Educator, Speaker, Author of 10 books, Owner of ConnectEDDBooks Publishing

A recovering High School Principal who brings a high level of experience, passion and energy in his educational leadership system. Jimmy is currently working with several area administrators to provide them opportunities to grow personally and professionally. He will illustrate the role boards have in developing strong educational leaders.



Jon Cannon

Executive Director of NACO



Jimmy Casas

CEO of J Casas & Associates



TUESDAY

JANUARY 13, 2026



5:15 PM - 8:30 PM



North Platte High School
1220 West 2nd Street
North Platte, NE 69101



**SCAN THE QR CODE TO REGISTER OR EMAIL
REGISTRATION FORM TO: MWALKER@ESUSIXTEEN.ORG**

REGISTRATION FORM (or use QR Code to sign up)

ANNUAL ESU 15 & 16 BOARD MEMBER WORKSHOP

Tuesday, January 13, 2026

5:15 - 8:30 p.m. CT

North Platte High School

1220 West 2nd Street

North Platte, NE 69101



SCHOOL NAME: _____

BOARD MEMBERS AND ADMINISTRATORS ATTENDING

NAME	POSITION
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

- ❖ Jon Cannon, Executive Director of NACO
- ❖ Jimmy Casas, CEO of J Casas & Associates

Fee: (includes Workshop, Refreshments and Dinner): \$45.00/participant

45 x _____ = \$ _____
School District will be billed after Event

Please complete and return to Michelle Walker by
Friday, January 9, 2026 at mwalker@esusixteen.org

4.F. Board and committee reports
Information Item

4.F.1. Board information
Information Item

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

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

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

4.F.5. Americanism committee
Information Item

4.F.6. Negotiations committee
Information Item

5. **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 Regular meeting on November 10, 2025, the approval of the bills as presented in the amount of \$490,027.41 for the general fund \$14,750.03 for the nutrition fund; \$29,002.72 for the activity fund; \$104,014.00 for the special building fund. Passed with a motion by Shad Stamm and a second by Jennifer Fries.

Jennifer Fries: Yea

Ted Henderson: Yea

Nick Ladenburger: Yea

Cole Lutz: Yea

Sandy Noffsinger: Yea

Lindsay Stamm: Yea

Shad Stamm: Yea

5.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

5.B. Approval of the minutes
Consent Item

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

The Dundy County Stratton Board of Education met on Monday, November 10, 2025 at Dundy County Stratton High School.

President Noffsinger called the meeting to order at 6:00 PM.

Attendance Taken at 6:01 PM. Jennifer Fries: Present, Steve Guernsey: Present, Ted Henderson: Present, Nick Ladenburger: Present, Kent Lorens: Present, Cole Lutz: Absent, Sandy Noffsinger: Present, Lindsay Stamm: Absent, Shad Stamm: Absent. Present: 6, Absent: 3. Attendance Update Taken at 6:46 PM. Shad Stamm: Present. Present: 7, Absent: 2. Attendance Update Taken at 7:46 PM. Steve Guernsey: Absent. Present: 6, Absent: 3.

Others present:

Alan D Garey, Superintendent
Sandy O'Neil, Secondary Principal
Kris Freeland, Elementary Principal
Ronda Sargent, Recording Secretary/Business Manager
Emma Baldeh, Student Board Representative
Jay Spearman, Emily Cameron and Melissa Jacobitz

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.

Board Member Roll Call

Motion to approve the absence of Cole Lutz, Lindsay Stamm and Shad Stamm passed with a motion by Kent Lorens and a second by Jennifer Fries. Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Noffsinger: Yea. Yea: 6, Nay: 0, Absent: 3.

District Mission Statement:

- Partnering with families and the community, Dundy County Stratton Schools will provide a dynamic and inclusive environment because every Day, every Child, is empowered to achieve Success!

Nebraska Open meetings law-posted on the East wall.

Awards and Recognitions

Fries recognized the Volleyball team for their 4th place finish at the state tournament and the sportsmanship award that was presented to the District. Ladenburger recognized the show choir their Silver rating at the Best of the West competition and Alyssa Stamm received an award for best soloist. Fries recognized Alyssa Stamm who sang the National Anthem at the state Volleyball game during the opening round. Noffsinger recognized the Football team for their quarterfinal playoff game and the success of their season. Henderson recognized all the people that help with the hosting of these events. That it takes many people to host these events. Noffsinger recognized HOSA for their participation with the hospital for an event. Noffsinger praised the HOSA group for their professionalism. Freeland recognized his staff with the challenge of reviewing the reading curriculum. Henderson recognized Robert Castillo for the time he spent on the McCool Junction bus that broke down on their way to Benkelman. Mr. Garey received messages from McCool Junction and Plainview schools for the hospitality they received. Noffsinger gave kuddos to the community members that put together opening the

theater and streaming the state Volleyball games for those who were unable to attend the State Volleyball in Lincoln.

Public comment

Melissa Jacobitz asked for an update on the Music teacher opening.

Reports

Technology report, not available

Elementary principal report

Presented in written form.

Secondary principal report

Presented in written form.

Transportation report

Presented in written form.

Addition: Plans have been discussed for planning in the future if another bus is out of commission the need for route coverage.

Superintendent report

Presented in written form.

Board and committee reports

Board information

Finance/Budget/Legislation committee

Transportation/Facilities/Grounds committee

Curriculum/Activities/Staff Development committee

Americanism committee

Negotiations committee

Consent Agenda

Motion to approve the consent agenda passed with a motion by Ladenburger and a second by Guernsey. Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Noffsinger: Yea, Stamm: Yea, Fries: Yea. Yea: 7, Nay: 0, Absent: 2. 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 Regular meeting on October 13, 2025, the approval of the bills as presented in the amount of \$553,961.84 for the general fund \$26,333.84 for the nutrition fund; \$26,133.97 for the activity fund; \$7,640.00 for the special building fund; Student Board representative; the 2024-2025 audit.

Business Meeting

Senior Student Board Member

Emma Baldeh has been elected as the Senior Student Board Member. Baldeh signed the oath of office.

Financial Report

Motion to approve the financial report as presented passed with a motion by Guernsey and a second by Lorens. Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Noffsinger: Yea, Stamm: Yea, Fries: Yea, Guernsey: Yea. Yea: 7, Nay: 0, Absent: 2.

Resolution Lease Purchase

Member Shad Stamm introduced and recommended for the Certificate of Participation for the Resolution of the Lease Purchase adoption, the full text of which is attached to hereto as Attachment 3: A RESOLUTION OF DUNDY COUNTY SCHOOL DISTRICT 0117 (DUNDY CO-STRATTON PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA AUTHORIZING AND APPROVING THE LEASE PURCHASE OF CERTAIN EQUIPMENT FOR USE BY THE DISTRICT; AUTHORIZING THE EXECUTION AND DELIVERY OF DOCUMENTS RELATING TO SUCH LEASE-PURCHASE FINANCING; APPROVING THE ISSUANCE OF CERTIFICATES OF PARTICIPATION IN THE LEASE PAYMENTS TO BE MADE BY THE DISTRICT RELATING TO SUCH LEASE-PURCHASE FINANCING OR SUCH OTHER FINANCING STRUCTURE AS AUTHORIZED BY CERTAIN DISTRICT OFFICERS; AUTHORIZING DISTRICT OFFICERS TO DETERMINE THE FINAL AGGREGATE PRINCIPAL AMOUNT, MATURITIES, RATES, TERMS AND OTHER DETAILS OF SUCH LEASE-PURCHASE FINANCING AND THE RELATED CERTIFICATES, SUBJECT TO THE PARAMETERS SET FORTH HEREIN; APPROVING THE DELIVERY AND USE OF AN OFFERING DOCUMENT IN CONNECTION WITH THE OFFER AND SALE OF ANY CERTIFICATES; DESIGNATING ANY LEASE-PURCHASE AGREEMENT AND ANY RELATED CERTIFICATES AS QUALIFIED TAX-EXEMPT OBLIGATIONS; ADOPTING CERTAIN POST-ISSUANCE TAX COMPLIANCE POLICIES AND PROCEDURES WITH RESPECT TO ANY LEASE-PURCHASE AGREEMENT AND ANY RELATED CERTIFICATES; AND AUTHORIZING CERTAIN ACTIONS AND DOCUMENTS AND PRESCRIBING OTHER MATTERS RELATING THERETO. The foregoing Resolution has been read, motion by Stamm and a second by Ladenburger. Ladenburger: Yea, Lorens: Yea, Noffsinger: Yea, Stamm: Yea, Fries: Yea, Guernsey: Yea, Ted Henderson: Yea. Yea: 7, Nay: 0, Absent: 2.

Jay Spearman with Northland Public Finance, presented to the board the options of Certificate of Participation or Lease Purchase for funding the replacement of the Elementary HVAC system.

Notice of Surplus Property

No bids were submitted.

DCSEA as the official bargaining unit for educators

Motion to approve DCSEA as the official bargaining unit for educators for the 2026-2027 school year passed with a motion by Fries and a second by Ladenburger. Lorens: Yea, Noffsinger: Yea, Stamm: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea. Yea: 7, Nay: 0, Absent: 2.

Resignations

Motion to accept the resignation from Kristian Freeland with regret and to thank him for his 18 years of service to Dundy County Stratton Schools passed with a motion by Stamm and a second by Fries. Noffsinger: Yea, Stamm: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea. Yea: 7, Nay: 0, Absent: 2.

Motion to accept the resignation from Ashlynn Picquet with regret and to thank her for 2 years of service with Dundy County Stratton Schools passed with a motion by Fries and a second by Stamm. Stamm: Yea, Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Noffsinger: Yea. Yea: 7, Nay: 0, Absent: 2.

Superintendent's Evaluation

Motion to approve the Superintendent's evaluation passed with a motion by Lorens and a second by Henderson. Fries: Yea, Guernsey: Yea, Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Noffsinger: Yea, Stamm: Yea. Yea: 7, Nay: 0, Absent: 2.

Board members were asked to bring back their goals to the December board meeting to set goals for the 2026-2027 school year.

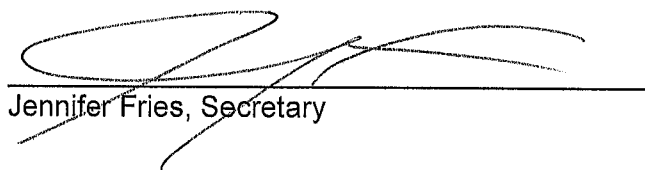
NASB information

The state school board conference will be November 19–21. Fries will be the voting delegate for the board.

Legislation

Adjourn

Motion to adjourn at 7:55 passed with a motion by Lorens and a second by Fries. Henderson: Yea, Ladenburger: Yea, Lorens: Yea, Noffsinger: Yea, Stamm: Yea, Fries: Yea. Yea: 6, Nay: 0, Absent: 3.



Jennifer Fries, Secretary

5.C. Payment of the bills
Consent Item

General Fund Authorization December 2025

Accelerated Receivables Solutions	Payroll	1,441.11
Colonial Life	Payroll	31.20
Dundy County School Cafe Plan	Payroll	676.67
EFTPS	Payroll	66,108.81
Healthplan Services, Inc	Payroll	810.40
LegalShield	Payroll	41.85
MG Trust Company	Payroll	7,298.00
Nebraska Dept of Revenue	Payroll	8,874.27
Nebraska School Retirement System	Payroll	46,413.89
Transamerica Employee Benefits	Payroll	328.23
Blue Cross-Blue Shield	Payroll	83,044.66
Madison National Life Ins Co Inc	Payroll	2,061.60
Mutual of Omaha	Payroll	1,519.61
Net Payroll	Payroll	221,333.77
Aalco Manufacturing Co	Repairs	295.00
Academic Hallmarks, Inc.	Supplies	148.00
Amazon Capital Services	Supplies/Repairs	1,206.81
Apptegy Inc	Subscription	6,500.00
Black Hills Energy	Gas	2,715.21
Brico Pest Control	Spraying Mice/Roaches	120.00
Brooklyn Publishers LLC	Supplies	14.75
BWTELCOM	Communications:Phone, Data, Internet	554.68
Capital One Trade Credit	Supplies	38.18
City Of Benkelman	Utilities	9,071.06
Country Inn & Suites	State Volleyball Rooms	1,788.00
DC Has Your Heart	CPR Class	305.00
Dollar General-Regions 410526	Supplies	48.75
Dundy Co Stratton School Lunch	November 2025 Seconds	3,873.00
Dundy County Hospital	PT services	48.85
Eakes Office Products	Supplies	49.49
Emilee, Swigert	Science Fair Judge	50.00
Esu #16	Audiology/Reg Fees	95.95
Farmers Co-op Grain & Supply	Fuel	3,010.16
Garey, Alan	24-25 Mileage	2,417.76
Grace Market	Supplies	2.09
Hendricks, Amy	Science Fair Judge	50.00
Hilton Omaha	State School Board Conference	839.00
Hometown Leasing	Copier Lease	1,603.98
Imperial NAPA	Supplies/Repairs	1,053.36
Jen, Fries	Science Fair Judge	50.00
Krutsinger, Zoey	Science Fair Judge	50.00
KSB School Law	Superintendent Contract	300.00
Lawson Products	Supplies	903.07
Make Music Cloud	Yearly Subscription	403.73
Ne Council Of School Admin	NAESP-Freeland	259.00
Nebraska Assn of School Boards	2025 State Education Conference	1,066.00
Nebraska Coaches Assn	State FB Championship Coach Clinic	50.00
Northwest Fire Extinguisher	Kitchen Hood Inspection	124.50
Omnify Benefits	125 Plan Fee	50.00
Owens Implement & Supply	Supplies/Repairs	469.03
Parker, Peggy	Science Fair Judge	50.00
Perkins County Public Schools	Planetarium Presentation	250.00
Pinnacle Bank	Safety Deposit Box	22.50
Pursley, Annie	Science Fair Judge	50.00
Quality Urgent Care	DOT Exam	149.00

Retirement Plan Consultants LLC	Restatement 403(b) Plan Dox	400.00
Rita's Framing Creations	Supplies	198.00
Rocky Mountain Low Voltage	Monthly Monitoring	60.00
Scenario Learning LLC d/b/a Vector Solutions	Teacher Eval/PD Tracking 1/26-12-26	1,275.90
School Nurse Supply, Inc.	Supplies	233.53
Schroeder, Cindy	Audiology	313.60
Scoop Media LLC	Advertising	169.04
Skyline Irrigation LLC	Repairs	392.79
SWPPD	Bus Radio	55.00
Unifirst Corporation	Custodial Supplies	359.63
UNK Academic Advising and Career Development	UNK Education Career Fair	175.00
US Bank	Subscriptions/Supplies/Conferences	5,383.47
Verizon Wireless	Cell Service	40.01
Village of Stratton	Utilities	316.46
Williams, Mike	Rule 10 Safety Review	475.00
Woehler, Judy	Science Fair Judge	50.00
		\$ 490,027.41

Special Building Authorization December 2025

Cleary Building Corp	Balance upon delivery of Storage Building	49,874.00
Digi-Pix Signs	Cast Bronze Plaque for Tiger Tots Building	4,140.00
Scott Martin Construction LLC	Due upon Walls poured for Storage Bldg	50,000.00
		\$ 104,014.00

Vendor Name	Invoice Description	Amount
Checking Account ID ACTIVITY Fund Number 05 ACTIVITY FUND		
Acme Printing Co	FFA Shirts	4,628.00
Amazon Capital Services	Pallet of Water	420.78
B & K Pumping, INC	PortaPots for Football	2,220.00
Blazer Athletic Equipment	Volleyball Scorebooks	100.21
BSN Sports LLC	Football Pants	882.59
Cash Wa Distributing	Concessions	3,112.14
Centricity	FCCLA Polos	154.00
Chesterman Company	Concessions	1,342.52
Crawford Schools	D2-4 District Volleyball	327.00
Custom Sports	Football Shirts	987.00
DCS Music Boosters	Concessions	424.80
Dollar General-Regions 410526	Hospitality VB	86.50
Engbrecht, Elias	D1 Quarterfinals FB vs Plainview	107.50
Evans, Dustin	D1 Quarterfinals FB vs Plainview	107.50
Fortkamp, Kelen	D1 Quarterfinals FB vs Plainview	107.50
Gleisberg, Jeff	7 Games for football clock	175.00
Hastings Senior High School	Hastings Tiger Clash	250.00
Hershey Public Schools	JH Wrestling Entry Fee	100.00
Hitchcock County Schools	JH Wrestling Entry Fee	100.00
Little Caesars Fundraising	2025 Fundraising Kits	2,741.00
Maxwell, Matthew	D1 Quarterfinals FB vs Plainview	107.50
MC Entertainment	Prom DJ	1,400.00
McCook Public Schools	CattleTrail 2025 Entry Fee	250.00
McCool Junction	D1 2nd Rd Football	763.36
Medicine Valley Schools	JH Wrestling Entry Fee	100.00
National FFA Organization	25-26 FFA Jackets	911.00
Nebraska School Activities Assn	2nd RD FB Playoffs	1,950.46
Nebraska State Bar Foundation	Mock Trial Entry Fee	150.00
NEMFCA	8 Man Football Coaches Association	75.00
Owens Implement & Supply		48.16
Perkins County Public Schools	JH Wrestling Entry Fee	75.00
Plainview Public Schools	Quarterfinal Football	913.51
Porta Phone Co,	Comstar Headset	175.00
Sam's Club MC/SYNCB	Supplies	349.48
Scholastic Book Fairs-04	2025 Book Fair	2,350.99
US Bank	Act Fund Oct Supplies	901.72
White, Gary	D1 Quarterfinals FB vs Plainview	107.50
Fund Number 05		29,002.72

Checking Account ID ACTIVITY	29,002.72
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Dundy County Stratton Public School
12/05/2025 12:37 PM

Board Report - Invoice Detail

Posted - All; Fund Number 06; Processing Month 12/2025

Page: 1
User ID: RJS

Vendor Name		Invoice Description		Amount
Checking Account ID	NUTRITION	Fund Number	06	NUTRITION FUND
Cash Wa Distributing			Supplies	11,519.33
Sysco Denver			Supplies/Food	3,230.70
Fund Number	06			14,750.03
Checking Account ID	NUTRITION			14,750.03

6. **Business Meeting**

Action Item

6.A. Elementary Building HVAC project

Action Item

Discuss the change order from Facility Advocated on the Elementary HVAC project

Motion to authorize the superintendent to work with Facility Advocates to adjust the scope of work in the HVAC replacement contract for Benkelman Elementary to a Roof Top Unit System for the same guaranteed maximum price of \$1,850,000.00
Passed with a motion by Ted Henderson and a second by Shad Stamm.

Nick Ladenburger: Nay

Jennifer Fries: Yea

Ted Henderson: Yea

Cole Lutz: Yea

Sandy Noffsinger: Yea

Shad Stamm: Yea

6.B. 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 reported Passed with a motion by Jennifer Fries and a second by Lindsay Stamm.

Jennifer Fries: Yea

Ted Henderson: Yea

Nick Ladenburger: Yea

Cole Lutz: Yea

Sandy Noffsinger: Yea

Lindsay Stamm: Yea

Shad Stamm: Yea

Financial Report December				
	Income		Expense	
	MTD	YTD	MTD	YTD
2025	\$ 16,668	\$ 783,697	\$ 473,182	\$ 2,300,491
2024	\$ 164,957	\$ 765,628	\$ 526,660	\$ 2,110,705
2023	\$ 67,411	\$ 781,092	\$ 518,507	\$ 2,279,876
2022	\$ 41,714	\$ 428,358	\$ 493,118	\$ 2,310,027
2021	\$ 89,785	\$ 400,972	\$ 497,623	\$ 1,728,375
2020	\$ 87,057	\$ 513,914	\$ 489,130	\$ 2,050,725
2019	\$ 82,392	\$ 540,427	\$ 449,730	\$ 2,051,897
2018	\$ 53,585	\$ 422,201	\$ 475,444	\$ 1,935,553
2017	\$ 40,080	\$ 658,901	\$ 465,498	\$ 1,925,842
2016	\$ 108,355	\$ 628,925	\$ 453,290	\$ 1,928,619
2015	\$ 77,368	\$ 1,394,914	\$ 464,992	\$ 1,985,705
2014	\$ 135,615	\$ 1,316,717	\$ 435,110	\$ 1,861,290
Average	\$ 82,899	\$ 827,014	\$ 457,344	\$ 1,948,151

Fund Balances							
	Unemp	General Fund	Depreciation	QCPUF	Spec Build	Dep/SpBd/Q	Total
2025	\$ 13,812	\$ 3,088,932	\$ 852,600	\$ 207,109	\$ 912,405	\$ 1,972,115	\$ 5,074,859
2024	\$ 13,681	\$ 3,101,188	\$ 675,883	\$ 206,025	\$ 1,135,027	\$ 2,016,934	\$ 5,131,803
2023	\$ 13,424	\$ 3,011,818	\$ 636,220	\$ 204,868	\$ 255,189	\$ 1,096,277	\$ 4,121,519
2022	\$ 13,345	\$ 1,870,293	\$ 498,111	\$ 279,665	\$ 12,041	\$ 789,817	\$ 2,673,455
2021	\$ 13,339	\$ 2,302,513	\$ 326,026	\$ 277,736	\$ 1,072,740	\$ 1,676,502	\$ 3,992,354
2020	\$ 13,329	\$ 2,228,689	\$ 740,156	\$ 200,851	\$ 841,474	\$ 1,782,481	\$ 4,024,499
2019	\$ 13,268	\$ 2,078,692	\$ 544,560	\$ 124,218	\$ 484,110	\$ 1,152,888	\$ 3,244,848
2018	\$ 13,211	\$ 2,138,984	\$ 415,637	\$ 73,989	\$ 383,277	\$ 872,903	\$ 3,025,098
2017	\$ 15,947	\$ 1,724,146	\$ 163,000	\$ 50,070	\$ 254,619	\$ 467,689	\$ 2,207,782
2016	\$ 14,226	\$ 1,443,686	\$ 142,479	\$ 102,154	\$ 265,526	\$ 510,159	\$ 1,968,071
2015	\$ 13,904	\$ 949,012	\$ 192,868	\$ 103,531	\$ 255,518	\$ 551,917	\$ 1,514,833
2014	\$ 13,898	\$ 998,750	\$ 256,747	\$ 113,694	\$ 411,925	\$ 782,366	\$ 1,795,014
Average	\$ 14,076	\$ 1,555,545	\$ 285,882	\$ 94,609	\$ 342,496	\$ 722,987	\$ 2,292,608

Account Groups; Processing Month 11/2025; 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	5,883,515.00	0.00	410,153.46	6.97	5,473,361.54
01 1125	Motor Vehicle Tax	0.00	0.00	44,601.24	0.00	(44,601.24)
01 1140	Penalties & Interest on Taxes	0.00	0.00	4,009.10	0.00	(4,009.10)
01 1510	Interest on Investments	0.00	9,808.78	31,236.94	0.00	(31,236.94)
01 1800	Revenue-Community Service Activities	0.00	200.00	728.00	0.00	(728.00)
01 1911	Local License Fees	0.00	0.00	1,120.00	0.00	(1,120.00)
01 1925	OTHER CATEGORICAL GRANTS FROM CORPORATIONS AND OTHER PRIVATE INTERESTS	0.00	1,350.00	1,350.00	0.00	(1,350.00)
01 1990	Other Local Receipts	0.00	0.00	297.05	0.00	(297.05)
	Subtotal: LOCAL RECIEPTS	5,883,515.00	11,358.78	493,495.79	8.39	5,390,019.21
01 2110	County Fines And License	31,501.00	0.00	0.00	0.00	31,501.00
	Subtotal: COUNTY AND ESU RECEIPTS	31,501.00	0.00	0.00	0.00	31,501.00
01 3110	State Aid	2,965,001.00	0.00	87,364.00	2.95	2,877,637.00
01 3180	Pro-Rate Motor Vehicle	0.00	0.00	792.71	0.00	(792.71)
01 3512	Distance Education Incentive Pymts	0.00	0.00	2,000.00	0.00	(2,000.00)
01 3535	Payments For High Ability Learners	0.00	0.00	2,414.00	0.00	(2,414.00)
01 3551	Career Education	0.00	0.00	1,570.69	0.00	(1,570.69)
01 3599	STATE CATEGORICAL PROGRAMS - OTHER	0.00	500.00	500.00	0.00	(500.00)
	Subtotal: STATE RECEIPTS	2,965,001.00	500.00	94,641.40	3.19	2,870,359.60
01 4505	Title I, Part A ESSA Improving Basic Pro	0.00	0.00	81,808.00	0.00	(81,808.00)
01 4509	Title II Part A ESSA Supporting Eff Inst	0.00	0.00	15,183.00	0.00	(15,183.00)
01 4516	IDEA PreK(619) Base Allocation	0.00	671.00	671.00	0.00	(671.00)
01 4518	IDEA Part B (611) Base & Enrollment Poverty Allocation	0.00	0.00	79,247.00	0.00	(79,247.00)
01 4521	IDEA Part B Proportionate Share	0.00	3,924.00	3,924.00	0.00	(3,924.00)
01 4530	Other Federal	252,000.00	0.00	0.00	0.00	252,000.00
01 4708	Medicaid In Public Schools	0.00	214.10	2,727.06	0.00	(2,727.06)
01 4969	TITLE IV-A: Student Support & Academic G	0.00	0.00	10,000.00	0.00	(10,000.00)
	Subtotal: FEDERAL RECEIPTS	252,000.00	4,809.10	193,560.06	76.81	58,439.94
01 5500	Capital Lease Proceeds	0.00	0.00	2,000.00	0.00	(2,000.00)
	Subtotal: NON-REVENUE RECEIPTS	0.00	0.00	2,000.00	0.00	(2,000.00)
		<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
	Grand Total:	9,132,017.00	16,667.88	783,697.25	8.58	8,348,319.75

12/05/2025 12:55 PM

Regular; Processing Month 12/2025; 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	4,128,072.00	222,089.67	979,497.23	24.21	3,148,574.77
1150	Limited English Proficiency Programs	57,543.00	2,358.34	11,369.09	19.76	46,173.91
1160	Poverty Programs	325,993.00	18,053.03	59,576.86	18.28	266,416.14
1200	Special Education Instructional Programs	502,213.00	29,820.61	134,297.60	26.81	367,915.40
1291	Early Childhood SpEd Ages 3-5	128,044.00	8,998.33	80,581.16	96.01	47,462.84
1292	Early Childhood SpEd Ages 0-2	43,259.00	0.00	1,474.00	3.41	41,785.00
2120	Guidance Services	88,789.00	8,411.29	33,058.29	38.65	55,730.71
2130	Health Services	0.00	462.57	554.46	0.00	(554.46)
2140	Psychological Services	0.00	0.00	2,000.00	0.00	(2,000.00)
2141	Psychological Services-SPED-School Age	71,236.00	0.00	10,923.00	15.33	60,313.00
2142	Psychological Services Sped-Ages 3-5	0.00	0.00	232.00	0.00	(232.00)
2151	Speech Path/Audiology Svcs SPED SA	68,137.00	402.44	14,383.32	21.11	53,753.68
2152	Speech Path/Audiology SPED Age 3-5	0.00	0.00	(2,450.50)	0.00	2,450.50
2153	Speech Path/Audiology Svcs SPED 0-2	0.00	0.00	(2,450.50)	0.00	2,450.50
2161	Occupational Therapy SPED SA	14,773.00	0.00	600.00	4.06	14,173.00
2171	Physical Therapy Services-SA	1,469.00	48.85	695.55	47.35	773.45
2210	Improvement of Instruction	3,044.00	0.00	964.00	31.67	2,080.00
2212	Instruction & Curriculum Development	0.00	0.00	75.00	0.00	(75.00)
2213	Instructional Staff Training	3,540.00	0.00	0.00	2.12	3,540.00
2220	Library/Media Services	57,065.00	5,778.29	25,130.23	44.14	31,934.77
2224	EDUCATIONAL TELEVISION SERVICES	0.00	0.00	0.00	0.00	0.00
2230	Instruction-Related Technology	120,527.00	8,511.26	42,894.97	47.61	77,632.03
2240	Academic Student Assessment	0.00	0.00	0.00	0.00	0.00
2310	Board of Education	48,241.00	2,020.16	24,049.44	56.23	24,191.56
2320	Executive Administration	254,750.00	17,961.49	65,385.68	26.35	189,364.32
2330	District Legal Services	10,232.00	300.00	300.00	3.50	9,932.00
2410	Principal	576,092.00	44,115.33	167,171.67	29.66	408,920.33
2510	Fiscal Services	154,210.00	9,801.52	72,904.09	49.61	81,305.91
2570	Personnel Services	0.00	0.00	0.00	0.00	0.00
2610	Operation of Buildings	442,527.00	24,881.23	176,235.46	40.66	266,291.54
2620	Maintenance of Buildings	204,508.00	15,317.10	78,523.72	40.86	125,984.28
2630	Care and Upkeep of Grounds	6,268.00	0.00	2,529.26	47.22	3,738.74
2640	Care and Upkeep of Equipment	981.00	46.02	229.32	23.38	751.68
2650	Vehicle Operation & Maint (non student t	261,582.00	0.00	0.00	0.00	261,582.00
2660	Security	4,732.00	0.00	1,272.24	33.75	3,459.76
2670	Safety	7,607.00	535.00	715.00	9.40	6,892.00
2680	Operations & Maintenance of Plant	0.00	0.00	40.00	0.00	(40.00)
2710	Vehicle Operation	539,997.00	24,362.81	155,376.01	28.77	384,620.99
2712	Vehicle Operation-School Age Sped	49,536.00	2,946.78	21,404.65	43.21	28,131.35
2713	Vehicle Operation-Below Age 5 Sped	0.00	709.49	2,765.30	0.00	(2,765.30)
2730	Vehicle Servicing & Maintenance-Reg Ed	0.00	10,738.18	66,624.15	0.00	(66,624.15)
3400	CATEGORICAL GRANTS FROM CORPORATIONS & O	0.00	148.00	5,913.00	0.00	(5,913.00)
3535	High Ability Learners	0.00	350.00	400.00	0.00	(400.00)
3551	CAREER EDUCATION	0.00	0.00	2,618.58	0.00	(2,618.58)
4700	Building Improvements	228,103.00	0.00	0.00	0.00	228,103.00
5000	Debt Service	0.00	0.00	0.00	0.00	0.00
6200	Federal Services-Title I, Part A ESSA Im	700,047.00	8,576.83	26,033.73	3.86	674,013.27
6310	Federal Services-Title II, Part A ESSA S	0.00	1,564.69	6,456.84	0.00	(6,456.84)
6406	Federal Services-IDEA PK (619) Sped 3-4	0.00	0.00	0.00	0.00	0.00
6408	IDEA-PtB-611-Base-EP	0.00	0.00	0.00	0.00	0.00
6412	Federal Services-IDEA Part B Proportiona	0.00	0.00	0.00	0.00	0.00
6992	Federal Services--REAP-SRSA Grants	0.00	0.00	0.00	0.00	0.00
8000	Transfers (Outgoing)	175,000.00	3,873.00	30,136.99	17.22	144,863.01
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	9,278,117.00	473,182.31	2,300,490.89	25.90	6,977,626.11

12/05/2025 12:55 PM

Regular; Processing Month 12/2025; 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:	9,278,117.00	473,182.31	2,300,490.89	25.90	6,977,626.11

TOTAL SUMMARY OF BANK BALANCES

	August	Sept	Oct	Nov
<i>Pinnacle Bank-Unemployment</i>	\$13,787.17	\$13,798.03	\$13,806.82	\$13,812.40
General Fund				
Pinnacle Bank-ICS SWEEP (MMSA)	\$3,385,726.46	\$3,271,318.39	\$3,381,928.15	\$3,016,673.22
Pinnacle Bank Benkelman-General Fund	\$34,280.49	\$316,374.22	\$157,939.96	\$48,740.81
Pinnacle Bank Benkelman-Clearing A/C	\$23,245.97	\$16,686.47	\$23,517.97	\$23,517.97
Total General Fund Balances	\$3,443,252.92	\$3,604,379.08	\$3,563,386.08	\$3,088,932.00
Pinnacle Bank Depreciation Fund Balance				
Depreciation Fund 0637	\$447,338.00	\$447,534.09	\$447,724.14	\$447,895.87
Depreciation Fund MMSA 6986	\$404,399.59	\$404,540.85	\$404,626.75	\$404,704.35
Total Depreciation Fund	\$851,737.59	\$852,074.94	\$852,350.89	\$852,600.22
QCPUF				
Pinnacle Bank Benkelman-Checking A/C	\$205,273.82	\$205,363.80	\$205,451.01	\$205,530.11
NE Liquid Asset Fund	\$1,564.07	\$1,569.16	\$1,574.32	\$1,579.14
Total Qualified Capital Purpose Undertaking Fund	\$206,837.89	\$206,932.96	\$207,025.33	\$207,109.25
Pinnacle Bank Special Building Fund				
Special Building Fund 0648	\$36,620.32	\$22,868.56	\$75,438.57	\$65,854.77
Special Building Fund MMSA 6994	\$939,373.25	\$939,701.39	\$839,888.59	\$846,550.66
	\$975,993.57	\$962,569.95	\$915,327.16	\$912,405.43
Total Cash in Bank	\$5,491,609.14	\$5,639,754.96	\$5,551,896.28	\$5,074,859.30

CASH FLOW STATEMENT

Beginning Balance General Fund Checking \$ 48,740.81

MMSA-Pinnacle Bank 3,016,673.22

Total General Fund Money \$ 3,065,414.03

ESTIMATED DISBURSEMENTS

Bills	50,043.34		2024-2025	2023-2024
Payroll	439,984.07	490,027.41	541,785.78	529,854.62

COUNTY RECEIPTS

Dundy County Treasurer	-			
Hitchcock County Treasurer-Not available	-		2024-2025	2023-2024
	-		24,861.70	24,823.35

Estimated Over(Under)age - GF Checking	\$ (441,286.60)
Transfers In (Interfund Loan for SBF)	\$ -
Lunch Payroll	\$ -
NDE Money	\$ -
Transfer TO/FROM MMSA	\$ 455,000.00
	\$ 13,713.40

Transfers:

Transfer ICS to GF \$ 455,000.00

Regular; Beginning Month 09/2025; Processing Month 11/2025; 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	851,737.59	862.63	0.00	852,600.22
Total:	Current Assets	851,737.59	862.63	0.00	852,600.22
Fund Balance					
02 704	FUND BALANCE	851,737.59	0.00	862.63	852,600.22
Total:	Fund Balance	851,737.59	0.00	862.63	852,600.22
Revenue					
02 1510	Interest Earned	0.00	0.00	862.63	862.63
Total:	Revenue	0.00	0.00	862.63	862.63
Total:	02	1,703,475.18	862.63	1,725.26	1,706,063.07

Fund: 03 EMPLOYEE BENEFIT FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
03 101	CASH	13,787.17	25.23	0.00	13,812.40
03 106	Cafeteria Checking	3,794.18	2,030.01	2,431.68	3,392.51
Total:	Current Assets	17,581.35	2,055.24	2,431.68	17,204.91
Fund Balance					
03 704	FUND BALANCE	17,581.35	2,431.68	2,055.24	17,204.91
Total:	Fund Balance	17,581.35	2,431.68	2,055.24	17,204.91
Revenue					
03 1510	Interest Earned	0.00	0.00	25.23	25.23
03 5200	Fund Transfers In	0.00	0.00	2,030.01	2,030.01
Total:	Revenue	0.00	0.00	2,055.24	2,055.24
Expenditure					
03 2900 260 000	Employee Benefits	0.00	2,431.68	0.00	2,431.68
Total:	Expenditure	0.00	2,431.68	0.00	2,431.68
Total:	03	35,162.70	6,918.60	6,542.16	38,896.74

Fund: 08 SPECIAL BUILDING FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
08 101	CASH	975,993.57	139,074.07	271,942.21	843,125.43
08 131	Receivable Account	87,626.43	50,683.25	138,309.98	(0.30)
Total:	Current Assets	1,063,620.00	189,757.32	410,252.19	843,125.13
Fund Balance					
08 704	FUND BALANCE	1,063,620.00	271,942.21	51,447.34	843,125.13
Total:	Fund Balance	1,063,620.00	271,942.21	51,447.34	843,125.13
Revenue					
08 1100	Taxes Levied	0.00	0.00	50,078.58	50,078.58
08 1140	Penalties & Interest on Taxes	0.00	0.00	507.99	507.99
08 1510	Interest Earned	0.00	0.00	764.09	764.09
08 3180	Pro-Rate Motor Vehicle	0.00	0.00	96.68	96.68
Total:	Revenue	0.00	0.00	51,447.34	51,447.34
Expenditure					
08 2610 610 002	General Supplies	0.00	0.00	0.00	0.00
08 4100 710 002	Land & Land Improvements	0.00	181,356.71	0.00	181,356.71
08 4200 450 001	Construction Services	0.00	7,640.00	0.00	7,640.00
08 4600 710 001	Land & Land Improvements	0.00	7,114.50	0.00	7,114.50
08 4600 710 002	Land & Land Improvements	0.00	2,496.00	0.00	2,496.00
08 4600 720 001	Buildings: Acquisitions/Construction/Re	0.00	0.00	0.00	0.00
08 4700 450 001	Building Improvements-Construction Services	0.00	0.00	0.00	0.00

Regular; Beginning Month 09/2025; Processing Month 11/2025; 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>
08 4700 450 002	Construction Services	0.00	73,335.00	0.00	73,335.00
	Total: Expenditure	0.00	271,942.21	0.00	271,942.21
	Total: 08	2,127,240.00	733,641.74	513,146.87	2,009,639.81

Fund: 09 QCPUF

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
09 101	CASH	206,837.89	271.36	0.00	207,109.25
09 131	Receivable Account	0.00	0.30	0.30	0.00
	Total: Current Assets	206,837.89	271.66	0.30	207,109.25
Fund Balance					
09 704	FUND BALANCE	206,837.89	0.00	271.36	207,109.25
	Total: Fund Balance	206,837.89	0.00	271.36	207,109.25
Revenue					
09 1100	Taxes Levied	0.00	0.00	0.19	0.19
09 1140	Penalties & Interest on Taxes	0.00	0.00	0.11	0.11
09 1510	Interest Earned	0.00	0.00	271.06	271.06
	Total: Revenue	0.00	0.00	271.36	271.36
	Total: 09	413,675.78	271.66	543.02	414,489.86

Activity Fund Balance Report - Summary - Exclude Encumbrances

09/2025 - 11/2025

Regular; Beginning Month 09/2025; Processing Month 11/2025; 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	0.00	0.00	40.99	(40.99)	0.00
05 704 0100	Cheerleaders	(0.03)	209.35	0.00	0.00	(209.38)
05 704 0105	Cheerleading Fundraising	9,221.12	1,136.18	44.00	0.00	8,128.94
05 704 0110	Cross Country	(0.78)	3,276.01	460.00	0.00	(2,816.79)
05 704 0115	Cross Country Fundraising	122.39	0.00	25.00	0.00	147.39
05 704 0120	Football	(0.19)	16,346.29	9,444.00	0.00	(6,902.48)
05 704 0125	Football Fundraising	8,956.72	4,026.77	1,249.20	0.00	6,179.15
05 704 0130	Volleyball	0.19	6,454.67	7,600.00	0.00	1,145.52
05 704 0135	Volleyball Fundraising	(3,608.56)	781.06	11,106.83	0.00	6,717.21
05 704 0140	Basketball	(0.63)	300.00	0.00	0.00	(300.63)
05 704 0145	Boys Basketball Fundraising	1,844.57	220.00	249.20	0.00	1,873.77
05 704 0147	Girls Basketball Fundraising	4,719.43	0.00	898.10	0.00	5,617.53
05 704 0150	Wrestling	0.16	926.35	0.00	0.00	(926.19)
05 704 0151	Girls Wrestling	0.00	0.00	0.00	0.00	0.00
05 704 0155	Wrestling Fundraising	1,143.58	0.00	2,590.00	0.00	3,733.58
05 704 0160	Track	(0.03)	11,330.79	0.00	0.00	(11,330.82)
05 704 0165	Track Fundraising	(4,565.23)	1,514.00	5,304.10	0.00	(775.13)
05 704 0175	Girls Golf Fundraising	870.83	0.00	0.00	0.00	870.83
05 704 0180	Boys Golf	2,042.24	0.00	0.00	0.00	2,042.24
05 704 0185	Boys Golf Fundraising	151.41	0.00	0.00	0.00	151.41
05 704 0300	Class of 2030 8th Grade	1,192.44	0.00	872.42	0.00	2,064.86
05 704 0310	Class of 2031 7th Grade	51.04	0.00	0.00	0.00	51.04
05 704 0320	Class of 2027 Juniors	3,116.21	1,430.96	476.60	0.00	2,161.85
05 704 0325	Class of 2028 Sophmores	1,092.03	1,255.58	3,918.39	0.00	3,754.84
05 704 0330	Class of 2029 Freshman	676.30	30.98	648.62	0.00	1,293.94
05 704 0335	Class of 2026 Seniors	2,314.19	171.60	0.00	0.00	2,142.59
05 704 0340	FBLA	6,760.68	4,130.55	5,370.00	0.00	8,000.13
05 704 0350	Daycare	(0.16)	0.00	0.00	0.00	(0.16)
05 704 0360	FCCLA	(1,465.31)	154.00	1,723.00	0.00	103.69
05 704 0370	FFA	19,412.62	10,530.14	12,094.20	0.00	20,976.68
05 704 0380	NHS	(337.28)	0.00	0.00	0.00	(337.28)
05 704 0390	Speech	0.23	0.00	0.00	0.00	0.23
05 704 0400	Student Council	(537.63)	484.98	977.00	0.00	(45.61)
05 704 0410	Letterclub	(0.25)	0.00	0.00	0.00	(0.25)
05 704 0420	Play/Musical	(377.27)	0.00	0.00	0.00	(377.27)
05 704 0430	Show Choir	(106.08)	747.00	255.00	0.00	(598.08)

Activity Fund Balance Report - Summary - Exclude Encumbrances

09/2025 - 11/2025

Regular; Beginning Month 09/2025; Processing Month 11/2025; 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 0435	7-12 Vocal Music	(0.33)	110.99	0.00	0.00	(111.32)
05 704 0440	Band	(0.09)	0.00	0.00	0.00	(0.09)
05 704 0445	Music Fundraising	2,056.71	0.00	250.00	0.00	2,306.71
05 704 0460	Play Production	(0.02)	0.00	0.00	0.00	(0.02)
05 704 0470	Mock Trial	(0.17)	150.00	0.00	0.00	(150.17)
05 704 0490	Art Club	5,408.31	159.69	470.53	0.00	5,719.15
05 704 0500	HS Quiz Bowl	564.40	0.00	0.00	0.00	564.40
05 704 0510	Jr High Quiz Bowl	1,315.20	0.00	0.00	0.00	1,315.20
05 704 0600	Plant-Greenhouse	917.44	0.00	0.00	0.00	917.44
05 704 0610	Pop Account	626.78	9.58	48.00	0.00	665.20
05 704 0620	Sp Ed Activity A/C	877.38	0.00	0.00	0.00	877.38
05 704 0630	Revolving	377.21	1,942.49	2,705.54	0.00	1,140.26
05 704 0640	Special Purchasing	5,571.33	0.00	0.00	0.00	5,571.33
05 704 0650	Box Tops for Education	214.40	312.00	0.00	0.00	(97.60)
05 704 0660	Annual	(10,594.17)	0.00	500.00	0.00	(10,094.17)
05 704 0665	E-Sports	0.20	0.00	0.00	0.00	0.20
05 704 0670	Computer Technology	0.33	0.00	0.00	0.00	0.33
05 704 0680	Sunshine Committee	11.16	0.00	0.00	0.00	11.16
05 704 0690	Concessions	1,176.59	12,762.45	11,012.08	0.00	(573.78)
05 704 0800	Grade Activity	55.71	2,350.99	2,665.99	0.00	370.71
05 704 0830	Stratton	939.04	104.00	0.00	0.00	835.04
05 704 0870	HOSA	(776.64)	1,869.21	4,493.68	0.00	1,847.83
Fund Total: 05		61,429.72	85,228.66	87,492.47	(40.99)	63,652.54

Regular; Beginning Month 09/2025; Processing Month 11/2025; 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	36,608.29	95,418.85	82,128.10	49,899.04
06 103	Payroll Cash	0.00	0.00	46,817.66	(46,817.66)
Total:	Current Assets	36,608.29	95,418.85	128,945.76	3,081.38
Current Liabilities					
06 450	PAYROLL DEDUCTION PAYABLE	0.00	189.94	189.94	0.00
06 451	FICA PAYABLE	0.00	5,430.54	5,430.54	0.00
06 452	FIT PAYABLE	0.00	1,697.68	1,697.68	0.00
06 453	INSURANCE PAYABLE	0.00	6,733.01	6,733.01	0.00
06 454	RETIREMENT PAYABLE	0.00	4,745.51	4,745.51	0.00
06 455	SIT PAYABLE	0.00	761.46	761.46	0.00
Total:	Current Liabilities	0.00	19,558.14	19,558.14	0.00
Fund Balance					
06 704	FUND BALANCE	36,608.29	128,990.83	95,463.92	3,081.38
Total:	Fund Balance	36,608.29	128,990.83	95,463.92	3,081.38
Revenue					
06 1510	Interest Earned	0.00	0.00	44.51	44.51
06 1611	Daily Sales-School Lunch Program	0.00	60.00	1,589.23	1,529.23
06 1990	Other Local Receipts	0.00	0.00	119.49	119.49
06 4210	Federal Reimbursement	0.00	0.00	56,969.66	56,969.66
06 5200	Transfers from General Fund	0.00	0.00	26,223.00	26,223.00
Total:	Revenue	0.00	60.00	84,945.89	84,885.89
Expenditure					
06 3100 110 001	Salaries of Regular Employees-Non-Instru	0.00	13,441.66	0.00	13,441.66
06 3100 110 002	Salaries of Regular Employees-Non-Instru	0.00	15,409.70	0.00	15,409.70
06 3100 120 001	Salaries of Temporary Employees-Non-inst	0.00	3,027.13	0.00	3,027.13
06 3100 120 002	Salaries of Temporary Employees-Non-inst	0.00	3,027.11	0.00	3,027.11
06 3100 130 001	Overtime-Non Instructional Staff	0.00	307.10	0.00	307.10
06 3100 130 002	Overtime-Non Instructional Staff	0.00	281.56	0.00	281.56
06 3100 210 001	Group Insurance-Non Instructional	0.00	3,019.58	0.00	3,019.58
06 3100 210 002	Group Insurance-Non Instructional	0.00	3,249.06	0.00	3,249.06
06 3100 220 001	Social Security-Non Instructional	0.00	1,283.34	22.13	1,261.21
06 3100 220 002	Social Security-Non Instructional	0.00	1,431.93	22.94	1,408.99
06 3100 230 001	Retirement-Non Instructional	0.00	1,065.18	0.00	1,065.18
06 3100 230 002	Retirement-Non Instructional	0.00	1,103.94	0.00	1,103.94
06 3100 237 001	Increased Retirement Contribution Rate	0.00	105.78	0.00	105.78
06 3100 237 002	Increased Retirement Contribution Rate	0.00	109.66	0.00	109.66
06 3100 270 001	Worker's Comp-Non-Instructional Staff	0.00	6,239.02	4,097.70	2,141.32
06 3100 270 002	Worker's Comp-Non-Instructional Staff	0.00	7,422.98	5,008.30	2,414.68
06 3100 610 001	General Supplies	0.00	983.40	0.00	983.40
06 3100 610 002	General Supplies	0.00	1,157.35	0.00	1,157.35
06 3100 630 001	Food: School Food Service Program	0.00	30,696.88	295.01	30,401.87
06 3100 630 002	Food: School Food Service Program	0.00	35,568.47	1,071.95	34,496.52
Total:	Expenditure	0.00	128,930.83	10,518.03	118,412.80
Total:	06	73,216.58	372,958.65	339,431.74	209,461.45

US Bank General Fund Nov 2025

2025/10/31	Element tax refund	Tax refund	(\$41.40)
2025/11/06	RED 1	State VB	\$8.00
2025/11/07	RED 1	State VB	\$8.00
2025/11/07	RED 1	State VB	\$8.00
2025/11/06	DAIRY QUEEN #41033	State VB	\$9.70
2025/11/05	TACO BELL #225	State VB	\$15.10
2025/11/09	EL PARAISO	State VB	\$16.08
2025/11/07	MCDONALD'S F13751	State VB	\$16.59
2025/11/06	MCDONALD'S F13751	State VB	\$16.60
2025/11/06	OLIVE GARDEN	State VB	\$18.35
2025/11/08	JIMMY JOHNS - 841	State VB	\$18.37
2025/11/07	PANDA EXPRESS #3801	State VB	\$18.71
2025/11/05	CRACKER BARREL #365 LINCO	State VB	\$23.51
2025/11/09	OLIVE GARDEN ZK 0021432	State VB	\$26.88
2025/11/08	LAZLO'S BREWERY & GRILL S	State VB	\$29.81
2025/11/07	TEXAS ROADHOUSE	State VB	\$30.42
2025/11/07	PINNACLE BANK ARENA F&B	State VB	\$45.94
2025/11/02	COBBLESTONE INN GERING	Showchoir Festival	\$46.60
2025/11/05	TST*SHOGUN JAPANESE REST	State VB	\$52.87
2025/11/08	PANDA EXPRESS 2253	State VB	\$53.30
2025/11/05	PANERA BREAD #601724 P	State VB	\$53.61
2025/11/07	MELLOW MUSHROOM LIN	State VB	\$74.40
2025/11/06	OLIVE GARDEN 0021432	State VB	\$76.52
2025/11/02	HTL*COBBLESTONEHOT	Showchoir Festival	\$164.65
2025/10/31	DRURY INN COLUMBIA	Natl FFA	(\$10.21)
2025/10/31	DRURY INN COLUMBIA	Natl FFA	(\$10.21)
2025/10/31	DAIRY QUEEN #43254	Natl FFA	\$7.58
2025/10/27	CHICK-FIL-A #03731	Natl FFA	\$9.93
2025/10/27	PANDA EXPRESS #2159	Natl FFA	\$14.40
2025/11/01	FREDDY'S 12-0002	Natl FFA	\$14.74
2025/10/30	WAGNERS PHARMACY INC	Natl FFA	\$19.34
2025/10/29	TST*THE BACK 9	Natl FFA	\$23.06
2025/10/28	MCC RESORT INDY, LLC	Natl FFA	\$24.33
2025/11/01	TEXAS ROADHOUSE #2396	Natl FFA	\$27.47
2025/10/29	INDIANAPOLIS CONVENTIO	Natl FFA	\$28.52
2025/10/30	OLD SPAGHETTI FCTRY 16	Natl FFA	\$30.48
2025/10/31	DRURY INN COLUMBIA	Natl FFA	\$154.34
2025/10/28	FAIRFIELD INN & SUITES	Natl FFA	\$169.04
2025/10/29	Risk Conf	SPED Conf	\$225.00
2025/10/27	EBAY O*18-13744-41153	Supplies	\$746.79
2025/11/18	EBAY O*08-13854-30694	Supplies	\$4.90
2025/10/29	PIZZA HUT 018818	RPAC Admin Mtg	\$15.04
2025/11/21	EBAY O*21-13848-96775	Supplies	\$82.25
2025/11/18	EBAY O*08-13854-30695	Supplies	\$7.35
2025/11/21	EBAY O*21-13848-96776	Supplies	\$92.74
2025/11/20	G GJIA ONLINE STORE	Supplies	\$319.99
2025/10/27	THE WEBSTAURANT STORE INC	Repairs	\$1,758.30
2025/11/25	PARTS TOWN, LLC	Repairs	\$339.13
2025/11/06	PUMP & PANTRY #46	Fuel	\$30.94
2025/11/06	CASEYS 4597	Fuel	\$37.38
2025/11/24	PHILLIPS 66 - SPEEDEE MAR	Fuel	\$38.28
2025/11/08	GULF OIL 92067635	Fuel	\$45.56
2025/11/01	KWIK STOP #24	Fuel	\$60.04
2025/10/27	Loves	Fuel	\$67.86
2025/10/31	Mach1	Fuel	\$68.21
2025/10/28	Pilot	Fuel	\$73.28
2025/11/08	CASEYS #2978	Fuel	\$77.01

\$5,383.47

6.C. Superintendent goals

Action Item

Discuss and take action on the Superintendent's goals.

Motion to approve the following goals for school year 2026-2027: Board Policy Review Facility Masterplan for longevity Build and expand dual credit offerings Improve curriculum development to align student needs and requirements Passed with a motion by Jennifer Fries and a second by Nick Ladenburger.

Jennifer Fries: Yea

Ted Henderson: Yea

Nick Ladenburger: Yea

Cole Lutz: Yea

Sandy Noffsinger: Yea

Lindsay Stamm: Yea

Shad Stamm: Yea

6.D. Superintendent Contract

Action Item

Discuss and take action on Superintendent Contract

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT DUNDY COUNTY STRATTON PUBLIC SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of Dundy County Stratton Public Schools**, legally known as **Dundy County School District 29-0117**, and referred to as "the Board" and "the District" respectively, and **Alan Garey**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of three (3) years beginning on July 1, 2026, and expiring on June 30, 2029, on a 1.0 FTE basis. References to "contract year" shall mean the period from July 1st through June 30th. The Superintendent's generally expected working days shall consist of all days Monday through Friday, but generally not Saturdays and Sundays and any holidays or leave days listed in Section 11. However, the Superintendent will work all days necessary to complete the Superintendent's duties, even if those are weekend days or holidays. The Superintendent shall keep complete and accurate records of working days and shall provide the Board of Education with a report of the accumulated working days at least quarterly.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular December 2028 board meeting (and each December thereafter)** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular November meeting** of each year of this contract and shall make the renewal of the Superintendent's employment contract an agenda item for the regular **December** board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the contract year shall be \$____,____.00 which shall be paid in 12 equal monthly installments beginning in the month of August 2026. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the

contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The District shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that the Superintendent is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, the Superintendent will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which the Superintendent will register and maintain on file in the District's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that the Superintendent registers the certificate. The Superintendent represents that: (1) all information provided in connection with the Superintendent's application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, the Superintendent will advise the Board immediately; (2) the Superintendent has never been convicted of or plead no contest to a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) the Superintendent has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote the Superintendent's time, skill, labor and attention to all required duties throughout the contract term. The Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other

professional duties and obligations as long as they do not interfere with carrying out the Superintendent's duties and obligations to the District.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. The Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. The Superintendent is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of the Superintendent's duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under NEB. REV. STAT. § 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of its official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with the obligations in the Renewal of Contract or Evaluation provisions of this contract shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform any of the Superintendent's duties by reason of illness, accident or other

disability beyond the Superintendent's control, and the disability continues for a period of more than thirty (30) days, or if the disability is permanent, irreparable, or of such a nature as to make performance of the Superintendent's duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

Section 10. Transportation. The Board shall provide the Superintendent with transportation that shall be used for any District-related travel. The Board shall only reimburse the Superintendent for mileage required in the performance of official duties at the rate approved by the Board when a District-provided vehicle is unavailable for use..

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

a. Health Insurance. Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

b. Dental Insurance. Dental insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

c. Disability Insurance. The Superintendent shall be enrolled in the District's long-term disability insurance plan, and the Superintendent will pay the premiums directly via payroll deduction to maximize the benefit should it be needed.

d. Sick Leave. The Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of _____ (___) days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, the Superintendent shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of sick days accrued and used and shall provide the Board with a report of accumulated sick days

at least quarterly and upon request. The Superintendent shall not be compensated for unused days of sick leave upon the ending of employment with the District.

e. Vacation. The Superintendent shall have twenty (20) vacation days for the initial contract year which the Superintendent may use at times the Superintendent chooses so long as the absence does not interfere with the proper performance of the Superintendent's duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the initial contract year, the Board shall give the Superintendent the number of vacation days necessary to restore the total to twenty (20) days. For example, if the Superintendent uses 12 days of vacation one year, the Board will provide the Superintendent with 12 days the following year to bring the total vacation days back to 20. The Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of all vacation days and shall provide the Board of Education with a report of accumulated vacation days at least quarterly and upon request. The Board may require the Superintendent to use vacation days and shall compensate the Superintendent for unused vacation days upon the conclusion of employment at a rate of \$100.00 per day.

f. Professional Development. With the approval of the Board, the Superintendent may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Superintendent attends a national convention and does not return following the initial year of employment as Superintendent, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.

g. Professional Dues. The District will pay the annual dues for the Superintendent's membership in the following organizations: Nebraska Council of School Administrators

(NCSA) and other professional organizations upon Board permission and approval.

- h. Holidays.** The Superintendent shall receive the following holidays off without loss of pay or having to take a paid leave day: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, and two additional non-student days between Christmas and New Year's Day.
- i. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that the Superintendent can be reached at all times for work-related emergencies or while away from school grounds during the work day. The District will reimburse the Superintendent up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.
- j. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law.

Section 12. Residence/Domicile in District. The Superintendent shall establish domicile and principal residence within the boundaries of the District as they exist on the first duty day under the terms of this contract; and, the Superintendent shall maintain domicile and residence within the boundaries of the District during the term of this contract, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent does not establish domicile and principal place of residence within the District at the commencement of employment, the Superintendent shall move the Superintendent's domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the District as a

legal voter of the District; (3) to be involved in school and community activities bringing the Superintendent in contact with parents and community leaders and be committed to the future of the District and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which the Superintendent is the educational leader.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary paid but not earned prior to the date of termination of this contract.

Section 15. Evaluation. The Board shall evaluate the Superintendent twice during the Superintendent's first year of employment and at least once each year thereafter. The Superintendent shall remind the Board members in writing of this obligation; if the evaluation will be conducted at a board meeting, make the Superintendent evaluation an agenda item for two regular board meetings during the initial contract year and for one regular board meeting during the second contract year in collaboration with the Board President; and provide the Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by carrying out the Superintendent's duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of the Superintendent's performance of duties or position as the Superintendent of the District, the Board will provide the Superintendent with a legal defense to the maximum extent permitted by law so long as the Superintendent acted in good faith and in a manner which the Superintendent reasonably believed to be in or not opposed to the best

interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that the Superintendent's conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, the Superintendent will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this contract. In deference to the requirements of state and federal law, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of the position.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the District to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising the Superintendent of the alleged reasons for the proposed action and provided the opportunity to present the Superintendent's version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

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

Executed by the Board this ____ day of _____, 202__.

President, Board of Education

Secretary, Board of Education

Executed by the Superintendent this ____ day of _____, 2026.

Superintendent

6.E. Pole Vault Package

Action Item

Discuss and take action on Pole Vault Package

Motion to approve the bid for \$25,000.00 plus \$360.00 shipping from Misko Sports Inc for Pole Vault Package #03 to be paid out of the Depreciation Fund. Passed with a motion by Jennifer Fries and a second by Shad Stamm.

Jennifer Fries: Yea

Ted Henderson: Yea

Nick Ladenburger: Yea

Cole Lutz: Yea

Sandy Noffsinger: Yea

Lindsay Stamm: Yea

Shad Stamm: Yea



DUNDY COUNTY STRATTON PUBLIC SCHOOLS

400 9th Avenue West • P.O. Box 586 • Benkelman, NE 69021-0586

"Every Day...Every Child...A Success!"

Tigers

Misko Sports Inc.

John Paulsen, Sales Representative

Pole Vault

Package #03: 12740CPPKG--\$25,000.00 plus shipping

01 #12740CP Pole Value Package Includes:

#1274 Sky Flight Max Pole Vault Pit (20' Width x 21' Depth x 32" Height)

Top Pad Color = *TBD*

Base Pad Color = *TBD*

Weather Cover Color = *TBD*

#1279 MA PV Standard Base Pad/pair (60" Depth x 21" Width x 14" Height)

Color = *TBD*

01 #1190 Aluminum Pole Vault Standard with Aluminum Adjustable Base/PR

01 #1512 Deluxe Fiberglass Crossbar PV (14' 10")

Fuel surcharge on Freight = \$360.00

Total Price = \$25,360.00

Mr. Alan D. Garey

Superintendent

308.423.2738

alan.garey@dcstigers.org

Mrs. Sandy O'Neil

Jr. High/ High School

Principal

308.423.2738

soneil@dcstigers.org

Mr. Kris Freeland

Elementary Principal

308.423.2216

kfreeland@dcstigers.org



PV Value Package #3

♥ Add to Wishlist (?add_to_wishlist=5654&_wpnonce=8f02f93b4b)

Categories: Pole Vault (<https://www.blazerathletic.com/product-category/track/pole-vault/>), Track (<https://www.blazerathletic.com/product-category/track/>), Track & Field (<https://www.blazerathletic.com/product-category/track-field/>), Value Packages (<https://www.blazerathletic.com/product-category/track/pole-vault/value-packages-pole-vault/>)

DESCRIPTION	REVIEWS (0)
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Description

- **#1274 Sky-Flight Max PV Pit (20'X21'X32")**
- **#1274WC Weather Cover**
- **#1279 Max PV Standard Base Padding (1-pair)**
- **#1190 Aluminum PV Standards with Aluminum Adjustable Base (1-pair)**
- **#1512 Deluxe Fiberglass Crossbar (1)**

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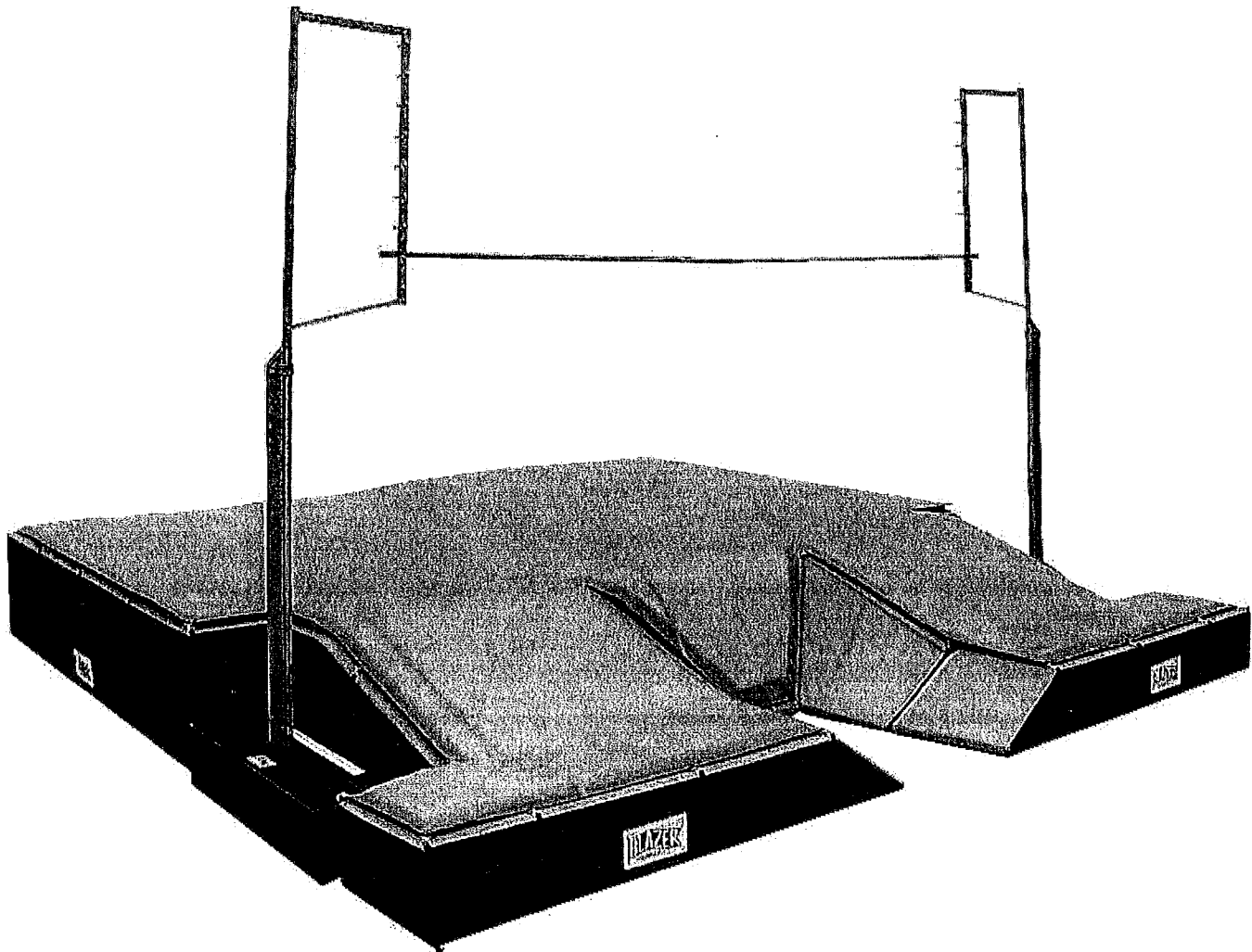
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6.F. NASB information
Action Item

6.G. Legislation
Action Item

7. **Adjourn**
Information Item

Motion to adjourn at 8:59 Passed with a motion by Jennifer Fries and a second by Nick Ladenburger.

Jennifer Fries:	Yea
Ted Henderson:	Yea
Nick Ladenburger:	Yea
Cole Lutz:	Yea
Sandy Noffsinger:	Yea
Lindsay Stamm:	Yea
Shad Stamm:	Yea