

## **Agenda**

1. Call to Order/Opening the Meeting
  - 1.1. Public Meeting Announcement
  - 1.2. Open Meetings Act posted on South wall of Media Center
  - 1.3. Board Member Attendance Roll Call/Sign Acknowledgment of Receipt Notice
  - 1.4. Pledge of Allegiance
  - 1.5. Consent Agenda
    - 1.5.1. Consider Minutes of Previous Meeting(s) and Their Approval (appendix A)
    - 1.5.2. Consider Current Bills and Their Approval (appendix B)
    - 1.5.3. Consider Financial Statements/Treasurer's Report (appendix C)
  - 1.6. Community Input
2. Administrator Reports
  - 2.1. Athletic Director
  - 2.2. Principal
  - 2.3. Superintendent
3. Discussion/Action Items
  - 3.1. NASB Delegate Assembly Ballot
  - 3.2. Americanism Review & Discussion
    - 3.2.1. Public Comment on Americanism
  - 3.3. Review Collective Bargaining Timeline and approve the Bertrand Education Association (BEA) as the bargaining agent for Bertrand Community School.
  - 3.4. Superintendent Evaluation Tool & Timeline
  - 3.5. Change to School Calendar
  - 3.6. Annual Safety & Security Visit
4. Adjourn
5. Next Month's Meeting - November 11th 7:00

Board of Education Regular Meeting  
(Following the Tax Request Hearing)  
Wednesday, September 11, 2024 7:10 PM

Bertrand Community School Media Center  
503 School Street  
Bertrand, NE 68927

Ross Boggs: Present  
Chris Davison: Absent  
Dave Ford: Present  
Christy Pelton: Present  
Brent Samuelson: Present  
Jonathan Sand: Present

Present: 5, Absent: 1.

Also Present: Nicole LeClaire, Steve Bristol, Craig Newcomb, & Steph Edgren

## 1. Call to Order/Opening the Meeting

### 1.1. Public Meeting Announcement

### 1.2. Open Meetings Act posted on South wall of Media Center

### 1.3. Board Member Attendance Roll Call/Sign Acknowledgment of Receipt Notice

A motion to excuse Chris Davison from the September 11th Regular Board Meeting, passed with a motion by Ross Boggs and a second by Jonathan Sand.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

### 1.4. Pledge of Allegiance

### 1.5. Consent Agenda

Motion to approve consent agenda, passed with a motion by Jonathan Sand and a second by Dave Ford.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

#### 1.5.1. Consider Minutes of Previous Meeting(s) and Their Approval (appendix A)

#### 1.5.2. Consider Current Bills and Their Approval (appendix B)

#### 1.5.3. Consider Financial Statements/Treasurer's Report (appendix C)

### 1.6. Community Input – Public comment by Dave Pierce

## 2. Discussion/Action Items

2.1. Principal, Steve Bristol, reported on testing, developing schedules for transportation rotation, building maintenance, equipment updates, carpet cycle, and curriculum book purchase cycle, and committee meetings start up.

2.2. Athletic Director, Craig Newcomb, reported on fall participation numbers, general participation, and activities classifications and district assignments.

2.3. Superintendent, Nicole LeClaire, reported on school celebrations, administrative engagements, teaching & learning updates, key dates, building & operational updates, and policy review & recommendations.

2.4. Review, discuss, and take all necessary action on approving the 2024-2025 budget and tax resolution.

A motion to approve the budget and tax resolution for the 2024-2025 for Bertrand Community School, passed with a motion by Jonathan Sand and a second by Dave Ford.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

### 3. Adjourn

Motion to adjourn the September 11<sup>th</sup> regular Board of Education meeting at 7:39 pm and set the next regular Board of Education meeting for October 14, 2024 at 7:00 pm, passed with a motion by Ross Boggs and a second by Jonathan Sand.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

Board of Education Budget Hearing  
Wednesday, September 11, 2024 7:00 PM

Bertrand Community School Media Center  
503 School Street  
Bertrand, NE 68927

Ross Boggs: Present  
Chris Davison: Absent  
Dave Ford: Present  
Christy Pelton: Present  
Brent Samuelson: Present  
Jonathan Sand: Present

Present: 5, Absent: 1.

Also Present: Nicole LeClaire, Steve Bristol, Craig Newcomb, & Steph Edgren

## 1. Call Budget Hearing to Order

### 1.1. Public Meeting Announcement

### 1.2. Open Meetings Act Is Posted On the South Wall of the Media Center

### 1.3. Board Member Attendance/Sign the Acknowledgment of Attendance Receipt

Motion to excuse Chris Davison from the September 11<sup>th</sup> Board of Education Budget meeting, passed with a motion by Ross Boggs and a second by Jonathan Sand.

Ross Boggs: Yea, Chris Davison: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 6, Nay: 0, Absent: 1

### 1.4. Pledge of Allegiance

## 2. Accept the Agenda

Motion to accept the agenda as presented, passed with a motion by Ross Boggs and a second by Christy Pelton.

Ross Boggs: Yea, Chris Davison: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 6, Nay: 0, Absent: 1

## 3. Guest Portion --- Community Input -- None

## 4. Review and discuss the budget hearing document

## 5. Adjournment

Motion to adjourn the September 11<sup>th</sup> Board of Education Budget meeting at 7:05 pm, passed with a motion by Jonathan Sand and a second by Christy Pelton.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

2.2. Athletic Director, Craig Newcomb, reported on fall participation numbers, general participation, and activities classifications and district assignments.

2.3. Superintendent, Nicole LeClaire, reported on school celebrations, administrative engagements, teaching & learning updates, key dates, building & operational updates, and policy review & recommendations.

2.4. Review, discuss, and take all necessary action on approving the 2024-2025 budget and tax resolution.

A motion to approve the budget and tax resolution for the 2024-2025 for Bertrand Community School, passed with a motion by Jonathan Sand and a second by Dave Ford.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

### 3. Adjourn

Motion to adjourn the September 11<sup>th</sup> regular Board of Education meeting at 7:39 pm and set the next regular Board of Education meeting for October 14, 2024 at 7:00 pm, passed with a motion by Ross Boggs and a second by Jonathan Sand.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

Board of Education Tax Request Hearing  
(Following the Budget Hearing)  
Wednesday, September 11, 2024 7:06 PM

Bertrand Community School Media Center  
503 School Street  
Bertrand, NE 68927

Ross Boggs: Present  
Chris Davison: Absent  
Dave Ford: Present  
Christy Pelton: Present  
Brent Samuelson: Present  
Jonathan Sand: Present

Present: 5, Absent: 1.

Also Present: Nicole LeClaire, Steve Bristol, Craig Newcomb, & Steph Edgren

1. Call Tax Request Hearing to Order

1.1. Public Meeting Announcement

1.2. Open Meetings Law Act Is Posted On the South Wall of the Bertrand Community School Media Center

1.3. Board Member Attendance/Sign Acknowledgement of Attendance Report

Motion to excuse Chris Davison from the September 11<sup>th</sup> Board of Education Tax Request Hearing, passed with a motion by Ross Boggs and a second by Jonathan Sand.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1,

1.4. Pledge of Allegiance

2. Accept the Agenda

Motion to accept the agenda as presented, passed with a motion by Dave Ford and a second by Jonathan Sand.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

3. Community Input - None

4. Discuss Tax Request Document for the 2024-2025 fiscal year

5. Adjournment

Motion to adjourn the September 11<sup>th</sup> Board of Education Tax Request Hearing at 7:09 pm, passed with a motion by Ross Boggs and a second by Jonathan Sand.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

Board of Education Regular Meeting  
(Following the Tax Request Hearing)  
Wednesday, September 11, 2024 7:10 PM

Bertrand Community School Media Center  
503 School Street  
Bertrand, NE 68927

Ross Boggs: Present  
Chris Davison: Absent  
Dave Ford: Present  
Christy Pelton: Present  
Brent Samuelson: Present  
Jonathan Sand: Present

Present: 5, Absent: 1.

Also Present: Nicole LeClaire, Steve Bristol, Craig Newcomb, & Steph Edgren

## 1. Call to Order/Opening the Meeting

### 1.1. Public Meeting Announcement

### 1.2. Open Meetings Act posted on South wall of Media Center

### 1.3. Board Member Attendance Roll Call/Sign Acknowledgment of Receipt Notice

A motion to excuse Chris Davison from the September 11th Regular Board Meeting, passed with a motion by Ross Boggs and a second by Jonathan Sand.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

### 1.4. Pledge of Allegiance

### 1.5. Consent Agenda

Motion to approve consent agenda, passed with a motion by Jonathan Sand and a second by Dave Ford.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

#### 1.5.1. Consider Minutes of Previous Meeting(s) and Their Approval (appendix A)

#### 1.5.2. Consider Current Bills and Their Approval (appendix B)

#### 1.5.3. Consider Financial Statements/Treasurer's Report (appendix C)

### 1.6. Community Input – Public comment by Dave Pierce

## 2. Discussion/Action Items

2.1. Principal, Steve Bristol, reported on testing, developing schedules for transportation rotation, building maintenance, equipment updates, carpet cycle, and curriculum book purchase cycle, and committee meetings start up.

2.2. Athletic Director, Craig Newcomb, reported on fall participation numbers, general participation, and activities classifications and district assignments.

2.3. Superintendent, Nicole LeClaire, reported on school celebrations, administrative engagements, teaching & learning updates, key dates, building & operational updates, and policy review & recommendations.

2.4. Review, discuss, and take all necessary action on approving the 2024-2025 budget and tax resolution.

A motion to approve the budget and tax resolution for the 2024-2025 for Bertrand Community School, passed with a motion by Jonathan Sand and a second by Dave Ford.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

### 3. Adjourn

Motion to adjourn the September 11<sup>th</sup> regular Board of Education meeting at 7:39 pm and set the next regular Board of Education meeting for October 14, 2024 at 7:00 pm, passed with a motion by Ross Boggs and a second by Jonathan Sand.

Chris Davison: Absent, Ross Boggs: Yea, Dave Ford: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

BOARD AUTHORIZATION REPORT

Amount Vendor Description

43993	3 E ELECTRICAL ENGINEERING & E	194.40	BUILDING MAINTENANCE
43994	AG ED COOP ACCOUNT	11,304.60	AG ED SALARY REIMB.
43995	ALMQUIST, MALTZAHN, GALLOWAY &	173.50	PLAN MAINT & SUPPLIES
43996	AMAZON CAPITAL SERVICES	1,872.86	AMAZON SUPPLY PURCHASES
43997	APPLE COMPUTER INC.	33,286.90	COMPUTER HARDWARE
43998	AUTO SHACK, INC.	2,196.07	VEHICLE REPAIRS
43999	BLACK HILLS ENERGY	56.88	NATURAL GAS
44000	CDL, INC.	2,604.07	MONTHLY SERVICE
44001	CDW-G GOVERNMENT, INC.	1,421.36	COMPUTER SUPPLIES
44002	CHS AGRI SERVICE CTR.	214.14	MONTHLY SERVICE
44003	CRAIG RESOURCES INC.	626.99	SPED HEALTH CARE
44004	CROSS COUNTRY MARKET	154.38	SUPPLIES
44005	EAKES OFFICE SOLUTIONS	395.83	COPIES/SUPPLIES/FURNITURE
44006	EDUCATIONAL SERVICE UNIT #9	123.88	MTG/DEAF/VISION
44007	ESU #10	5,375.05	TECH SUPPORT/DEAF SERVICES
44008	ESU #11	11,172.42	MONTHLY/QUARTERLY SERVICES
44009	EVANS REPAIR LLC	375.58	REPAIRS & SUPPLIES
44010	FIRST STATE BANK	26.00	MONTHLY ACH/SAFE DEPOSIT
	58 FIRST STATE BANK	35.00	MONTHLY ACH FEE
44011	FRONTIER COMMUNICATIONS	236.60	TELEPHONE
44012	FUN AND FUNCTION	10,019.18	SPED SUPPLIES
44013	GENERAL FUND CLEARING	243.87	REIMBURSEMENT
44014	GREEN LANDSCAPES INC.	725.00	GROUNDS
44015	HD SUPPLY	58.01	CUSTODIAL SUPPLIES
44016	HOLDREGE DAILY CITIZEN	293.33	LEGAL NOTICES
44017	HOMETOWN LEASING	1,718.81	COPIER PAYMENT
44018	HOUGHTON MIFFLIN CO	5,490.40	TEXTBOOKS
44019	HUEFTLE, SHANNON	134.00	SPED MILEAGE TO PARENTS
44020	INSPIRE REHABILITATION, LLC	433.70	SPED PT
44021	INTEGRATED SECURITY SOLUTIONS,	860.36	BUILDING SYSTEMS MAINT.
44022	JANSSEN	423.70	REPAIRS
44023	KSB SCHOOL LAW	272.00	LEGAL EXPENSE
44024	KULLY PIPE & STEEL SUPPLY	334.41	SHOP SUPPLIES
44025	LECLAIRE, NICOLE	140.36	TELEPHONE REIMB.
44026	LITERACY RESOURCES, LLC	820.84	HEGGERTY
44027	MATHESON TRI-GAS INC.	159.94	SHOP/FFA SUPPLIES
44028	MICROAGE	9,069.10	IPAD SUPPLIES
44029	NCS PEARSON INC.,	450.43	PSYCH/SPED/SPEECH MATERIALS
44030	NEBRASKA ASSOCIATION OF SCH BD	3,528.00	MTG/MEMBERSHIP/SUPT SEARCH
44031	NEBRASKA COUNCIL OF SCHOOL ADM	435.00	MEETING
44032	O'REILLY AUTO PARTS	68.83	VEHICLE REPAIR
44033	PSYCH COOP ACCT	10,663.11	PSYCH COOP EXP.
44034	QUADIENT, INC.	86.51	POSTAGE METER
	59 QUADIENT FINANCE	39.00	POSTAGE
44035	RELIABLE PEST CONTROL SERVICES	62.00	BUILDING MAINTENANCE
44036	SOUTHERN POWER DISTRICT	6,855.00	ELECTRICITY
44037	STATE OF NEBRASKA	292.87	NETWORK SERVICE
44038	TEACHER CREATED RESOURCES	167.06	INSTRUCTION EXP.
44039	THOSE BLASTED SIGNS	900.00	SIGNS/BANNERS
44040	TIME MANAGEMENT SYSTEMS	250.29	TIME CARD SYSTEM
44041	TRANE	3,230.50	MAINTENANCE
44042	US BANK	6,624.04	CREDIT CARD CHARGES
44043	VERIZON WIRELESS	121.42	CELL PHONE
44044	VILLAGE OF BERTRAND	787.14	WATER/SEWER/TRASH/
44045	WHITE'S AUTO GLASS, INC.	348.36	BUS REPAIR
44046	WINDSTREAM	75.81	DISTANCE LEARNING
44047	YANDA'S MUSIC	444.04	INSTRUMENT REPAIR/SUPPLIES
44048	ZANER-BLOSER	633.66	TEACHING SUPPLIES

OCT 2024 BILLS \$139,106.59  
 OCT 2024 PR \$340,097.79  
 OCT 2024 TOTAL: \$479,204.38

GENERAL FUND CLEARING

September 30, 2024

GFC

\$	DATE	CK#	TO	ACCT #	DESCRIPTION
75.00	09/06/24	4299	Bretta Lund	12310890000000	Open House Supplies
15.00	09/13/24	4300	Phelps co Treasurer	12630490000000	Trailer License
153.87	09/26/24	4301	US Postmaster	12510431000000	Newsletter

\$243.87

BERTRAND COMMUNITY SCHOOL FINANCIAL REPORT AS OF SEPTEMBER 30, 2024

	RECEIPTS	DISBURSEMENT	BALANCE
<b>GENERAL FUND</b>			
(Checking & Money Market)			
<b>Balance AUGUST 31, 2024</b>			\$2,709,855.15
Receipts	\$773,863.45		
Disbursements			
Bills & Payroll		\$363,488.05	
Grant Stipends (Sept 27)		\$4,198.40	
<b>Balance SEPTEMBER 30, 2024</b>			<u>\$3,116,032.15</u>
<b>ACTIVITY FUND</b>			
<b>Balance AUGUST 31, 2024</b>			\$128,833.21
Receipts	\$19,592.32		
Disbursements		\$6,134.96	
<b>Balance SEPTEMBER 30, 2024</b>			<u>\$142,290.57</u>
<b>ATHLETIC FUND</b>			
<b>Balance AUGUST 31, 2024</b>			\$79,286.30
Receipts	\$1,604.00		
Disbursements		\$15,487.69	
<b>Balance SEPTEMBER 30, 2024</b>			<u>\$65,402.61</u>
<b>DEPRECIATION FUND</b>			
(Bus Replacement)			
<b>Balance AUGUST 31, 2024</b>			\$609,313.20
Interest	\$801.76		
Disbursements			
None			
<b>Balance SEPTEMBER 30, 2024</b>			<u>\$610,114.96</u>
<b>BUILDING FUND (Regular)</b>			
<b>Balance AUGUST 31, 2024</b>			<u>\$1,310,774.55</u>
Receipts			
Gosper Co.	\$60,382.13		
Phelps Co.	\$46,881.98		
Interest	\$821.29		
Disbursements			
Springer Roofing			
<b>Balance SEPTEMBER 30, 2024</b>			<u>\$1,418,859.95</u>
<b>BOND FUND</b>			
Receipts	\$24,502.29		\$324,421.96
Disbursements-None			
<b>Balance SEPTEMBER 30, 2024</b>			<u>\$348,924.25</u>
<b>QCPF-2</b>			
Receipts	\$42,923.80		<u>\$315,204.07</u>
Disbursements			
None			
<b>Balance SEPTEMBER 30, 2024</b>			<u>\$358,127.87</u>
<b>HISTORICAL INFORMATION</b>			
	<u>2021</u>	<u>2022</u>	<u>2023</u>
General	\$1,717,793	\$1,908,279	2,376,893
Depreciation/Bus Replacement	\$333,049	\$471,504	545,945
Building	\$103,519	\$585,012	1,003,333
Bond	\$301,220	\$323,659	344,587
QCPF #2	\$375,931	\$392,619	373,276

Cash Receipt Listing by Received From

Receipt Number	Received From	Receipt Date	Cash Receipt Description	Chart of Account Number	Detail Description	Amount
0917-01		09/17/2024	Perkins Funds from ESU 11	01 4525	PERKINS	3,753.88
0923-01		09/23/2024	EFT ST of NE - Medicaid	01 4708	Medicaid	1,546.24
0924-01		09/24/2024	Interest on Acct	01 1510	Interest on Acct	235.53
1869		09/26/2024	Salary Reimb.	01 101	Hot Lunch Salary Reimb	12,998.25
1869		09/26/2024	Ins. Reimb.	01 453	Boggs Ins Reimb	84.95
1869		09/26/2024	Ins. Reimb.	01 453	Peiton Ins Reimb	1,513.66
0930-01		09/30/2024	Interest on Acct	01 1510	Interest on Acct	3,469.09
0930-02		09/30/2024	EFT St of NE - St Aid	01 3110	State Aid	38,083.00
Total:						61,684.60
0909-01	GOSPTREAS GOSPER CO TREASURER	09/09/2024	County Taxes	01 1100	Taxes	392,034.68
0909-01	GOSPTREAS GOSPER CO TREASURER	09/09/2024	County Taxes	01 1125	Motor Vehicle	3,037.02
0909-01	GOSPTREAS GOSPER CO TREASURER	09/09/2024	County Taxes	01 1115	Carline	5.08
0909-01	GOSPTREAS GOSPER CO TREASURER	09/09/2024	County Taxes	01 2110	Fines	704.10
GOSPTREAS GOSPER CO TREASURER Total:						395,780.88
1868	PHELPTREAS PHELPS CO. TREASURER	09/17/2024	County Taxes	01 1100	Taxes	304,488.91
1868	PHELPTREAS PHELPS CO. TREASURER	09/17/2024	County Taxes	01 1125	Motor Vehicle	11,027.82
1868	PHELPTREAS PHELPS CO. TREASURER	09/17/2024	County Taxes	01 1115	Carline	3.28
1868	PHELPTREAS PHELPS CO. TREASURER	09/17/2024	County Taxes	01 2110	Fines	877.96
PHELPTREAS PHELPS CO. TREASURER Total:						316,397.97

Summary Totals

Account Type	Cash Accounts	Receivable Accounts
Subtotal Revenue	759,266.59	773,863.45
Subtotal Expense		773,863.45
Subtotal General Ledger	14,596.86	
Account Total	773,863.45	
Total:		773,863.45

Fund: 05 ACTIVITIES

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 8101	FUND BALANCE/GENERAL	6,297.97	0.00	0.00	0.00	6,297.97
05 704 8102	FUND BALANCE/LIBRARY	946.84	0.00	0.00	0.00	946.84
05 704 8103	FUND BALANCE/POP MACHINE	(202.50)	0.00	0.00	0.00	(202.50)
05 704 8104	FUND BALANCE/AG EDUCATION	3,550.00	0.00	0.00	0.00	3,550.00
05 704 8105	FUND BALANCE/SHOP - WOODS	6,144.22	1,481.60	130.00	0.00	4,792.62
05 704 8107	FUND BALANCE/CLASS OF 2021	1,458.55	0.00	0.00	0.00	1,458.55
05 704 8108	FUND BALANCE/CLASS OF 2023	47.60	0.00	0.00	0.00	47.60
05 704 8109	FUND BALANCE/CLASS OF 2024	1,334.00	0.00	0.00	0.00	1,334.00
05 704 8110	FUND BALANCE/CLASS OF 2025	1,038.43	0.00	0.00	0.00	1,038.43
05 704 8111	FUND BALANCE/CLASS OF 2026	3,644.35	0.00	0.00	0.00	3,644.35
05 704 8112	FUND BALANCE/CLASS OF 2027	1,498.27	0.00	1,605.00	0.00	3,103.27
05 704 8113	FUND BALANCE/CLASS OF 2032	340.00	0.00	0.00	0.00	340.00
05 704 8114	FUND BALANCE/B CLUB	12,744.01	120.00	0.00	0.00	12,624.01
05 704 8116	FUND BALANCE/INHS	7,656.65	0.00	0.00	0.00	7,656.65
05 704 8117	FUND BALANCE/STUDENT COUNCIL	1,887.19	51.00	0.00	0.00	1,836.19
05 704 8120	FUND BALANCE/BAND	2,147.16	0.00	0.00	0.00	2,147.16
05 704 8121	FUND BALANCE/CONCESSIONS	1,187.50	4,426.81	5,754.60	0.00	2,515.29
05 704 8122	FUND BALANCE/BCSVSO	1,883.85	0.00	0.00	0.00	1,883.85
05 704 8126	FUND BALANCE/PLAY	1,252.97	0.00	0.00	0.00	1,252.97
05 704 8130	FUND BALANCE/READING ENRICH	4,916.26	0.00	0.00	0.00	4,916.26
05 704 8135	FUND BALANCE/SPEECH	110.41	0.00	0.00	0.00	110.41
05 704 8136	FUND BALANCE/INST. RENTAL	75.00	0.00	0.00	0.00	75.00
05 704 8137	FUND BALANCE-STUDENT FEES	180.00	0.00	0.00	0.00	180.00
05 704 8140	FUND BALANCE YEARBOOK 2024-2025	0.00	0.00	3,141.72	0.00	3,141.72
05 704 8144	FUND BALANCE-YEARBOOK 2022-2023	(160.07)	0.00	0.00	0.00	(160.07)
05 704 8145	FUND BALANCE YEARBOOK 2023-2024	719.63	0.00	0.00	0.00	719.63
05 704 8148	FUND BALANCE/ELEM GRANT	1,310.06	0.00	0.00	0.00	1,310.06
05 704 8149	FUND BALANCE - JEANS FUND	2,244.47	55.55	1,085.00	0.00	3,273.92
05 704 8150	FUND BALANCE-GREENHOUSE DONATIONS	139.29	0.00	0.00	0.00	139.29
05 704 8151	FUND BALANCE BEEF BOOSTERS FTF	(284.02)	0.00	0.00	0.00	(284.02)
05 704 8152	FUND BALANCE - ART PROJECTS	1,045.58	0.00	0.00	0.00	1,045.58
05 704 8154	FUND BALANCE - DIABETES SUPPLIES	1,268.18	0.00	0.00	0.00	1,268.18
05 704 8155	FUND BALANCE-IPAD INSURANCE	56,293.83	0.00	7,876.00	0.00	64,169.83
05 704 8175	FUND BALANCE/CONCESSIONS HOLDING	6,117.53	0.00	0.00	0.00	6,117.53
	Fund Total:	128,833.21	6,134.96	19,592.32	0.00	142,290.57

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
04 704	FUND BALANCE	4,106.87	0.00	0.00	29,936.42	34,043.29
04 704 9101	ATH GATE FUND BALANCE	16,027.58	0.00	1,604.00	(16,027.58)	1,604.00
04 704 9102	ATH MISC. FUND BALANCE	63,326.24	8,290.63	0.00	(63,326.24)	(8,290.63)
04 704 9103	ATH OFFICIALS FUND BALANCE	(16,725.00)	4,880.00	0.00	16,725.00	(4,880.00)
04 704 9104	ATH MEET FUND BALANCE	(1,213.33)	845.00	0.00	1,213.33	(845.00)
04 704 9105	ATH EQUIPMENT FUND BALANCE	(31,479.07)	1,457.68	0.00	31,479.07	(1,457.68)
04 704 9120	ATH VOLLEYBALL FUND BALANCE	3,186.04	0.00	0.00	0.00	3,186.04
04 704 9121	ATH FOOTBALL FUND BALANCE	7,023.01	14.38	0.00	0.00	7,008.63
04 704 9122	ATH BOY BB FUND BALANCE	547.31	0.00	0.00	0.00	547.31
04 704 9123	ATH GIRLS BB FUND BALANCE	3,808.55	0.00	0.00	0.00	3,808.55
04 704 9124	ATH CC FUND BALANCE	865.24	0.00	0.00	0.00	865.24
04 704 9125	ATH CHEERLEADERS FUND BALANCE	5,495.87	0.00	0.00	0.00	5,495.87
04 704 9126	ATH TRACK FUND BALANCE	15,140.00	0.00	0.00	0.00	15,140.00
04 704 9140	ATH VIKING STORE FUND BALANCE	3,746.62	0.00	0.00	0.00	3,746.62
04 704 9141	ATH DONATED FUNDS BALANCE	5,816.96	0.00	0.00	0.00	5,816.96
04 704 9150	ATH. VIKING BOOSTER CLUB FUND BALANCE	(386.59)	0.00	0.00	0.00	(386.59)
Fund Total:		79,286.30	15,487.69	1,604.00	0.00	65,402.61

**Bertrand Community School  
Hot Lunch September  
2024-2025**

**Cash Balance 8/31/2024** \$72,485.08

**Receipts**

Student Lunches	\$7,811.00
General Fund	\$0.00
Noon Duty	\$0.00
State Reimb.	\$8,354.47
Adult	
Roll	\$0.00
Preschool	\$145.80
Rebate	
Reimbursement	\$153.75

**Total Receipts** \$16,465.02

**Total Available** \$88,950.10

**Expenditures**

Food	\$8,636.74
Salary	\$8,668.72
SS	\$343.22
Medicare	\$80.27
Retirement	\$852.13
Insurance	\$3,053.91
Equipment/Improvements/Supplies	\$316.80
Other	\$0.00

**Total Expenditures** \$21,951.79

**Cash Balance 9/30/2024** \$66,998.31

ACTIVITIES CLASSIFICATIONS & DISTRICT ASSIGNMENTS

**Play Production**  
D1-5 at Holdrege (Tassel) - Cambridge Host  
Date: Tuesday, Dec. 3, 2024  
  
Schools Assigned: (Order of Performance)  
Callaway  
Overton  
Anselmo-Merna  
Brady  
Southwest  
Maywood  
Bertrand  
Cambridge

**Speech**  
Classification not released yet  
District Date: TBA  
  
Schools Assigned  
TBA

**Boys Wrestling**  
D - TBA  
District: Feb 14 - 15  
  
Schools Assigned:  
TBA

**Girls Wrestling**  
B - TBA  
District: Feb 7 - 8  
  
Schools Assigned:  
TBA

**Basketball - Girls**  
Classification not released yet  
Sub District dates: Feb. 17, 18, 20  
  
Schools Assigned (G):

**Basketball - Boys**  
Classification not released yet  
Sub Districts dates: Feb. 24, 25, 27  
  
Schools Assigned:

This month's activities

- THU OCT 17 — CC: District Meet @ Cambridge - 3:00  
— VB: RPAC 1st Round - TBA
- FRI OCT 18 — VFB @ Maywood/HC (Maywood) - 3:00
- MON OCT 21 — VVB: RPAC Tournament 2nd - TBA
- TUE OCT 22 — VVB: RPAC Tournament @ McCook Community College - TBD
- WED OCT 23 — FFA: National Convention in Indianapolis
- THU OCT 24 — FB: 1st Round State Playoffs - TBA  
— FFA: National Convention in Indianapolis
- FRI OCT 25 — NO SCHOOL (Fall Break)  
— CC: State Meet in Kearney - 2:30 (Boys); 3:30 (Girls)  
— FFA: National Convention in Indianapolis
- SAT OCT 26 — VBC Youth VB Tournament  
— FFA: National Convention in Indianapolis
- MON OCT 28 — VVB: D2 - 8 Sub Dist Tournament @ Highest Seed - TBA
- TUE OCT 29 — VVB: D2 - 8 Sub Dist Tournament @ Highest Seed - TBA
- FRI NOV 1 — FB: 2nd Round State Playoffs - TBA
- SAT NOV 2 — VVB: District Final - TBA
- WED NOV 6 — VB: State Tournament in Lincoln - TBA
- THU NOV 7 — VB: State Tournament in Lincoln - TBA  
— 1:00 Dismissal - Teacher In-Service
- FRI NOV 8 — VB: State Tournament in Lincoln - TBA  
— FB: State Quarterfinals—TBA
- SAT NOV 9 — VB: State Tournament in Lincoln - TBA
- MON NOV 11 — Veteran's Day Program - 10:00

## Principal's Report October 2024

● **Parent Teacher Conferences** - On October 3rd, Parent Teacher Conferences were held from 3:30-8:30 pm. Parent or Guardian Attendance for 7-12 was 70% down from 81% from 2023, K-6 attendance was 95% up from 93% last year.

- October 3rd was Title Family engagement night which was well attended. Games for students and families was centered around math and math games.
- October 5th, was the FFA feed the Farmer afternoon
- October 8th, was the College Fair in Holdredge that was attended by junior and seniors.
- October 9th, elementary quiz bowl at Holdredge
- October 11th, 1st Quarter Ends
- October 12th, Bertrand Craft Fair
- October 15th, Career Fair for Sophomores in Holdredge
- October 16th, Senior transition Workshop in Holdredge
- October 21st, Pk-5th Dental Screening
- October 22nd, Flu Shot Clinic
- October 25th, Fall Break
- October 26th, Youth Volleyball Tournament

Concrete Contractors have been contacted to provide bids for three wheelchair access ramps. For safety reasons two wheelchair ramps as well as the curb at the main entrance are in need of repair along with the wheelchair access ramp and sidewalk on the west side of the building is needing attention.

The transportation document that is keeping track of mileage and maintenance repairs is nearly completed and has been shared with the transportation committee. If you would like this document can be shared with the entire school board.



## SUPERINTENDENT REPORT

October 14, 2024

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### Celebrations



#### **\$500.00 Grant from Blue Cross Blue Shield**

Bertrand has received a \$500.00 Health & Well-Being grant from Blue Cross Blue Shield of Nebraska to support healthy initiatives for our students & staff and also eligible for a \$5000.00 grant that will be selected in November.

#### **October is National High School Activities Month**

Please join me in recognizing and thanking the many people who volunteer countless hours and dedicate their time and energy to support our students in their athletic events and activities. We are so fortunate to have so many supporters of our school and students! Thank you Coaches, Sponsors, Officials, Public Announcers, and Fans for your commitment to our students' success on and off the field and stage!

# OCTOBER IS

## HIGH SCHOOL ACTIVITIES MONTH

### National Coaches, Advisors and Sponsors Week

September 29 - October 5

### National Officials, Performing Arts Activities and State High School Associations Week

October 6 - 12

### National Sportsmanship, Fan Appreciation, and Public Address Announcers Week

October 13 - 19

### National Community Service and Youth Awareness Week

October 20 - 26



## 📖 Teaching & Learning Updates

### Elementary



#### Elementary Quiz Bowl

Quiz Bowl season has begun! I got to catch the first rounds of the elementary group at their first competition and they did great (even with all the nerves).

Mr. Weidner had some great words of advice for the first-timers: "Be like a goldfish. If



#### 2nd Grade Art Project

The 2nd grade class has been working on their scarecrow projects in Mr. Schwarz's art class. I am amazed at the talent of our kids. They even put their own creative spin on their projects and added names (Emmitt Smith??!!



#### Title I Family Night

Our Title I program hosted a fabulous learning game night for our parents and students and the response was extremely positive. Thank you to Mrs. Vacura for all of your work in setting that up. I can't

you answer wrong, forget it and move on quickly."

Someone's dad is obviously a Cowboys fan).

wait to see what you do next year!

## Middle



### Model Rockets

The 7th Grade class completed their Space Unit where they had to construct a model rocket according to the instructions. Students had an absolute BLAST (no pun intended) and all rockets launched successfully!



### IXL Success

When a student masters an IXL skill in Mrs. Kaps English class, they get to pick a prize from her "Bucket of Random Stuff." Everyone loves a prize and just look at that face!

## High School



### Independent Learning

On Thursdays, we cook! Our Independent Learning students worked on mobility & recipe measurements (and had a great time) making Coffee Cake in a Cup. Who knew a handful of ingredients and 2 minutes in a microwave could result in something so delicious? Mrs. Rabe, Ms. Felicia, & Ms. Shannon can make the simplest of things super special.



### Yearbook

The yearbook students have settled on a theme for this year's yearbook after scouring past years' books for ideas and trends. Our yearbook class has 8 students enrolled and I'm positive they will cover all of the highlights this year and produce a phenomenal product. Stay tuned!



### Concrete Project

The Construction class, along with Dustin Pierce, completed a sidewalk project for a community member this week. Students were tasked with helping pour, screed, & finish concrete and learned many valuable skills and lessons that will help them pursue post-secondary careers. Thank you to all those that helped provide this hands-on experience for our kids.

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# Community Engagements

## Parent-Teacher Conferences

Parent Teacher conferences were held October 3rd and turnout was remarkable! Thank you to our awesome teachers and paras for your continuous dedication to our students and families.



## Community Coffee Social

Evie Pelton & I attended the Community Coffee Social at the Bertrand Nursing Home on Friday. This was a great event and I enjoyed meeting so many new people. Shout out to Evie for not only being a great student, but also a great ambassador for our school as she spends time at the Nursing Home as part of her school-to-work based experience. She is doing an amazing job there (and she also helped me tremendously learning everyone's names).

## Bertrand Craft Show

The Bertrand Craft Show this past Saturday was a success. Over 60 vendors were set up and there was something for everyone. I personally spent my share of money on crafts but embarrassingly more on snacks.



## Give2GROW - November 14th

Give2GROW is a giving day hosted annually by the Phelps County Community Foundation. Donations for Bertrand Community School can be made online November 14th (12:00am-11:59pm) at [www.give2growphelps.org](http://www.give2growphelps.org). Offline gifts may be mailed to Phelps County Community Foundations. Gifts of Grain must be completed at least one week prior to November 14th.

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# 😊 Items of Interest



## JAG | NE

### JOBS for AMERICA'S GRADUATES NEBRASKA

In Association with United Way of the Midlands

## JAG Nebraska

Jobs for America's Graduates (JAG) is an evidence-based organization dedicated to empowering young people with the skills and support to be successful in education, employment, and life.

"By utilizing a model developed by the national Jobs for America's Graduates (JAG) organization, the program is dedicated to empowering students with personal and professional development training and support to succeed in high school, further education and employment following graduation. Founded in 2019 through a partnership with the State of Nebraska's Departments of Labor and Health and Human Services – JAG Nebraska started with three schools and has now grown to serve almost 4,000 students at 81 middle and high schools across the state. With the current support of Governor Jim Pillen, Commissioner John Albin and DHHS CEO Dr. Steve Corsi – we plan to grow JAG Nebraska by 50 programs for the school year beginning in August 2025 – exponentially increasing capacity to serve all students that would benefit from JAG Nebraska."

*Through this unique public-private partnership, there is no charge to schools offering JAG Nebraska for the first two years. Then moving forward, the cost is \$10,000 per year for the program. THREE YEARS of a certificated Career Technology Education teacher for \$10,000.*

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## 📈 District Goals & Continuous Improvement



### Mission, Vision, & Strategic Plan

We are in the 2nd year of the 5-year Continuous Improvement Plan cycle in accordance with Rule 10. As I become more familiar with the school, staff, students, & community, I am better able to identify priority areas for our shared efforts. As a result, the Professional Development schedule will be adjusted accordingly to not only ensure compliance, but more importantly, alignment among the state, district, and stakeholder goals to ensure the best outcomes for our students.

### District & Superintendent Goal Setting

As part of the NASB superintendent search service, a goal setting session is provided to the District free of charge. I have been in touch with Marcia Herring and have requested a session after the election to ensure the new members are involved.



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# Professional Development

## Professional Development Schedule

September 5 - ESU  
November 7 - All Staff District Goal Setting & MTSS  
December 5 - Continuous Improvement Goals  
January 6 - Strategic Planning & Focus  
February 13 - Vertical Standards Alignment  
March 6 - Curriculum Review/Work  
April 17 - Curriculum Review/Work  
May 1 - End of Year Lessons/Forward Planning

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## Key Dates & Upcoming Events



**NASB State Conference**  
Reservations for the NASB State Conference and lodging are complete. The administrative team and School Board will attend the conference in Omaha November 20-22.



**ESU 11 Advisory Meeting**  
I will be attending the meeting Wednesday where the Commissioner of Education, Dr. Maher, will be in attendance along with Zach Query of CRG. Plans to discuss the latest developments and initiatives with school mapping.



**Beef to School Hamburger Cook Out**  
We are super excited to bring back the Beef to School cook-out for students and staff during all lunches on October 31st. We are looking for volunteers to help cook and serve and if the weather permits, monitor the outdoor picnic for those that would like to eat outside.



**Bertrand Community School**

A quality education that empowers students to realize their full potential.

Contact







**BALLOT**  
*Legislation Committee Member #14*

Please vote for one of the following:

- \_\_\_\_\_ Jim Vlach, Lyons-Decatur  
\_\_\_\_\_ Erick Lee, Arapahoe-Holbrook

School Name: \_\_\_\_\_

Signature of Board President: \_\_\_\_\_

**Please return this ballot by October 31<sup>st</sup>, 2024 to:**

Via email at [shorky@nasbonline.org](mailto:shorky@nasbonline.org)  
OR  
Nebraska Association of School Boards  
Sallie Horky, Chief Operating Officer  
1311 Stockwell Street, Lincoln, NE 68502



NASB Legislation Committee  
Nomination Form for Member #14

THIS FORM MUST BE RECEIVED AT NASB BY AUGUST 30th, 2024

Name: Erick Lee

Address: 405 Locust Street

City, State, Zip: Arapahoe, NE 68922

Telephone: 3086550258

Home

Work

Cellular

Email Address: Erick.Lee@Arapahoewarriors.org

**Local Board Service**

Name of local school board: Arapahoe-Holbrook Public Schools

Years of service on local board: 4

Current office held on local school board: See Attached

Past offices held on local school board: See Attached

**Association Participation**

State Conferences: 100% Attendance at all 4 State Conferences Since Election.

National (NSBA) Conventions: None

Workshops: See Attached

Awards Received: Level IV Award with NASB

**Other Education-Related Public Service**

Commissions, Task Forces, and Committees: See Attached

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**Personal Information**

Occupation: Owner, President EM Enterprises, LLC

Educational Background: See Attached

Community Activities: See Attached

Awards and Recognitions: See Attached

Hobbies and Activities: See Attached

**This nomination is submitted by:**

District Name: Arapahoe-Holbrook Public Schools

Name of Board President or Vice President: Dan Warner

Date: 07/31/2024

By checking this box, I assert the board president or vice president has read the completed Nomination Form and verifies its authenticity.

**Return to:** NASB  
1311 Stockwell St.  
Lincoln, NE 68502  
Or via e-mail to [shorky@nasbonline.org](mailto:shorky@nasbonline.org)

Erick Lee  
405 Locust Street  
Arapahoe, NE 68922

Date 7/31/2024

3086550258 [Erick.Lee@Arapahoewarriors.org](mailto:Erick.Lee@Arapahoewarriors.org)

Board Member, Arapahoe-Holbrook Board of Education

RE: Application Amendment for Board at Large Position

Current Office Held on Board:

Community Relations, Technology, Administrative Review, Legal, Policy, Curriculum Review, American Civics Committees. Delegate Assembly Representative for NASB.

Former Offices Held on Board

Chair of Negotiations, Grounds, Maintenance Committees.

Association Participation:

Workshops: (note, there are some Assembly entries that do not show up, but I did Attend. I was told by NASB the points show that I attended. (Elected first in Nov. 2020)

2024 School Leaders & Law Conference  
2024 Legislative Bench Day  
2023 State Education Conference  
2023 Area Membership Meeting - Kearney  
2022 Delegate Assembly 11/18/22  
2022 State Education Conference  
2022 Labor Relations Conference  
2022 Area Membership Meeting - Kearney  
2022 School Leaders & Law  
2021 State Education Conference  
2021 School Leaders & Law Conference  
2020 Virtual New Board Member Workshop Webinar Series  
2020 VIRTUAL State Education Conference

Other Education-Related Public Service

I have served on many public Committees prior to my service on the Board. This includes numerous Economic Development Councils and Superintendent Community Review Boards. I have also served on the local Hospital's Community Needs Assessment Committees, speaking for Rural Education and Community needs. Finally, I helped to rewrite the zoning ordinances and comprehensive plan for the City of Arapahoe, required by state statute. This included the assessment and impact of local education and its piece as a cog in the community, with energy profiling, census data, blighting, and many other area factors.

I also helped to found and created a 501(c)3 to bring the Arapahoe Holbrook Music Boosters into Compliance with the IRS and the State.

**Educational Background:**

Kansas City Kansas Community College. Zoology, Phi Theta Kappa

Emporia State University. Biology and Music (Left due to wife's Military Service in the Army)

University of Kansas. Biodiversity, Ecology, and Evolutionary Biology, Minor in Leadership Studies. Honor Program.

**Community Activities.**

Past Chair, Arapahoe Planning Commission

Past Treasurer, Arapahoe Airport Authority

Past President, Arapahoe Holbrook Public Schools Music Boosters, Inc.

Current Founder and Board Member, Republican Valley Golden Years Foundation.

Victim Advocate Coordinator for Local Needs and Natural Disasters.

Fundraiser Extraordinaire.

Legislative Activist.

Community Health Needs Assessment Committee

Economic Development Councils/Committees

Selected for the Susan Buffet Community Catalyst Program

**Awards and Recognitions:**

Multiple Recognitions from local school groups for fundraising activities and donations.

Level IV Status with NASB.

Susan Buffet Community Catalyst

**Hobbies and Activities:**

Astronomy, Saltwater Reef Tanks, Gardening, Cooking (I own a restaurant), Volunteerism, Various Board Memberships and Foundations. I am currently helping to establish 3 new 501(c)3 charities (literally – from bylaws to registering with the NE Sec of State, to the IRS). I am also a HUGE Star Trek Fan. I love fishing and putting my boat in the water. I also enjoy going on cruises with my wife and travelling.

**Education Passion/Why do I want to Serve on the NASB Board of Directors:**

I show up. I am involved.

I believe in public education and that not every child will do better in private education, nor will they have the money or proximity for it.

I believe in service. Martin Luther King once said, "Everybody can be great, because everyone can serve."

I live by this, especially in service to our rural public schools' children and staff. Public education brings many things to children, up to and including the power and tools to be ready to take on life when they are turned loose in the world. In some cases, our schools are the only meals they see. As a victim's advocate, I get calls from families struggling to eat. I see what public schools do to help alleviate this, for at least part of the day.

I believe in the partnership between School Boards, Teachers, Parents and Students. Governing is only the beginning. Bridges and partnerships must be built to ensure that our children and staff have the tools we need to ensure that when we ask, "What is best for the students?" that we are able to bring resources and policy to bear to execute that motto.

I believe in the power of action. I am not an armchair activist. I see the bigger picture and I see the work that NASB does, and I believe in it and our mission. I have strong administrative skills and I believe that service can help to bring a voice to MY rural area's educational needs. This speaks to NASB's Vision of Leadership, Innovation, Vision and Engagement and our collective mission of strengthening public education for ALL Nebraskans.

Teddy Roosevelt once gave a speech about the Man (or Woman) in the Arena. It is quoted below. We must ALL engage in civil discourse and not all our attempts will be successful. The point is that we must try and keep trying. Our Children's Futures are too important for us not to get involved. It will be through these things that we will resist and overcome the elements that have put Public Education under attack in the state of Nebraska, and I am ready to do my part.

**"It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat." -Teddy Roosevelt.**



NASB Legislation Committee  
Nomination Form for Member #14

THIS FORM MUST BE RECEIVED AT NASB BY AUGUST 30th, 2024

Name: Jim Vlach  
Address: PO 143 775 S. 7th Ave.  
City, State, Zip: Lyons, Ne. 68038  
Telephone: 402-687-2003  
Home Work Cellular  
Email Address: jkvlach@outlook.com

Local Board Service

Name of local school board: Lyons-Decatur-Northeast  
Years of service on local board: 18  
Current office held on local school board: Secretary  
Past offices held on local school board: Secretary

Association Participation

State Conferences: yearly state conferences (every year)  
National (NSBA) Conventions: \_\_\_\_\_  
Workshops: Area Membership Mtgs (all 18 years in Norfolk + Fremont)  
Awards Received: NASB level 7 2020, NASB level 8, 2022  
NASD level 9 2023

(CONTINUED)

**Other Education-Related Public Service**

Commissions, Task Forces, and Committees: NASB Legislative Co (10+ yrs)  
Co-Editor Fall Conf 2020-2024  
former member of NCTE, NASB Board  
of Directors

**Personal Information**

Occupation: retired teacher (32 years)

Educational Background: BA+42 Eng/Hist/Language  
arts

Community Activities: former member of library  
based (Crescent) Council, Community Club  
Ligon Foundation Co.

Awards and Recognitions: \_\_\_\_\_

Hobbies and Activities: reading, grandchilden and  
grooming (when and where appropriate)

**This nomination is submitted by:**

District Name: Ligon - Decatur Northwest

Name of Board President or Vice President: James Dason

Date: July 25, 2024

By checking this box, I assert the board president or vice president has read the completed Nomination Form and verifies its authenticity.

**Return to:** NASB  
1311 Stockwell St.  
Lincoln, NE 68502  
Or via e-mail to [shorky@nasbonline.org](mailto:shorky@nasbonline.org)

**79-724. Committee on American civics; created; duties; school board, State Board of Education, and superintendent; duties.**

It is the responsibility of society to ensure that youth are given the opportunity to become competent, responsible, patriotic, and civil citizens to ensure a strong, stable, just, and prosperous America. Such a citizenry necessitates that every member thereof be knowledgeable of our nation's history, government, geography, and economic system. The youth in our state should be committed to the ideals and values of our country's democracy and the constitutional republic established by the people. Schools should help prepare our youth to make informed and reasoned decisions for the public good. Civic competence is necessary to sustain and improve our democratic way of life and must be taught in all public, private, denominational, and parochial schools. A central role of schools is to impart civic knowledge and skills that help our youth to see the relevance of a civic dimension for their lives. Students should be made fully aware of the liberties, opportunities, and advantages we possess and the sacrifices and struggles of those through whose efforts these benefits were gained. Since young people are most susceptible to the acceptance of principles and doctrines that will influence them throughout their lives, it is one of the first duties of our educational system to conduct its activities, choose its textbooks, and arrange its curriculum in such a way that the youth of our state have the opportunity to become competent, responsible, patriotic, and civil American citizens.

(1) The school board of each school district shall, at the beginning of each calendar year, appoint from its members a committee of three, to be known as the committee on American civics, which shall:

(a) Hold no fewer than two public meetings annually, at least one when public testimony is accepted;

(b) Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;

(c) Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;

(d) Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;

(e) Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;

(f) Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;

(g) Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:

(i) Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or

(ii) Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or

(iii) Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in subdivision (6) of this section or on a topic related to such person or persons or event; and

(h) Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

(2) All social studies courses approved for grade levels as provided by this section shall include and adequately stress contributions of all ethnic groups to (a) the development and growth of America into a great nation, (b) art, music, education, medicine, literature, science, politics, and government, and (c) the military in all of this nation's wars.

(3) All grades of all public, private, denominational, and parochial schools, below the sixth grade, shall devote at least one hour per week to exercises or teaching periods for the following purpose:

(a) The discussion of noteworthy events pertaining to American history or the exceptional acts of individuals and groups of Americans;

(b) The historical background, memorization, and singing of patriotic songs such as the Star-Spangled Banner and America the Beautiful;

(c) The development of respect for the American flag as a symbol of freedom and the sacrifices of those who secured that freedom; and

(d) Instruction as to proper conduct in the presentation of the American flag.

(4) In at least two of the three grades from the fifth grade to the eighth grade in all public, private, denominational, and parochial schools, time shall be set aside for the teaching of American history from the social studies curriculum, which shall be taught in such a manner that all students are given the opportunity to (a) become competent, responsible, patriotic, and civil citizens who possess a deep understanding of and respect for both the Constitution of the United States and the Constitution of Nebraska and (b) prepare to preserve, protect, and defend freedom and democracy in our nation and our world.

(5) In at least two courses in every high school, time shall be devoted to the teaching of civics and American history as outlined in the social studies standards adopted pursuant to section 79-760.01, during which specific attention shall be given to the following matters:

(a) The Declaration of Independence, the United States Constitution, the Constitution of Nebraska, and the structure and function of local government in this state;

(b) The benefits and advantages of representative government, the rights and responsibilities of citizenship in our government, and the dangers and fallacies of forms of government that restrict individual freedoms or possess antidemocratic ideals such as, but not limited to, Nazism and communism;

(c) The duties of citizenship, which include active participation in the improvement of a citizen's community, state, country, and world and the value and practice of civil discourse between opposing interests; and

(d) The application of knowledge in civics, history, economics, financial literacy, and geography to address societal issues.

(6) Appropriate patriotic exercises suitable to the occasion shall be held under the direction of the superintendent in every public, private, denominational, and parochial school on George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, and Thanksgiving Day, or on the day or week preceding or following such holiday, if the school is in session.

(7) Every school board, the State Board of Education, and the superintendent of each school district in the state shall be held directly responsible in the order named for carrying out this section. Neglect thereof by any employee may be considered a cause for dismissal.

**Source:** Laws 1949, c. 256, § 19, p. 697; Laws 1969, c. 705, § 1, p. 2705; Laws 1971, LB 292, § 3; R.S.1943, (1994), § 79-213; Laws 1996, LB 900, § 398; Laws 1999, LB 272, § 86; Laws 2011, LB544, § 1; Laws 2019, LB399, § 1.

**Cross References**

**Flag display requirements,** see section 79-707.

# BERTRAND COMMUNITY SCHOOL

**"A Quality Education for All Students"**

503 School Street \* Bertrand, Nebraska 68927 \* Phone 308-472-3427 \* FAX 308-472-3429  
Web Page [www.bertrandvikings.org](http://www.bertrandvikings.org)

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Craig Newcomb  
Activities Director  
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October 7, 2024

From: President, Bertrand Education Association President  
To: President, Bertrand Community School Board of Education

Subj: Bargaining Recognition

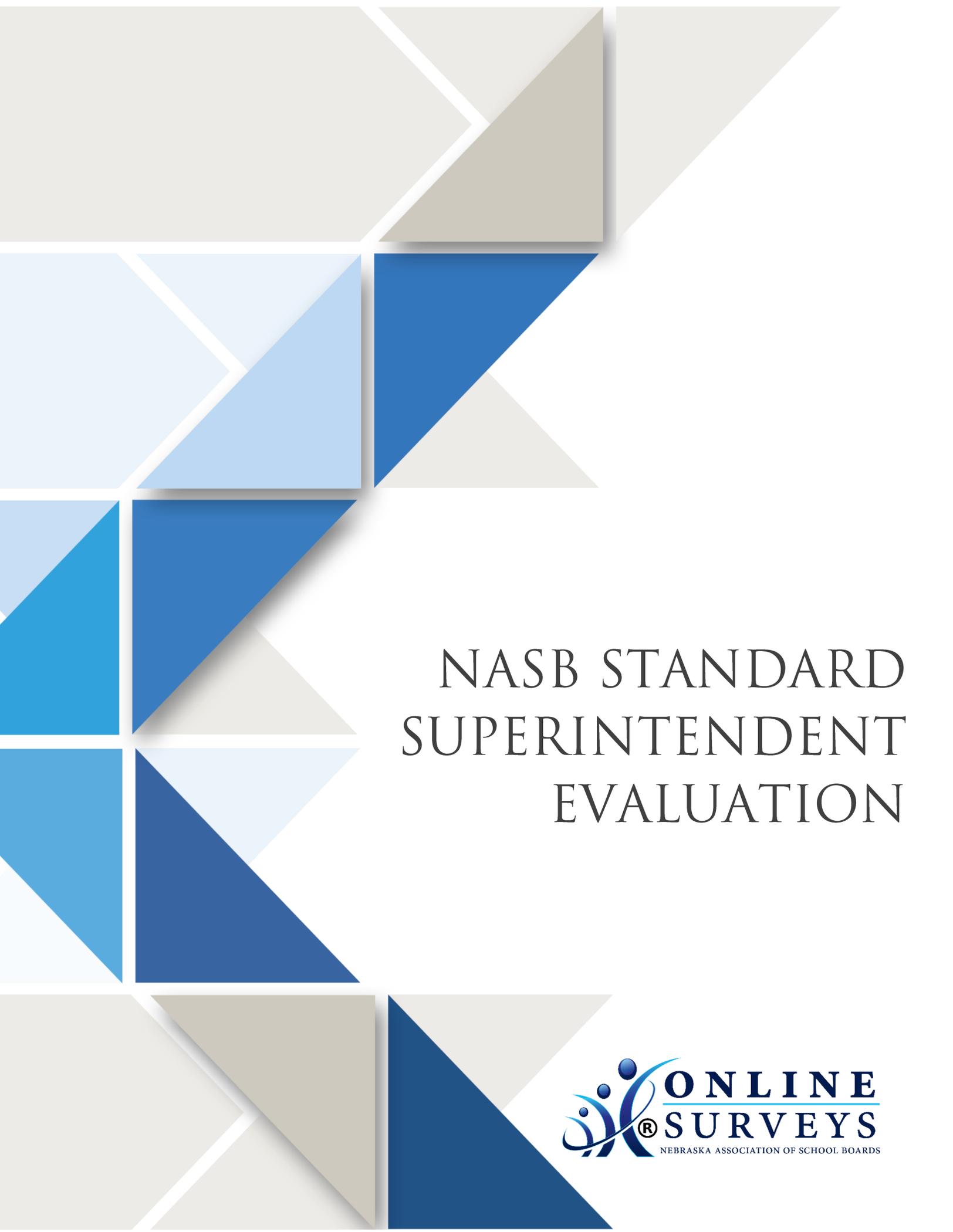
Dear Bertrand Board of Education,

1. The Bertrand Education Association, representing a substantial majority of the certified teaching staff, requests that the Bertrand Community School District and Board of Education recognize the Association as the exclusive bargaining agent of the certified teaching staff for the 2025-2026 school year.
2. Per Nebraska State Statute 48-818.01: "On or before November 1 of the year preceding the contract year in question, negotiations shall begin. There shall be no fewer than four negotiations meetings between the certificated and instructional employees' collective-bargaining agent and the governing board's bargaining agent. Either party may seek a bargaining order pursuant to subsection (1) of section 48-816 at any stage in the negotiations. If an agreement is not reached on or before the following February 8, the parties shall submit to mandatory mediation or fact finding as ordered by the commission pursuant to sections 48-811 and 48-816 unless the parties mutually agree in writing to forgo mandatory mediation or fact finding."
3. The BEA looks forward to meeting with you to discuss and negotiate the employment terms of the 2024-2025 school year.

Respectfully,



Jennifer Kaps  
BEA President



NASB STANDARD  
SUPERINTENDENT  
EVALUATION



**Standard I: Mission, Vision, & Goals**

*Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

<b>Excellent</b> <i>The supt. does an outstanding job at this task.</i>	<b>Good</b> <i>The supt. performs this task as required.</i>	<b>Average</b> <i>The supt. does an adequate job performing this task.</i>	<b>Fair</b> <i>The supt. does a passable job performing this task.</i>	<b>Poor</b> <i>The supt. does not perform this task well or at all.</i>	<b>Unsure</b> <i>I do not have certainty or confidence that the supt. completes this task.</i>
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I.a.	Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals.						
I.b.	Assumes the key leadership role and responsibility for growth and improved student learning.						
I.c.	Seeks input from the board when appropriate.						
I.d.	Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community) in the discussion of long-term plans and goals.						
I.e.	Effectively utilizes data to guide and monitor progress of district goals.						
I.f.	Implements and monitors progress of the district/strategic plan.						
I.g.	Identifies and proactively addresses potential barriers to ensure the success of the school district.						
	<p>Provide evidence to support your choices above.  <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> <li>• District strategic plan/district goals</li> <li>• Plan for implementing, monitoring and reporting progress of strategic plan/district goals</li> <li>• School improvement plan (including updates/assessment of progress and modifications)</li> <li>• School improvement teams</li> <li>• Superintendent performance plan aligned with district priorities and indicators to measure progress and success</li> <li>• Student performance data</li> <li>• Engagement/communication plan</li> <li>• Meeting agendas/minutes</li> </ul>						
	If you were to suggest one improvement to Mission, Vision, and Goals for the upcoming year, what would it be?						





**Standard II: Policy**

*Standard Descriptor: The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.*

Please indicate what you feel is the most accurate descriptor to the following statements.  
The Superintendent . . .

<b>Excellent</b> <i>The supt. does an outstanding job at this task.</i>	<b>Good</b> <i>The supt. performs this task as required.</i>	<b>Average</b> <i>The supt. does an adequate job performing this task.</i>	<b>Fair</b> <i>The supt. does a passable job performing this task.</i>	<b>Poor</b> <i>The supt. does not perform this task well or at all.</i>	<b>Unsure</b> <i>I do not have certainty or confidence that the supt. completes this task.</i>
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		Excellent	Good	Average	Fair	Poor	Unsure
II.a.	Works with the board to review, update and adopt effective and purposeful district policy.						
II.b.	Governs consistently through board policy and administrative protocol and procedures.						
II.c.	Provides public access to district policy.						
II.d.	Ensures all handbooks are aligned to district policy.						
II.e.	Implements a policy to ensure curriculum is reviewed and aligned with current state standards.						
II.f.	Ensures student discipline is implemented with integrity and consistency.						
II.g.	Personnel policies are clear and implemented consistently.						
II.h.	Monitors administrators' implementation of policy and procedures.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> <li>• District adopted policy review process/calendar</li> <li>• Progress/updates of the board's work with policy</li> <li>• Policy committee minutes</li> <li>• Curriculum review policy</li> <li>• Meeting agendas/minutes</li> </ul>						
	If you were to suggest one improvement to Policy for the upcoming year, what would it be?						

*\*Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





**Standard III: Budget Planning & Management**

*Standard Descriptor: The superintendent provides organizational leadership district-wide to ensure fiscal responsibility by allocating, using, and investing district resources to support effective instruction and improved student learning.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

<b>Excellent</b> <i>The supt. does an outstanding job at this task.</i>	<b>Good</b> <i>The supt. performs this task as required.</i>	<b>Average</b> <i>The supt. does an adequate job performing this task.</i>	<b>Fair</b> <i>The supt. does a passable job performing this task.</i>	<b>Poor</b> <i>The supt. does not perform this task well or at all.</i>	<b>Unsure</b> <i>I do not have certainty or confidence that the supt. completes this task.</i>
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III.a.	Upholds fiscal responsibility and accountability.						
III.b.	Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals.						
III.c.	Utilizes data, research, and informed decision-making to support the allocation of district resources.						
III.d.	Updates board with historical and current budget data to monitor revenue and expenditures.						
III.e.	Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board.						
III.f.	Advocates for and pursues innovative solutions to improve and expand fiscal and human resources.						
III.g.	Ensures the maintenance and upkeep of facilities.						
	<p>Provide evidence to support your choices above.  <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> <li>• Budget strategic/district goals</li> <li>• Professional development plan</li> <li>• Monthly budget reports</li> <li>• Quarterly expenditure updates</li> <li>• District audit</li> <li>• Management and use of alternative resources (i.e. ESU funding, all grant applications, etc.)</li> <li>• Five/Ten-year facility plan</li> <li>• Budget development calendar/board</li> <li>• Financial policies</li> <li>• Forecast financial data</li> </ul>						
	If you were to suggest one improvement to Budget Planning and Management for the upcoming year, what would it be?						





**Standard IV: Educational Leadership**

*Standard Descriptor: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current/applicable curriculum and assessments to support student success.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

<b>Excellent</b> <i>The supt. does an outstanding job at this task.</i>	<b>Good</b> <i>The supt. performs this task as required.</i>	<b>Average</b> <i>The supt. does an adequate job performing this task.</i>	<b>Fair</b> <i>The supt. does a passable job performing this task.</i>	<b>Poor</b> <i>The supt. does not perform this task well or at all.</i>	<b>Unsure</b> <i>I do not have certainty or confidence that the supt. completes this task.</i>
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		Excellent	Good	Average	Fair	Poor	Unsure
IV.a.	Advocates for the learning needs of all students.						
IV.b.	Promotes a student-centered culture.						
IV.c.	Advocates for the engagement of parents/families as partners in the education of students.						
IV.d.	Ensures curricular and instructional decision-making is based upon current research, data, and best practice.						
IV.e.	Provides the time and resources to align curriculum vertically, horizontally, and to the state standards.						
IV.f.	Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.						
IV.g.	Ensures the district-adopted instructional framework is implemented consistently.						
IV.h.	Integrates the district-adopted instructional framework into certificated staff evaluations.						
IV.i.	Advocates for curriculum and instruction that challenges each student.						
IV.j.	Optimizes alignment of resources, curriculum, and assessments to support student success.						
IV.k.	Provides integrated technology curriculum and resources.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> <li>• District strategic plan/district goals</li> <li>• School improvement plan (including assessment of progress and modifications)</li> <li>• School improvement teams</li> <li>• District calendar</li> <li>• Curriculum review cycle plan and updated policy for curriculum and assessment review</li> <li>• Curriculum review committee minutes</li> <li>• Student performance data and goals</li> <li>• Data to support instruction strategies and student-centered initiatives</li> <li>• Curriculum/programs additions/modifications</li> <li>• Instructional model</li> </ul>						
	If you were to suggest one improvement to Educational Leadership for the upcoming year, what would it be?						

*\*Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





**Standard V: Organizational & Cultural Leadership**

*Standard Descriptor: The superintendent provides cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

<b>Excellent</b> <i>The supt. does an outstanding job at this task.</i>	<b>Good</b> <i>The supt. performs this task as required.</i>	<b>Average</b> <i>The supt. does an adequate job performing this task.</i>	<b>Fair</b> <i>The supt. does a passable job performing this task.</i>	<b>Poor</b> <i>The supt. does not perform this task well or at all.</i>	<b>Unsure</b> <i>I do not have certainty or confidence that the supt. completes this task.</i>
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V.a.	Contributes to a unified school environment of trust and respect among students, staff, families, and community members.						
V.b.	Develops, implements, and sustains a responsive district crisis and safety plan.						
V.c.	Commits to developing a high-performing leadership team.						
V.d.	Ensures a purposeful and equitable recruiting and hiring process.						
V.e.	Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.						
V.f.	Promotes a culture of shared expectations and mutual accountability.						
V.g.	Provides leadership to support the health and well-being of staff and students.						
V.h.	Promotes an environment where differing opinions and backgrounds are welcomed and embraced among staff and students.						
	<p>Provide evidence to support your choices above.  <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> <li>• Conflict resolution process</li> <li>• Leadership development plan</li> <li>• Professional development plan</li> <li>• Crisis and safety plan</li> <li>• Executive summary of the safety audit</li> <li>• Hiring protocols and procedures</li> <li>• Evidence to validate engagement of parents/families</li> <li>• Diversity, equity and inclusion initiatives</li> <li>• Personnel policies</li> </ul>						
	If you were to suggest one improvement to Organizational and Cultural Leadership for the upcoming year, what would it be?						





**Standard VI: Community Relations**

*Standard Descriptor: The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members, and business leaders.*

Please indicate what you feel is the most accurate descriptor to the following statements.  
The Superintendent . . .

<b>Excellent</b> <i>The supt. does an outstanding job at this task.</i>	<b>Good</b> <i>The supt. performs this task as required.</i>	<b>Average</b> <i>The supt. does an adequate job performing this task.</i>	<b>Fair</b> <i>The supt. does a passable job performing this task.</i>	<b>Poor</b> <i>The supt. does not perform this task well or at all.</i>	<b>Unsure</b> <i>I do not have certainty or confidence that the supt. completes this task.</i>
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VI.a.	Establishes a visible presence in the district and community.						
VI.b.	Regularly attends and participates in school activities, events, and programs.						
VI.c.	Interacts and expresses genuine interest in building a connection with students.						
VI.d.	Develops collaborative partnerships to foster support for the school district.						
VI.e.	Effectively communicates key public information in a timely manner.						
VI.f.	Promotes a positive image of the district.						
VI.g.	Understands and is respectful of the political, economic, and social aspects of the community.						
VI.h.	Seeks a positive relationship with parents and community members.						
VI.i.	Engages special interest groups to work collaboratively to address concerns and opinions that may present conflict.						
	<p>Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to:</p> <ul style="list-style-type: none"> <li>• Community engagement summary/report</li> <li>• District partnerships and initiatives established to provide resources and support</li> <li>• Partnership support received through the district foundation, scholarships, grant monies, etc.</li> <li>• Inter-local agreements</li> <li>• District annual report</li> <li>• Communications designed by and distributed to generate support of the district</li> <li>• Membership and participation with civic, community and state organizations</li> <li>• Meeting invitations/agendas</li> </ul>						





<p>If you were to suggest one improvement to Community Relations for the upcoming year, what would it be?</p>	
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**Standard VII: Professional Leadership**

*The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.*

Please indicate what you feel is the most accurate descriptor to the following statements.  
The Superintendent . . .

<b>Excellent</b> <small>The supt. does an outstanding job at this task.</small>	<b>Good</b> <small>The supt. performs this task as required.</small>	<b>Average</b> <small>The supt. does an adequate job performing this task.</small>	<b>Fair</b> <small>The supt. does a passable job performing this task.</small>	<b>Poor</b> <small>The supt. does not perform this task well or at all.</small>	<b>Unsure</b> <small>I do not have certainty or confidence that the supt. completes this task.</small>
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VII.a.	Models positive and professional leadership based upon ethics, trust, integrity, and respect.					
VII.b.	Addresses concerns and opinions with respect and confidence.					
VII.c.	Provides professional development to fulfill responsibilities and grow in current position.					
VII.d.	Provides an effective evaluation process with constructive feedback.					
VII.e.	Exemplifies a life-long learning model to grow personal and professional knowledge.					
VII.f.	Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.					
VII.g.	Establishes clear and consistent expectations for staff.					
	<p>Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to:</p> <ul style="list-style-type: none"> <li>• Memberships</li> <li>• Professional development activities (including, but not limited to conferences, workshops, committee work, studies, research, and published works)</li> <li>• Educational growth plan (professional goals and development)</li> <li>• Leadership team development plan</li> <li>• District staff professional development plan</li> </ul>					
	If you were to suggest one improvement to Professional Leadership for the upcoming year, what would it be?					

*\*Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





**Standard VIII: Board-Superintendent Relations**

*The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.*

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

<b>Excellent</b> <i>The supt. does an outstanding job at this task.</i>	<b>Good</b> <i>The supt. performs this task as required.</i>	<b>Average</b> <i>The supt. does an adequate job performing this task.</i>	<b>Fair</b> <i>The supt. does a passable job performing this task.</i>	<b>Poor</b> <i>The supt. does not perform this task well or at all.</i>	<b>Unsure</b> <i>I do not have certainty or confidence that the supt. completes this task.</i>
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VIII.a.	Maintains an appropriate and professional relationship with the board.						
VIII.b.	Keeps all board members informed with consistent and open communication.						
VIII.c.	Demonstrates support and respect for the board and refrains from public criticism of the board.						
VIII.d.	Demonstrates collaborative problem solving and decision-making.						
VIII.e.	Supports board committee work as part of effective board decision-making.						
VIII.f.	Collaboratively supports or opposes, local, state and/or federal legislation impacting the district.						
	<p>Provide evidence to support your choices above.  <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> <li>• Superintendent performance plan/goals</li> <li>• Board committee minutes</li> <li>• Communication plan</li> <li>• Board development plan</li> <li>• Board policies</li> <li>• Meeting agendas/minutes</li> <li>• Retreat agendas/minutes</li> </ul>						
	If you were to suggest one improvement to Board-Superintendent Relations for the upcoming year, what would it be?						





**Standard IX: Strategic Planning**

*The superintendent collaborates with the board to implement and monitor progress of the strategic plan.*

Please provide evidence to support the superintendent’s leadership in strategic planning.

IX.a.	What evidence can the board identify to validate the superintendent is implementing and monitoring progress of the strategic plan priorities?	
IX.b.	When is the superintendent reviewing the progress/success of the strategic plan with the board?	
IX.c.	How and where is the superintendent documenting the progress and success of the strategic plan priorities?	
IX.d.	Is the superintendent aligning the budget and district resources to ensure the success of the strategic plan priorities?	
IX.e.	How has the implementation of the strategic plan altered the focus of the superintendent and his/her engagement with the board?	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	
	<p>Provide evidence to support your choices above.  <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> <li>• Superintendent performance plan/goals</li> <li>• NASB Strategic Plan Progress Analysis Reports</li> <li>• Board committee minutes</li> <li>• Communication plan</li> <li>• Board development plan</li> <li>• Board policies</li> <li>• Meeting agendas/minutes</li> <li>• Retreat agendas/minutes</li> </ul>	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	





## **Superintendent Goals**

This component of the evaluation tool may contain a changing list of annual goals from year to year for the board to provide feedback on.





**Superintendent’s Response:**

**Superintendent Evaluation Summary**

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent’s personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

\_\_\_\_\_  
(Signature of Superintendent)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Signature of Board President)

\_\_\_\_\_  
(Date)



4057  
**SUPERINTENDENT EVALUATION**

The board shall observe and evaluate the superintendent based upon actual classroom observations for an entire instructional period at least twice during his first year of employment and at least once each year thereafter. Additional evaluations may be conducted at the discretion of the board. For the purposes of this policy, "actual classroom observation" shall mean observing the superintendent performing activities that are typical of his or her position. An "entire instructional period" for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of some aspect of the superintendent's work during the semester for no less than 40 minutes.

**Purpose.** The purposes of the formal job evaluation are:

1. To provide a means of rational, structured communication between the board and superintendent to create a more constructive and effective working relationship.
2. To provide a basis for commending, rewarding and reinforcing good work, as well as identifying areas where the superintendent needs to improve.
3. To clarify the superintendent's role and inform the superintendent of the board's expectations.

**Dates.** The first year evaluations shall take place (1) at or prior to the October board meeting, and (2) at or prior to the January board meeting. Annual evaluations shall take place at a board meeting held during the month before the date in the superintendent's employment contract by which the board must notify the superintendent of its intention to consider the nonrenewal or amendment of the contract. In the absence of such a contract provision, the annual evaluation shall take place at or prior to the March board meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and shall make his evaluation an agenda item for the board meeting.

**Evaluation Document.** The superintendent shall submit a recommended evaluation document to the board. The board shall meet and discuss the proposed document with the superintendent. The board may amend and adopt the proposed evaluation document. The board may amend the document or adopt a new document without amending this policy. The superintendent shall submit the evaluation document to the Nebraska Department of Education.

**Evaluation Procedures.** Each board member shall have the opportunity to individually evaluate the superintendent and complete an evaluation document. The board shall compile the individual evaluations into a single evaluation, provide a copy to the superintendent, and discuss it with him or her. The superintendent's evaluation may be conducted in closed session if it is necessary to prevent needless injury to the superintendent's reputation and he or she has not requested it be done in open session.

**Deficiencies.** If deficiencies are noted in the superintendent's work performance, the board shall provide the superintendent at the time of the observation with a list of deficiencies and a list of suggestions for improvement and assistance in overcoming the deficiencies. The board shall also provide the superintendent with followup evaluations and assistance when deficiencies remain, a timeline for improvement, and sufficient time to improve. In the alternative, the board may rely upon the superintendent's education, training, and expertise and require him or her to submit a "list of suggestions for improvement" or plan of improvement for the board's consideration.

**Personnel File.** The evaluation shall be signed by the board president (or other member of the board) and the superintendent. The superintendent shall place a copy of the evaluation in his or her personnel file. The superintendent may provide a written response to the evaluation to the board. A copy of the response shall also be placed in the superintendent's personnel file. The board may meet with the superintendent to discuss the written response.

**Policy Limitation.** The evaluation procedures are included in this policy as a result of the board's statutory obligation to evaluate the superintendent and do not give the superintendent any rights not provided by statute. The board's failure to comply with any procedures provided in this policy but not required by law shall not prohibit the board from taking any action regarding the superintendent's employment, up to and including the nonrenewal or cancellation of the employment contract.

Adopted on: 8/12/2013

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

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



**2024-2025 SUMMARY REPORT  
CARL DIETZ, LOSS CONTROL CONSULTANT  
BERTRAND PUBLIC SCHOOLS**

Member School District: Bertrand

Inspection date: August 29, 2024

NASB Loss Control Consultant: Carl Dietz, 308-289-3920

Key persons met with: Nicole LeClair-Superintendent

'Experience Modifier' Rates: 2024-.79; 2023-0.75; 2022-.75; 2021-.75; 2020-.75; 2019-.75.

**BUILDING OVERVIEW**-All the buildings and grounds were very clean and clear of clutter. The learning environment appears to be very positive.

- ❖ The PK-12 building is at one site in the north part of town.
- ❖ The football field is southeast of the main building.
- ❖ The bus barn is south of the main building.

**NOTES FROM ADMINISTRATIVE INTERVIEW**

- I. **CYBER SECURITY: ALICAP is able to offer Cyber Security Coverage for districts which have 5 critical controls in place: \$250,000 limit with a \$25,000 deductible. More information can be found at: [www.cybridgepro.com](http://www.cybridgepro.com)**
  - A. The district is listed as **qualified**.
  - B. Ransomware Tracker-**Complete**
  - C. The district has completed Multi-factor authentication for staff and students.
  - D. The district accounting software is backed up at a remote site.
  - E. The Student Information System is backed up at a remote site.
- II. **SAFETY COMMITTEES:** Guidelines are listed at the bottom of this report.
  - A. Rule 10 Safety Committee-The Rule 10 and LB 757 Worker Safety Committee are the same. The committee meets at least quarterly, the meetings are documented and there is a follow-up to correct any concerns. The buildings and grounds are in Excellent condition. Law enforcement, maintenance staff, community members, school administration, teachers and parents are part of this committee.**The Rule 10 Safety Inspection has been completed.**
- III. **SEXUAL HARRASSMENT/ABUSE/TITLE IX:** ALICAP's SafeSchools Training program recently added over 15 training courses on Sexual Abuse and Molestation. These courses are intended for administrators as well as staff. Due to recent SAM claims activity in our state, and in our ALICAP pool, we are needing every member to look at their policies and train their administrators and staff on this subject.
  - A. One of the most significant changes in the new regulations is expanding the people who can--on behalf of the school district--have "actual knowledge" of sexual harassment to ALL EMPLOYEES. **Training is provided for staff members.**
  - B. **DATING VIOLENCE:** Nebraska Education Law 79-2,141 (3) "To ensure notice of a school district's dating violence policy, the policy shall be published in any school district handbook, manual, or similar publication that sets forth the

comprehensive rules.” (4) “Each school district shall provide dating violence training to staff deemed appropriate by a school district’s administration.” 79-2, 141 “Each school district shall incorporate dating violence education that is age-appropriate into the school program. Dating violence education shall include, but not be limited to, defining dating violence, recognizing dating violence warning signs, and identifying characteristics of healthy dating relationships.” The district complies with these laws.

C. **Title IX Guidelines**-August 2020: The items below have been completed.

1. Coordinator (1) your Title IX Coordinator must be an employee; and (2) you cannot have the Title IX Coordinator or investigator also serve as the decision-maker or the individual who would hear an appeal. The Title IX Coordinator has been identified. The district Investigator and Decision Maker need to be identified and trained.
2. Make sure your Title IX policy is updated. The new regulations require you to provide notice of your Title IX policy and your grievance procedure. This includes posting it on your website and including it in your handbooks.

- IV. **Concussion Protocol:** Staff members have been trained on concussion protocol.
- V. **Suicide Prevention:** All staff members have completed the NDE required suicide awareness/prevention training.
- VI. **Job Descriptions** are current and include lifting requirements.
- VII. **Monthly tours** of the buildings-administrators tour the buildings on a daily basis.
- VIII. **MSDS**-The Safety Data Sheets are available.
- IX. **Accident Reports**-Accident reports are filled out when an employee is injured on the job.
- X. **Drills**-Tornado (within the first two weeks of school), Lock-Down, Fire (within the first two weeks of school), Tornado drill for this year has not been completed
- XI. **Safe Schools-449** modules completed last year. **EXCELLENT!**
- XII. **Other training**
  - A. Bus evacuation drill complete-I recommend practicing with handicapped students.
  - B. AED training, CPR, First Aid all complete.
  - C. Evacuation and unification drills
  - D. NDE Emergency Operating Procedures (EOP). Completed
- XIII. **Seizure training-COMplete.**
  - A. Anaphylaxis -- Statute, 79-3204 --Beginning with school year 2022-23, in addition to any other professional development and collegial planning activities for certificated school employees, each certificated school employee shall participate in a minimum of one hour of self-study review of seizure disorder materials at least once in every two school years. Completed for this year
  - B. Asthma-Anaphylaxis -- Statute, 79-3203 -- Each school shall have at least one school employee at each school who has met the training requirements necessary to administer or assist with the self-administration of seizure rescue medication or medication prescribed to treat seizure disorder symptoms as

## **INTERIOR WALK THROUGH SUMMARY:**

### **COMMENDATIONS**

1. The halls, bathrooms and classrooms were very
2. The science room had all the proper safety equipment. Corrosives and flammables were locked in separate cabinets and they are properly labeled.

### **RECOMMENDATIONS**

1. The industrial arts room (welding and woods) is a safety concern.
  - a. There are no emergency lights and no exit lights in this area. Life Safety Code 101 Ch 15.2.9 states Emergency lights are required for interior stairs and corridors, assembly use spaces, flexible and open plan buildings, interior or windowless portions of buildings, **shops and laboratories**
  - b. Light switches are not located by the doorway.
  - c. The room is very tight making it difficult to safely exit in an emergency.
  - d. The grinder and wire wheel in the shop needs to be replaced
2. The entry doors on the north side are not locking properly. All visitors are supposed to be buzzed into the main building. However, once inside the building visitors can go anywhere without passing through the office area. The district should investigate the possibility of adding a secure vestibule.
3. Be sure to inspect fire extinguishers on a monthly basis and sign the attached cards.
4. Book bags in classrooms are trip hazards
5. Classroom doors should be locked and closed when occupied
6. The gas shut off valve for the science room is located outside the building. The shut off valve should be labeled to help someone find it in an emergency.

### **EXTERIOR WALK THROUGH SUMMARY**

#### **COMMENDATIONS**

1. All exterior doors were locked.
2. Crossing guards are available before and after school
3. The exterior grounds are very well groomed.
4. **Playground:** The US Consumer Product Safety Commission requires 6" of rubber mulch or 9" of wood chips or pea gravel under the Fall Area. All the playgrounds are in excellent condition. New rubber mats and a poured rubber base has been added to the preschool playground.

#### **Recommendations**

1. All crosswalks need to be repainted
2. The bus parking zone needs to be repainted

#### **TRANSPORTATION FLEET:**

1. All school districts need to conduct bus evacuation drills. Rule 91 Section IV, subsection C-2 of Standard 17 of the Federal Highway Safety Act of 1966 and Section 79-609(2)(a) R.R.S. states: "At least twice during each school year, each pupil who is transported in a school vehicle shall be instructed in safe riding practices and participate in emergency evacuation drills." Leaders and Helpers should be identified during the evacuation training. **Bus evacuation drills have been completed.**
2. RULE 92 005.41A2 Each bus shall be equipped with a durable webbing cutter (belt cutter) having a full width handgrip and a protected, replaceable or non-corrodible

- blade. The belt cutter shall be mounted in a location accessible to the seated driver in an easily detachable manner. Be sure to check for these devices in all vehicles.
3. The buses are equipped with first aid kits, body fluid clean-up kits, a fire extinguisher and emergency markers.

## **SUMMARY OF RULE 10 AND LB 757 GUIDELINES:**

- (1) One set of requirements comes from the Nebraska Department of Education Rule 10. These requirements include that the school district has a safety committee composed of representatives of the faculty, parents, and community. The committee meets at least once a year and keeps accurate documentation of the meeting(s). The school district shall bring in an outside person to conduct an annual safety review and write a report and submit the written report to the superintendent. **The Rule 10 report is complete.**
- (2) The other requirement is found in Nebraska law 48-443 (from LB-757 1993). The school district is an employer, and as such, all state and federal worker safety laws apply to your school district. The law requires that you have a safety committee that meets quarterly and documents these meetings (keep the records for at least three years). The composition of the safety committee includes representatives from all departments (teachers, maintenance/custodial, secretarial, kitchen, transportation, and para's). (1)(a) Not later than January 1, 1994, every public and private employer subject to the Nebraska Workers' Compensation Act shall establish a safety committee. Such committee shall adopt and maintain an effective written injury prevention program. (b) A client of a professional employer organization is not relieved of its obligation to establish a safety committee based on its workers being co-employees of the professional employer organization. A professional employer agreement shall not allocate the client's responsibility to establish a safety committee to the professional employer organization. For purposes of this subdivision, the terms client, professional employer organization, and professional employer agreement shall have the same meaning as in section 48-2702. This subdivision became operative on January 1, 2012.

## **DISCLAIMER**

*Because it is solely your responsibility to make safety and health inspections and take whatever actions may be necessary to prevent losses, enforce safety procedures, detect and eliminate hazardous conditions and comply with any federal, state or local law, annual NDE Rule 10 review or any other rule or regulation concerning safety or health, we must advise you that by conduction of surveys and issuing recommendations or reports, ALICAP does not undertake to render services or assume a duty to you or for your benefit or to any third person or for that person's benefit. ALICAP's surveys, recommendations and reports are made solely for the purpose of aiding us in reducing our losses and are not intended to detect or point out all the hazardous conditions on your property or in your operations. There may be hazardous conditions on your property or in your operations which have not been either detected or pointed out to you. You must not rely solely on ALICAP's surveys, recommendations or reports to discover any hazardous conditions as it is your responsibility to do so.*

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