

## **Agenda**

1. Call to Order/Opening the Meeting
  - 1.1. New Board Member Oaths of Office/Recognition of Outgoing Board Members
  - 1.2. Selection of Board President
  - 1.3. Selection of Vice President
  - 1.4. Selection of Secretary
  - 1.5. Selection of Treasurer
  - 1.6. Public Meeting Announcement
  - 1.7. Open Meetings Act posted on South Wall of Media Center
  - 1.8. Board Member Attendance Roll Call/Acknowledgment of Receipt Notice
  - 1.9. Pledge of Allegiance
  - 1.10. Organization of the Board
    - 1.10.1. Consider action to approve the removal of Brent Samuelson as an authorized signer for the General Fund, Building Fund, and Depreciation Fund signature cards and authorize new board president \_\_\_\_\_ as the authorized signature card signer for the General Fund, Building Fund, and Depreciation Fund.
    - 1.10.2. If necessary, consider action to approve the removal of Jonny Sand as an authorized signer for the General Fund, Building Fund, and Depreciation Fund signature cards and authorize new board treasurer \_\_\_\_\_ as the authorized signature card signer for the General Fund, Building Fund, and Depreciation Fund.
    - 1.10.3. Designate and approve First State Bank as the depository for BCS school funds.
    - 1.10.4. Designate and approve KSB and Perry Law Firm as the law firms authorized to provide legal counsel to the school district.
    - 1.10.5. Designate and approve the superintendent as the representative of the Board of Education to administer all matters of state and federal programs.
    - 1.10.6. Designate and approve the Holdrege Daily Citizen as the legal newspaper for the school district.
  - 1.11. Review, discuss, and consider Board of Education Committee Assignments for 2025.
  - 1.12. Consent Agenda
    - 1.12.1. Consider Minutes of Previous Meeting(s) and Their Approval (appendix A)
    - 1.12.2. Consider Current Bills and Their Approval (appendix B)
    - 1.12.3. Consider Financial Statements/Treasurer's Report (appendix C)
  - 1.13. Community Input
2. Administrator Reports
  - 2.1. Athletic Director

- 2.2. Principal
- 2.3. Superintendent
3. Board Committee Reports
  - 3.1. Facility
  - 3.2. Negotiations
  - 3.3. Transportation
  - 3.4. Americanism
4. Discussion/Action Items
  - 4.1. Review, consider, and take all necessary action to approve the 2025-2026 school calendar for Bertrand Community School.
  - 4.2. Board Operations Policy Review/Filing Conflict of Interest Forms
  - 4.3. State Competition Meal Rates
5. Upcoming Learning Events
  - 5.1. **2025 Legislative Issues Conference** - January 26-27 (Lincoln). Register by January 21st.  
**Board President Retreat** - February 16-17 (Kearney). Register by February 12th.  
**Budget & Finance Workshop** - March 4 (Kearney). Register by February 27th.  
**Open Meetings Law Workshops** - March 26 (Kearney). Register by March 20th.  
**Amplified Finance Workshop** - March 27 (Kearney). Register by March 21st.
6. Next Meeting is Monday, February 10, 2025 at 7:00 pm
7. Adjourn

# 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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## 2025 Bertrand Board of Education-Oath of Office

I, (state your name), do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of the evasion; and that I will faithfully and impartially perform the duties of the office of member of the board of education, according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of the state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States of this state by force or violence. So help me god.

January 13, 2025

Date

\_\_\_\_\_  
Name Printed

\_\_\_\_\_  
Signature

**2000 Series Policies**  
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### 2000 Series Forms

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## 2001 Role of the Board of Education

The board of education (board) is charged by the Legislature with the duty of providing public elementary and secondary education to the citizens of the district. The Legislature has also created the State Board of Education and the State Department of Education, and has delegated certain regulatory and advisory functions to them. The board is responsible to these agencies as specified by law.

The board's primary duties are: (1) to establish a mission, goals, and policies; (2) to establish and maintain school facilities; (3) to select a superintendent; (4) to adopt a fiscally responsible budget; and (5) to evaluate programs.

### 1. Establishment of Mission, Goals and Policies

The board shall concern itself with broad questions of mission, goals and policy, rather than administrative details. The application of policies is an administrative task to be performed by the superintendent of schools and his or her administrative staff, who shall be held responsible for the effective administration and supervision of the entire school district.

### 2. Establishment and Maintenance of School Facilities and Other Resources

The board is the legal agency through which the community works to provide the physical facilities, curriculum, instructional supplies and staff to enable the district's mission and objectives to be carried out. The board will establish and maintain school facilities necessary to educate the students of the district.

### 3. Selection of the Superintendent of Schools

The board will employ a superintendent of schools as the chief executive to whom it will delegate, through policy statements and procedures for accountability, the administration of the school program. As the chief administrator for the board, the superintendent will implement board policies and supervise the day-to-day operation of the school system. The superintendent will keep the board informed of the implementation of the plans and policies, and will recommend changes to policies as necessary. The superintendent will furnish educational leadership to the board, the school staff, and the community.

4. Fiscally Responsible Budget

The board will annually adopt a fiscally responsible budget that will permit the district to accomplish its goals and objectives. The management of the financial program and the development of the proposed budget for the district is delegated to the superintendent.

The board will work for adequate and dependable financial support of the public schools, promotion of effective and efficient organization, and administration of the district.

5. Evaluation of Program

The board will evaluate, or cause to be evaluated, the progress and results of the educational program on a continuous basis. In making these evaluations, the board will seek and give appropriate weight to the superintendent's analysis and recommendations.

Adopted on: March 9, 2009

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

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

**2002**  
**Organization of the Board, Board Officers, Check Signing, and**  
**Committees**

1. Membership, Term and Election

- a. The Board of Education shall be comprised of six members who will be elected at large.
- b. Those who wish to serve on the board shall file, be elected, and serve terms of office on the board according to law.

2. Internal Organization and Officers

a. President

- i. At the regular January meeting, the board shall elect from among its members a president who shall serve in that capacity for one year.
- ii. The president shall preside at all board meetings, and shall perform such other duties as may be prescribed by law or by action of the board.

b. Vice President

- i. At the regular January meeting, the board shall elect from among its members a vice president who shall serve in that capacity for one year.
- ii. The vice president shall preside in the absence of the president, and shall perform such other duties as are assigned by the board.

c. Secretary

- i. At the regular January meeting, the board shall elect a secretary who need not be a member of the board. The secretary shall serve in that capacity for one year. If the secretary is a member of the board, an assistant secretary may be named and his or her duties and compensation set by the board.
- ii. The secretary shall see that an accurate record of the proceedings of the board is kept, that a copy of the

proceedings is provided to each board member and to the superintendent, and that a concise summary of each month's meeting is published along with a list of all approved claims. The secretary shall perform such other duties as are prescribed by law and assigned by the board.

d. Treasurer

- i. At the regular January meeting, the board shall elect, employ, or appoint a treasurer who need not be a member of the board if permitted by law. The treasurer shall serve in that capacity for one year, unless the board designates a longer term for the treasurer.
- ii. The treasurer may be designated to sign checks and certain other documents. The treasurer is the custodian of the monies of the district.
- iii. The treasurer shall give bond or equivalent insurance coverage payable to the district as prescribed by law with the cost of the bond being paid by the district.
- iv. The treasurer shall issue no warrant of payment of claim against the district until such claim has been duly authorized.

3. Signing and Authorizing Checks, Warrants, and other Instruments.

- a. Unless otherwise delegated by the board, the president and secretary of the board shall sign checks, warrants, and other instruments of the district.
- b. The board may delegate another person to sign and validate any checks, warrants, and other instruments. Facsimile signatures of board members may be used.
- c. The board delegates that the vice president or treasurer may sign any warrant in the absence of either the president or the secretary.

4. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:
  - i. If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.
  - ii. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.
  - iii. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

## 5. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics. The committee's duties shall be those prescribed by Nebraska statutes, which include:
  - i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
  - ii. 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;

- iii. 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;
- iv. 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;
- v. 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;
- vi. 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;
- vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
  - 1. 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
  - 2. 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

3. 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 section 79-724(6) or on a topic related to such person or persons or event;
- viii. 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.

## 6. Vacancies

- a. A vacancy on the board of education shall exist when any one of the following occurs:
  - i. A member submits his or her formal resignation from the board.
  - ii. A member removes himself or herself from the district or is absent from the district for a continuous period of sixty days.
  - iii. A member misses more than two consecutive regular board meetings unless excused by a majority of the remaining members.
  - iv. Such other reasons as are set forth in Nebraska statutes.
- b. The board shall make note the vacancy in its minutes and shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term to (1) the election commissioner or county clerk, and (2) the public by published notice in a newspaper of general circulation in the district.
- c. Vacancies shall be filled in the manner set forth in Nebraska statutes.

Adopted on: 3/09/2009

Revised on: 7/12/2010, 7/14/2014, 7/09/2018, 6/10/2019, 7/13/2020.

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

**2003**  
**Development and Education of Board Members**

1. New Board Member Orientation

- a. All new board members are strongly encouraged to attend new board member training and workshops.
- b. Sitting board members and the superintendent will assist each new member-elect to understand the board's functions, policies, and procedures before he or she takes office.

2. Ongoing Development and Education

- a. Board members provide the most effective service to the district when they are continuously updated on educational and legal issues. Attendance at meetings directly or indirectly related to education or school matters is encouraged for the value they have to the school system and the professional growth of board members.
- b. Board members are encouraged to engage in continuing education such as:
  - i. Participation in local, regional and state conferences and workshops such as meetings of the Nebraska Association of School Boards, the Nebraska Rural Community Schools Association, and the Nebraska Council of School Administrators.
  - ii. Participation in legislative sessions and related activities.
  - iii. Participation in national conventions such as the National School Boards Association and/or the American Association of School Administrators on a rotating basis among the members.
  - iv. Examination of other school facilities and their programs.

The superintendent shall notify board members of all relevant conferences and workshops, other local and regional meetings, and/or in-service activities.

Board members should refer to Policy 2007 for information on reimbursement for attendance at continuing education and training.

Adopted on: 3/9/2009

Revised on: 6/14/2021

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

**2004  
Oath of Office**

No board member is required to take an oath of office pursuant to Nebraska law. However, new board members may voluntarily take the following oath before entering into their official duties:

I, ....., do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of member of the board of education, according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God.

Board members may affirm the oath orally or in writing. Copies of written oaths will be retained as official records of the school district in the main administrative office and such other places as may be required by law. Board members who give the oath orally will be noted in the minutes.

Adopted on: March 9, 2009

Revised on: 7/10/2017

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

## **2005 Conflict of Interest**

Any member of the board of education who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For purposes of this policy:

a. Business with which a board member is associated shall include the following:

(1) A business in which the board member or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.

(2) A business in which the board member or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the board member or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the board member reports the name and address of the company and stockbroker.

b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.

c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes.

2. Contracts with the School District.

a. No board member or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in

any one year, with this school district unless the contract is awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular office hours the proposals considered and the contract awarded. Board members who enter into employment contracts with the school district must also comply with the board's policy on the employment of board members.

- b. The existence of any conflict of interest in any contract in which the board member has an interest and in which the school district is a party, or the failure to make public the board member's interest known, may render a contract null and void.
- c. The prohibition of a conflict of interest or requirement for the board member to make public notice shall apply when the board member, or his or her parent, spouse, or child has a business association with the business involved in the contract or will receive a payment, fee, or commission as a result of the contract.
- d. The prohibition in this section does not apply if the contract is an agenda item approved at a board meeting and the board member:
  - (1) Makes a declaration on the record to the school board regarding the nature and extent of his or her interest prior to official consideration of the contract;
  - (2) Does not vote on the matters of granting the contract, making payments pursuant to the contract, or accepting performance of work under the contract, or similar matters relating to the contract, except that if the number of members of the school board declaring an interest in the contract would prevent the board with all members present from securing a quorum on the issue, then all members may vote on the matters; and
  - (3) Does not act for the school board as to inspection or performance under the contract in which he or she has an interest.

3. Contracts with Board Member's Immediate Family.

- a. If a person in a board member's immediate family is an employee of this school district, the board member may vote on all issues of a contract which are generally applicable to:
  - (1) All district employees.
  - (2) All employees within a specific classification but which does not single out the member of his or her immediate family.

4. Employing Members of the Immediate Family.

- a. A board member may recommend for employment or supervise the employment of an immediate family member if:
  - (1) The board member does not abuse his or her position.
  - (2) Abuse of official position shall include, but not be limited to, employing an immediate family member:
    - (i) who is not qualified for and able to perform the duties of the position;
    - (ii) for any unreasonably high salary;
    - (iii) who is not required to perform the duties of the position.
  - (3) The board makes a reasonable solicitation and consideration of applications for employment.
  - (4) The board member makes a full disclosure on the record to the governing body of the school district and to the secretary of the board. If the secretary of the board of education would be the individual filing the disclosure statement, the statement shall be filed with the president of the board of education.
  - (5) The board approves the employment or supervisory position.

- b. The board has not terminated the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
5. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment
- a. No board member shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:
    - (1) a public official, public employee, or candidate.
    - (2) a member of the immediate family of an individual listed in Subparagraph 'a' above.
    - (3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.
  - b. No board member shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the board member would thereby be influenced.
  - c. A board member shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which he or she is associated.
  - d. A board member shall not use personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.
6. Conflict of Interest Relating to Campaigning or Political Issues
- a. Except as provided below, the board shall not authorize the use of personnel, property, resources, or funds under its jurisdiction for the purpose of campaigning for or against the nomination or

election of a candidate or the qualification, passage, or defeat of a ballot question.

- b. This does not prohibit the board from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
- c. This does not prohibit the board from discussing and voting upon a resolution supporting or opposing a ballot question.
- d. This does not prohibit the board, while legally seated as a body, from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
  - (1) The board may designate one or more members of its body, or one or more of its school administrators, to speak on behalf of the board on specific occasions such as public meetings or legislative hearings.
  - (2) Any member of the board may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the board. However, this shall not be done during a time that the individual is engaged in his or her official duties.

## 7. Conflict of Interest Statement

- a. Any board member who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (1) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;
- (2) Deliver a copy of the statement to the school board secretary who shall enter the statement onto the school district's public records; and
- (3) Abstain from participating or voting on the matter in which he or she has a conflict of interest.

b. If the board member would like a formal opinion from the NADC as to whether there is an actual conflict of interest, he/she shall deliver a copy of the statement to the NADC.

#### 8. Recordkeeping

a. The board secretary shall maintain a separate record of the following information for every contract entered into by the school board in which a board member has an interest and for which disclosure was made pursuant to section 2d of this policy:

- (1) The names of the contracting parties.
- (2) The nature of the interest of the board member in question.
- (3) The date that the contract was approved.
- (4) The amount of the contract.
- (5) The basic terms of the contract.

b. The information supplied relative to the contract shall be provided no later than ten (10) days after the contract has been signed by both parties. The ledger kept by the board secretary shall be available for public inspection during normal working hours of the office in which it is kept.

9. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: 3/09/2009

Revised on: 8/12/2013, 7/13/2015, 7/11/2016, 7/10/2017, 6/14/2021

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

## **2006 Complaint Procedure**

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to board members, patrons, students and school staff, unless the staff member is subject to a different grievance procedure pursuant to policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems. When such efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth below. Students and employees who believe they have been subjected to sex harassment in violation of Title IX should refer to the board's policy titled "Title IX."

A preponderance of the evidence will be required to discipline a party accused of misconduct. This means that the investigator must conclude that it is more likely than not that misconduct occurred.

### **Complaint and Appeal Process.**

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant believes speaking directly to the person would subject complainant to discrimination or harassment.
2. The second step is for the complainant to speak to the building principal, Title IX/504 coordinator, superintendent of schools, or president of the board of education, as set forth below.
  - a) Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.
  - b) Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.

- c) Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.
  - d) Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age may also be submitted, at any time during the complaint procedure to the School District's Title IX/504 coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at [OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov); by telephone at (816) 268-0550; or by fax at (816) 268-0599.
3. When a complainant submits a complaint to an administrator or to the Title IX/504 coordinator, the administrator or Title IX/504 coordinator shall promptly and thoroughly investigate the complaint, and shall:
- a) Determine whether the complainant has discussed the matter with the staff member involved.
    - 1) If the complainant has not, the administrator or Title IX/504 coordinator will urge the complainant to discuss the matter directly with that staff member, if appropriate.
    - 2) If the complainant refuses to discuss the matter with the staff member, the administrator or Title IX/504 coordinator shall, in his or her sole discretion, determine whether the complaint should be pursued further.
  - b) Strongly encourage the complainant to reduce his or her concerns to writing.
  - c) Interview the complainant to determine:
    - 1) All relevant details of the complaint;
    - 2) All witnesses and documents which the complainant believes support the complaint;

- 3) The action or solution which the complainant seeks.
  - d) Respond to the complainant. If the complaint involved discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or Title IX/504 coordinator received the complaint.
4. If either the complainant or the accused party is not satisfied with the administrator's or the Title IX/504 coordinator's decision regarding a complaint he or she may appeal the decision to the superintendent.
  - a) This appeal must be in writing.
  - b) This appeal must be received by the superintendent no later than ten (10) calendar days from the date the administrator or Title IX/504 coordinator communicated his/her decision to the complainant.
  - c) The superintendent will investigate as he or she deems appropriate. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.
  - d) Upon completion of this investigation, the superintendent will inform the complainant in writing of his or her decision. If the complaint involved discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the superintendent received complainant's written appeal.
5. If either the complainant or the accused party is not satisfied with the superintendent's decision regarding a complaint he or she may appeal the decision to the board.
  - a) This appeal must be in writing.
  - b) This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated his/her decision to the complainant.

- c) This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment shall be promptly and thoroughly investigated.
  - d) The board will notify the complainant in writing of its decision. If the complaint involved discrimination or harassment, the board shall submit its decision within 180 calendar days after it received complainant's written appeal.
  - e) There is no appeal from a decision of the board.
6. When a formal complaint about the superintendent of schools has been filed with the president of the board, the president shall promptly and thoroughly investigate the complaint, and shall:
- a) Determine whether the complainant has discussed the matter with the superintendent.
    - 1) If the complainant has not, the board president or designee will urge the complainant to discuss the matter directly with the superintendent, if appropriate.
    - 2) If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should be pursued further.
  - b) Strongly encourage the complainant to reduce his or her concerns to writing.
  - c) Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting.
  - d) Respond to the complainant. If the complaint involved discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.

**No Retaliation.** The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

**Special Rules Regarding Educational Services and Related Services to Students with Disabilities.** Students with disabilities and their families have specific rights outlined in state and federal law, including administrative processes by which they may challenge the educational services being provided by the school district. Therefore, the appeal process contained in this policy may not be used to challenge decisions made by a student's individualized education plan (IEP) team or 504 team.

Complaints about the educational services provided a student with a disability, including but not limited to services provided to a student with an IEP, access to curricular and extracurricular activities, and educational placement must be submitted to the school district's Director of Special Education. The Director of Special Education will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of IDEA Parental Rights promulgated by the Nebraska Department of Education.

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

Complaints about the educational services provided to a student who is suspected of having a disability must be submitted in writing to the school district's Director of Special Education or to the district's 504 Coordinator. The Director of Special Education or 504 Coordinator will either refer the student for possible verification as a student with a disability or will provide prior written notice of the district's refusal to do so.

**Bad Faith or Serial Filings.** The purpose of the complaint procedure is to resolve complaints at the lowest level possible within the chain of command. Individuals who file complaints (a) without a good faith intention to attempt to resolve the issues raised; (b) for the purpose of adding administrative burden; (c) at a volume unreasonable to expect satisfactory resolution; or (c) for purposes inconsistent with the efficient operations of the district may be dismissed by the superintendent

without providing final resolution other than noting the dismissal. There is no appeal from dismissals made pursuant to this section.

Adopted on: \_\_\_\_\_01/09/2012, \_\_\_\_\_

Revised on: \_\_\_\_\_8/10/2020\_\_\_\_\_

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

## 2007

### Reimbursement and Miscellaneous Expenditures

1. Board members, employees, and volunteers of the school district are expected to maintain and enhance their effectiveness by being well-informed on issues affecting education. They are encouraged to attend education workshops, conferences, training programs, official functions, hearings, and meetings sponsored by the school district or state and national educational organizations which are helpful to them in performing their duties or which are in the best interests of the school district.
2. This board hereby gives prior approval for board members to attend meetings described in the preceding paragraph. Upon approval by the board president, or the superintendent or designee when the board president is unavailable, such board members may attend authorized meetings without further action or approval by the board, and shall be paid or reimbursed for registration costs, tuition costs, fees or charges, travel expenses, and costs of meals and lodging as permitted by law.
  - a. The superintendent or the superintendent's designee may authorize employees and volunteers to attend meetings described in the first paragraph and may authorize the payment of such registration costs, tuition costs, fees, charges, travel expenses, costs of meals, and/or costs of lodging as he or she deems appropriate and as permitted by law.
  - b. Expenses for attendance at any of the above activities shall be paid by the school district as allowed by law. The Board shall pay or reimburse attendees for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that such reimbursement is permitted by law.
  - c. The board authorizes the expenditure of funds for non-alcoholic beverages for individuals attending public meetings of the board and non-alcoholic beverages and meals for individuals while performing or immediately after performing relief, assistance, or support activities in emergency situations, and for any volunteers during or

immediately following their participation in any activity approved by the board.

- d. It is in the best interest of this school district to recognize service by board members, employees, and volunteers. The board authorizes the president, superintendent or the superintendent's designee to determine when and to whom plaques, certificates of achievement, flowers or other items of value should be granted, provided that no such plaque, certificate, flowers or other item of value shall cost more than \$100.00.
- e. Funds may be spent for one recognition dinner each year for elected and appointed officials, employees or volunteers of the school district. The maximum cost per person for such a dinner shall not exceed \$50.00.

Adopted on: 3/09/2009

Revised on: 8/12/2013, 7/09/2018

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

## **2008 Meetings**

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

### 1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

### 2. Notice

The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public. Notice of regular and special meetings shall be published in a newspaper of general circulation within the district and, if available, on the newspaper's website. Newspapers of general circulation in the district include, but are not necessarily limited to, the Holdrege Citizen, Kearney Hub or the Omaha World-Herald. Such notice shall contain a statement that the agenda shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting on the school district's website, posting in three prominent places within the school district, or by any other appropriate method designated by the board.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

### 3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay. Notice of the date, time, and location of the postponed meeting will be advertised as required in the "Notice" section above.

### 4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, the method(s) and date(s) of the meeting notice, and the substance of all matters discussed.
- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session, and the record shall state how each member voted, or if the member was absent or not voting.
- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and shall be published on the school district's website within ten working day of the last meeting or prior to the next convened meeting, whichever occurs earlier. The minutes shall be available on the website for at least six months.

Adopted on: 3/09/2009

Revised on: 10/12/2020, 06/13/2022

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

**2009**  
**Public Participation at Board Meetings**

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

The board is not required to allow citizens to speak at each meeting, but it will provide the opportunity for public participation at least four times per year. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

Adopted on: March 9<sup>th</sup>, 2009

Revised on: December 13<sup>th</sup>, 2021

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

## **PUBLIC PARTICIPATION**

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:  
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please identify yourself, including an address and the name of any organization you represent. The board may waive the address requirement to protect the security of the individual.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

Adopted on: 06/13/2022

**2010**  
**Preparation for Board Meetings**

The superintendent will create the agenda and board packet in consultation with the board president. The materials will be sent or delivered to each board member in advance of the meeting. Members of the public have no entitlement to place an item on the board's agenda, but may address the board during the next meeting at which the board receives public comment. The agenda shall be placed on the district's website at least 24 hours before the school board meeting and shall remain available on the website for at least six months.

Adopted on: 03/09/2009

Revised on: 07/11/2011, 06/13/2022

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

**2011**  
**Membership in Organizations**

The board may hold membership in the Nebraska Association of School Boards, the National School Board Association, and other organizations specifically approved by the board.

Adopted on: March 9, 2009

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

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

**2012**  
**Board Code of Ethics**

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;

10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Adopted on: 3/9/2009 \_\_\_\_\_

Revised on: 6/14/2021 \_\_\_\_\_

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

**2013**  
**Violation of Board Ethics**

The board of education is responsible for enforcing the code of ethics of its members. If any member of the board commits a serious or repeated violation of the code, the board may take any of the following steps:

1. The board president may confer with the board member who has violated the code of ethics in order to:
  - a. Identify the provision of the code that the member has violated;
  - b. Propose how the member can remedy the violation;
  - c. If the board member who violated the code is the board president, the vice president is empowered to confer with the president about the violation.
2. The board may discuss the violation as an agenda item at a meeting to confront the offending board member. However, the board will not enter closed session to hold the discussion of the ethics violation unless the Open Meetings Act authorizes a closed session.
3. The board may vote to publicly censure any board member who commits a serious or repeated violation of the code. The board will pass a censure motion to inform the community that an individual member of the board is not fulfilling the responsibilities for which he or she was elected.

Adopted on: 3/09/2009

Revised on: 7/09/2018

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

**2014**  
**Relationship with District Legal Counsel**

The board will engage legal counsel to assist it and the administration in dealing with legal issues. When the district faces circumstances in which legal counsel may be needed between board meetings, the board president or superintendent may engage legal counsel on the board's behalf.

The superintendent and the board president shall have the authority to contact the school's legal counsel on behalf of the district. The superintendent may give other members of the administration permission to contact the district's legal counsel on an as-needed basis. Individual board members other than the president may not contact the district's legal counsel on behalf of the board without the approval of the board president or a majority of the board.

Any board member who contacts the district's legal counsel without board approval may be personally responsible for any legal fees incurred as a result of the unapproved contact.

The superintendent will, to the extent permitted by law, keep the board informed of matters in which the district's legal counsel is involved.

Adopted on: 3/09/2009

Revised on: 6/10/2019

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

**2015**  
**STUDENT MEMBER OF SCHOOL BOARD**

In order to provide the School Board gain a greater insight into student activities, programs, and needs; and to encourage student involvement in school district governance activities the board may allow one nonvoting student member(s) on the Board of Education. The role of student member is advisory. The board shall decide whether to have a student member at its regular May board meeting or at such other meeting determined by the board.

**Selection and Term of Student Member**

The student member shall be the student body or student council president, the senior class representative, or a representative elected from and by the entire student body, as designated by the voting members of the School Board.

The term of office will be one school year, beginning on September 1 and ending on June 1.

Student members will not participate in executive or closed sessions.

**Guidelines**

Student members may not introduce motions.

Student members are expected to attend all public meetings of the Board and can be appointed to committees of the Board at the discretion of the president.

The president of the board, in consultation with the Superintendent of Schools, has the right to bar the participation of a student member at the board's discretion. The decision of the board president is final and is not subject to review.

Adopted on: 7/11/2016

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

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

**2016**

**Participation in Insurance Program by Board Members**

Members of board of education may participate in the school district's health and life insurance plans which are provided to school district employees. A board member electing to participate in the insurance program of the school district shall pay both the employee and the employer portions of the premiums to the district in advance of any payments being due from the district to the insurance carrier.

Every three months, the board will place on its agenda a report identifying the board members who have elected to purchase insurance coverage through the district. This report will shall be made available in the school district office for review by the public upon request.

Adopted on: 7/10/2017

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

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

**2017**  
**Indemnification and Liability Insurance**

In addition to circumstances where it is obligated to provide indemnity or procure insurance, the school board has broad authority to purchase insurance or otherwise indemnify school board members, officers, employees, or agents of the school district. The school board will purchase liability insurance and provide indemnification at its discretion and review its current coverages and indemnification obligations when it deems appropriate.

In the event the school district's current insurance, indemnification agreements, contract obligations, or other promises to indemnify do not cover a situation which the school board can agree to cover, the school board may authorize indemnification. The school board may elect to indemnify any board member, officer, agent, or employee if he or she is a party or is threatened to be made a party in any pending or completed suit, proceeding, or any other action, whether criminal, civil, administrative, or investigative, if the individual is involved because of current or past service on the board, employment, or agency relationship with the school district. However, the indemnification and defense will only be considered if such person acted in good faith and in a manner he or she reasonably believed to be in the best interests or not opposed to the best interests of the school district, including in a criminal proceeding if he or she had no reasonable cause to believe the conduct was unlawful.

In circumstances involving employees, the board delegates to the Superintendent the authority to provide the indemnification to the extent the Superintendent is authorized to procure legal services, as long as the indemnification is otherwise consistent with the authority granted under the law.

Adopted on: 6/10/2019

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

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

## **2020 Board of Education Committee Membership**

Facility	Ross	Stacie	Mark
Transportation	Christy	Stacie	Linda
Negotiations	Mike	Linda	Christy
American Civics	Ross	Mark	Mike

## **2021 Board of Education Committee Membership**

Facility	Ross	Stacie	Jonny
Transportation	Brent	Shawn	Jonny
Negotiations	Brent	Shawn	Christy
American Civics	Ross	Christy	Stacie

## **2022 Board of Education Committee Membership**

Facility	Ross	Stacie	Jonny
Transportation	Brent	Shawn	Jonny
Negotiations	Ross	Shawn	Christy
American Civics	Brent	Christy	Stacie

## **2023 Board of Education Committee Membership**

Facility	Ross	Chris	Jonny
Transportation	Brent	Shawn	Jonny
Negotiations	Ross	Shawn	Christy
American Civics	Brent	Christy	Chris

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## **2024 Board of Education Committee Membership**

Facility	Ross	Chris	Jonny
Transportation	Brent	Mike	Christy
Negotiations	Ross	Mike	Jonny
American Civics	Brent	Christy	Chris

## **2025 Board of Education Committee Membership**

Facility			
Transportation			
Negotiations			
American Civics			

Board of Education Working Meeting  
Monday, December 9, 2024 4:30 PM Central

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

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

Present: 6.

Also present: Nicole J LeClaire and Steve Bristol

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. Community Input – None

2. Goal Setting Workshop with Marcia Herring, NASB

3. Adjourn

Motion to adjourn the Board of Education working meeting at 5:41 pm, passed with a motion by Jonathan Sand and a second by Ross Boggs.

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

Yea: 6, Nay: 0

Board of Education Regular Meeting  
Monday, December 9, 2024 7:00 PM Central

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

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

Present: 6.

Also present: Nicole J. LeClaire, Steve Bristol, Craig Newcomb, and 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

1.4. Pledge of Allegiance

1.5. Consent Agenda

Motion to approve consent agenda, passed with a motion by Christy Pelton 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

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 - None

### 2. Administrator Reports

2.1. Athletic Director, Craig Newcomb, reported on post season awards, one act plays placings, and winter activity participation numbers.

2.2. Principal, Steve Bristol, reported on the staff in-service, state patrol presentation, the December 18th Big Iron sale, music programs, facility updates, and scheduled finals.

2.3. Superintendent, Nicole J. LeClaire, reported on celebrations, teaching and learning updates, staff shout-outs, community engagements, district goals and continuous improvements, professional developments, and key dates & upcoming events.

### 3. Board Committee Reports

3.1. Facility-None

3.2. Negotiations- None

3.3. Transportation- None

3.4. Americanism- None

4. Discussion/Action Items

4.1. Hiring of certificated Music Teacher for remainder of the school year

Motion to approve the hiring of Lindsay Lund for the Music Teacher position passed with a motion by Jonathan Sand and a second by Chris Davison.

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

Yea: 6, Nay: 0

4.2. Transportation Director Position

Motion to create an (as needed) position for Transportation Director and assign Cole Birkel to serve in the role, passed with a motion by Chris Davison and a second by Dave Ford.

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

Yea: 6, Nay: 0

4.3. Jobs for America's Graduates (JAG) Position

Motion to approve the addition of 1.0 FTE JAG teacher for the 2025-2026 school year, passed with a motion by Dave Ford and a second by Ross Boggs.

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

Yea: 6, Nay: 0

4.4. Financial Literacy Report

4.5. Review Superintendent Evaluation Summary

4.6. Audit Report

4.7. 2023-2024 Annual State of the School Report

4.8. Policy 6037 - Review of Library Materials

Motion to approve Policy 6037, passed with a motion by Christy Pelton 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

4.9. Recognition of Brent Samuelson for his service to the community as a member of the Bertrand Board of Education.

4.10. Recognition of Dave Ford for his service to the community as a member of the Bertrand Board of Education.

5. Upcoming Learning Events

5.1. Legislative Issues Conference - January 26-27 in Lincoln

6. Next Meeting, January 13, 2025 @ 7:00

Motion to adjourn the December 9th regular Board of Education meeting at 7:38 pm and set the next regular Board of Education meeting for January 13, 2025 at 7:00 pm, 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

Check #	Vendor Name	Amount	Vendor Description
Checking	1 Fund: 01 GENERAL FUND		
44286	ACE HARDWARE	539.89	BUILDING/GROUNDS
44287	AG ED COOP ACCOUNT	11,304.60	AG ED SALARY REIMB.
44288	AMAZON CAPITAL SERVICES	1,128.96	AMAZON SUPPLY PURCHASES
44289	APPLE INC. EDUCATION	166.00	VOLUME PURCHASE
44290	AUTO SHACK, INC.	2,542.45	VEHICLE REPAIRS
44291	BERTRAND HOT LUNCH (PS REIMB)	471.90	PRESCHOOL BREAKFAST
44292	BERTRAND SCHOOL ACTIVITY ACCOUNT	230.94	TRANSFER
44293	BLACK HILLS ENERGY	2,832.71	NATURAL GAS
44294	CDL, INC.	1,745.24	MONTHLY SERVICE
44295	CENTRAL NEBRASKA BOBCAT	244.99	SKIDSTEER PARTS & SUPPLIES
44296	COUNTY WIDE DIRECTORY	237.50	MAPS
44297	CROSS COUNTRY MARKET	1,109.75	SUPPLIES
44298	EAKES OFFICE SOLUTIONS	1,441.42	COPIES/SUPPLIES/FURNITURE
44299	EDUCATIONAL SERVICE UNIT #9	373.75	MTG/DEAF/VISION
44300	ESU #11	1,572.50	MONTHLY/QUARTERLY SERVICES
	FIRST STATE BANK	35.00	ACH FEE
44301	FRONTIER COMMUNICATIONS	219.90	TELEPHONE
44302	GENERAL FUND CLEARING	2,908.82	REIMBURSEMENT
44303	GREEN LANDSCAPES INC.	725.00	GROUNDS
44304	HEARTLAND REFRIGERATION INC.	829.02	EQUIPMENT REPAIR
44305	HIGH BROTHERS PARTNERSHIP	420.18	GROUNDS
44306	HOLDREGE DAILY CITIZEN	99.14	LEGAL NOTICES
44307	HOMETOWN LEASING	1,718.81	COPIER PAYMENT
44308	INTEGRATED SECURITY SOLUTIONS, LLC	1,920.00	BUILDING SYSTEMS MAINT.
44309	JAYMAR BUSINESS FORMS, INC.	173.20	DISTRICT SUPPLIES
44310	K&D MOTOR & ELECTRIC	2,487.50	REPAIR
44311	KSB SCHOOL LAW	690.00	LEGAL EXPENSE
44312	LECLAIRE, NICOLE	70.18	TELEPHONE REIMB.
44313	LEXINGTON REGIONAL HEALTH CENTER	986.48	COUNSELING
44314	NATIONWIDE,	115.00	TREASURER BOND
44315	NCS PEARSON INC.,	95.00	PSYCH/SPED/SPEECH MATERIALS
44316	NEBRASKA CENTRAL EQUIPMENT INC.	578.06	BUS REPAIR
44317	NEBRASKA DEPARTMENT OF EDUCATION	40.00	MEETING
44318	NEBRASKA SAFETY CENTER	270.00	DRIVER TRAINING
44319	NORFOLK LODGE & SUITES	1,080.00	ST PLAY LODGING
44320	PORTER & COMPANY	11,250.00	AUDIT
44321	PSYCH COOP ACCT	10,633.11	PSYCH COOP EXP.
44322	QUADIENT FINANCE USA, INC.	500.00	POSTAGE FUNDING
	QUADIENT	86.51	METER LEASE
44323	RAINBOW NURSERY	1,574.00	GROUNDS MAINTENANCE
44324	RELIABLE PEST CONTROL SERVICES	124.00	BUILDING MAINTENANCE
44325	SOUTHERN POWER DISTRICT	3,798.00	ELECTRICITY
44326	SPARQDATA SOLUTIONS	4,000.00	NEGOTIATIONS
44327	STATE OF NEBRASKA	505.30	NETWORK SERVICE
44328	TIME MANAGEMENT SYSTEMS	250.29	TIME CARD SYSTEM
44329	TRANE	13,882.00	MAINTENANCE
44330	UNIVERISTY OF NEBRASKA-LINCOLN	700.00	TRAINING
44331	US BANK	2,641.68	CREDIT CARD CHARGES
44332	VERIZON WIRELESS	121.44	CELL PHONE
44333	VILLAGE OF BERTRAND	787.14	WATER/SEWER/TRASH/
44334	WINDSTREAM	73.54	TELEPHONE SERVICE
44335	YANDA'S MUSIC	142.99	INSTRUMENT REPAIR/SUPPLIES
			January Bills \$92,473.89
			January PR \$322,858.15
			<b>TOTAL JANUARY \$415,332.04</b>

## GENERAL FUND CLEARING

December 31, 2024

GFC

\$	DATE	CK#	TO	ACCT #	DESCRIPTION
199.50	11/13/24	4312	First Educational Resour	12320610001000	Supt Supplies
199.50				12320610002000	
390.62	11/13/24	4313	Menards	11100610001000	Play Supplies
189.95	11/14/24	4314	Ag Valley	12630610000000	Tractor Battery
316.80	11/15/24	4315	Quality Inn	12410330000000	Principal travel
150.54	11/26/24	4316	US Postmaster	12510531000000	Newsletter
25.00	12/02/24	4317	Cambridge School	11100810001000	JH Quiz Bowl
30.00	12/02/24	4318	Elwood Public School	11100910002000	Elem Quiz bowl
264.00	12/06/24	4319	Cash	11100890001000	St Play
0.00	12/09/24	4320	VOID		
1,450.00	12/10/24	4321	Bertrand Chamber	12310890000000	Staff Appreciation
150.54	12/30/24	4322	US Postmaster	12510531000000	Newsletter

\$3,366.45

\$457.63 Less \$ Reimbursed in December

\$2,908.82 Total to be reimbursed in January

	RECEIPTS	DISBURSEMENT	BALANCE
<b>GENERAL FUND</b>			
(Checking & Money Market)			
<b>Balance NOVEMBER 30, 2024</b>			\$2,715,452.19
Receipts	\$308,422.97		
Disbursements			
Bills & Payroll		\$379,082.09	
PR Adj.		\$1,136.00	
<b>Balance DECEMBER 31, 2024</b>			<u>\$2,643,657.07</u>
<b>ACTIVITY FUND</b>			
<b>Balance NOVEMBER 30, 2024</b>			\$137,290.66
Receipts	\$8,537.76		
Disbursements		\$3,174.49	
<b>Balance DECEMBER 31, 2024</b>			<u>\$142,653.93</u>
<b>ATHLETIC FUND</b>			
<b>Balance NOVEMBER 30, 2024</b>			\$67,065.89
Receipts	\$3,373.24		
Disbursements		\$5,956.34	
<b>Balance DECEMBER 31, 2024</b>			<u>\$64,482.79</u>
<b>DEPRECIATION FUND</b>			
(Bus Replacement)			
<b>Balance NOVEMBER 30, 2024</b>			\$604,782.77
Interest	\$714.30		
Disbursements			
RT Athco-BB Winch			
<b>Balance DECEMBER 31, 2024</b>			<u>\$605,497.07</u>
<b>BUILDING FUND (Regular)</b>			
<b>Balance NOVEMBER 30, 2024</b>			<u>\$1,464,548.22</u>
Receipts			
Gosper Co.	\$2,104.20		
Phelps Co.	\$3,239.20		
Interest	\$623.26		
Disbursements			
None			
<b>Balance DECEMBER 31, 2024</b>			<u>\$1,470,514.88</u>
<b>BOND FUND</b>			
Receipts	\$1,464.78		<u>\$212,553.35</u>
Disbursements			
None			
<b>Balance DECEMBER 31, 2024</b>			<u>\$214,018.13</u>
<b>QCPF-2</b>			
Receipts	\$2,258.85		<u>\$94,677.72</u>
Disbursements			
BOKF Payment			
<b>Balance DECEMBER 31, 2024</b>			<u>\$96,936.57</u>
<b>HISTORICAL INFORMATION</b>			
	<u>2021</u>	<u>2022</u>	<u>2023</u>
General	\$928,221	\$1,121,943	1,719,820
Depreciation/Bus Replacement	\$330,577	\$462,689	546,771
Building	\$91,752	\$614,130	1,029,984
Bond	\$169,354	\$180,554	206,790
QCPF #2	\$110,491	\$131,508	108,803

Cash Receipt Listing by Received From

Receipt Number	Received From	Receipt Date	Cash Receipt Description	Chart of Account Number	Detail Description	Amount
1202-01		12/02/2024	EFT ST of NE - St Aid	01 3110	State Aid	37,954.00
1203-01		12/03/2024	EFT ST of NE - IDEA	01 4518	IDEA	30,064.00
1875		12/10/2024	Salary Reimb.	01 101	Hot Lunch Salary Reimb	15,355.78
1876		12/13/2024	Ins. Reimb.	01 453	Boggs Ins reimb	169.90
1227-01		12/27/2024	EFT ST of NE	01 4509	Title II	8,212.00
1227-01		12/27/2024	EFT ST of NE	01 4969	Title IV	10,000.00
1227-01		12/27/2024	EFT ST of NE	01 4505	Title I	47,319.00
1227-01		12/27/2024	EFT ST of NE	01 4505	Title I	58.00
1227-01		12/27/2024	EFT ST of NE	01 4509	Title II	4.00
1227-01		12/27/2024	EFT ST of NE	01 3120	SPED S/A	73,544.00
1231-01		12/31/2024	EFT ST of NE - St Aid	01 3110	St Aid	37,954.00
1231-02		12/31/2024	Interest on Acct	01 1510	Interest on Acct	2,956.52
Total:						263,591.20

GOSPTREAS GOSPER CO TREASURER	12/09/2024	County Taxes	01 1100	Taxes	13,661.51	
GOSPTREAS GOSPER CO TREASURER	12/09/2024	County Taxes	01 1125	Motor Vehicle	2,487.13	
GOSPTREAS GOSPER CO TREASURER	12/09/2024	County Taxes	01 2110	Fines	1,136.87	
GOSPTREAS GOSPER CO TREASURER Total:						17,285.51

PHELPTREAS PHELPS CO. TREASURER	12/17/2024	County Taxes	01 1100	Taxes	21,030.69	
PHELPTREAS PHELPS CO. TREASURER	12/17/2024	County Taxes	01 1125	Motor vehicle	6,009.54	
PHELPTREAS PHELPS CO. TREASURER	12/17/2024	County Taxes	01 2110	Fines	506.03	
PHELPTREAS PHELPS CO. TREASURER Total:						27,546.26

Summary Totals

Account Type	Cash Accounts	Receivable Accounts
Subtotal Revenue	292,897.29	308,422.97
Subtotal Expense		308,422.97
Subtotal General Ledger	15,525.68	
Account Total	308,422.97	
Total:		308,422.97

Activity Fund Balance Report - Summary - Exclude Encumbrances  
 12/2024 - 12/2024

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
04 704	FUND BALANCE	33,290.01	397.35	0.00	0.00	32,892.66
04 704 9101	ATH GATE FUND BALANCE	8,773.00	0.00	2,086.24	0.00	10,859.24
04 704 9102	ATH MISC. FUND BALANCE	(10,008.81)	435.99	45.00	0.00	(10,399.80)
04 704 9103	ATH OFFICIALS FUND BALANCE	(7,770.00)	2,370.00	0.00	0.00	(10,140.00)
04 704 9104	ATH MEET FUND BALANCE	(380.00)	545.00	0.00	0.00	(925.00)
04 704 9105	ATH EQUIPMENT FUND BALANCE	(1,967.56)	249.00	0.00	0.00	(2,216.56)
04 704 9120	ATH VOLLEYBALL FUND BALANCE	2,820.04	0.00	0.00	0.00	2,820.04
04 704 9121	ATH FOOTBALL FUND BALANCE	6,445.89	0.00	0.00	0.00	6,445.89
04 704 9122	ATH BOY BB FUND BALANCE	547.31	1,260.00	102.00	0.00	(610.69)
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	864.76	0.00	0.00	0.00	864.76
04 704 9125	ATH CHEERLEADERS FUND BALANCE	5,125.71	699.00	1,140.00	0.00	5,566.71
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	7,016.96	0.00	0.00	0.00	7,016.96
04 704 9150	ATH. VIKING BOOSTER CLUB FUND BALANCE	(386.59)	0.00	0.00	0.00	(386.59)
Fund Total:		67,065.89	5,956.34	3,373.24	0.00	64,482.79

Activity Fund Balance Report - Summary - Exclude Encumbrances  
 12/2024 - 12/2024

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	3,765.52	619.39	152.00	0.00	3,298.13
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	3,245.47	0.00	0.00	0.00	3,245.47
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	11,762.03	0.00	0.00	0.00	11,762.03
05 704 8116	FUND BALANCE/NHS	7,594.35	0.00	0.00	0.00	7,594.35
05 704 8117	FUND BALANCE/STUDENT COUNCIL	2,056.80	158.00	0.00	0.00	1,898.80
05 704 8120	FUND BALANCE/BAND	2,147.16	0.00	0.00	0.00	2,147.16
05 704 8121	FUND BALANCE/CONCESSIONS	666.53	0.00	4,721.50	0.00	5,388.03
05 704 8122	FUND BALANCE/BCSVSO	1,883.85	0.00	0.00	0.00	1,883.85
05 704 8126	FUND BALANCE/PLAY	(1,180.75)	2,346.11	3,464.15	0.00	(62.71)
05 704 8130	FUND BALANCE/READING ENRICH	4,874.26	10.99	0.00	0.00	4,863.27
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	4,088.60	0.00	(4,088.60)	0.00	0.00
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	40.00	0.00	759.63
05 704 8146	FUND BALANCE YEARBOOK 24-25	(956.60)	40.00	4,148.71	0.00	3,152.11
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	3,641.78	0.00	0.00	0.00	3,641.78
05 704 8150	FUND BALANCE-GREENHOUSE DONATIONS	139.29	0.00	100.00	0.00	239.29
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	64,724.83	0.00	0.00	0.00	64,724.83
05 704 8175	FUND BALANCE/CONCESSIONS HOLDING	6,117.53	0.00	0.00	0.00	6,117.53
Fund Total: 05		137,290.66	3,174.49	8,537.76	0.00	142,653.93

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

**Cash Balance 11/30/2024** \$48,796.12

**Receipts**

Student Lunches	\$4,295.00
General Fund	\$0.00
Noon Duty	\$0.00
State Reimb.	\$11,255.60
Adult	
Roll	\$0.00
Preschool	\$0.00
Rebate	
Reimbursement	\$0.00

**Total Receipts** \$15,550.60

**Total Available** \$64,346.72

**Expenditures**

Food	\$12,579.35
Salary	\$10,678.17
SS	\$467.82
Medicare	\$109.41
Retirement	\$1,046.47
Insurance	\$3,053.91
Equipment/Improvements/Supplies	\$0.00
Other	\$0.00

**Total Expenditures** \$27,935.13

**Cash Balance 12/31/2024** \$36,411.59

Football field bleachers: I have received quote, etc. from CBS Construction in McCook. I will have additional info at the meeting Monday evening.

This month's activities

MON JAN. 13 — JH B&G BB @ Loomis - 1:00  
— G&B JV BB @ Cambridge Tournament: 4:00 / 5:15 / 6:30 / 7:45

WED JAN. 15 — HS QB: RPAC @ Southwest - 1:00

FRI JAN. 17 — VWR @ SEM Invite-10:00  
— BB vs. Southwest: GJV - 4:30 (2 qtrs); BJV - 4:45 (2 qtrs); GV-6:00; BV-7:30

SAT JAN. 18 — BB @ Overton: GJV - 2:00 (2 qtrs); BJV (2 qtrs) - 2:30; GV - 3:30; BV - 5:00

MON JAN. 20 — RPAC Vocal Clinic @ Eustis: 1:00 / 7:00

TUE JAN. 21 — BB vs. Maywood/HC: GJV - 4:00 (2 qtrs); BJV - 4:30 (2 qtrs) ; GV - 5:00, BV - 6:30

THU JAN. 23 — JHBBB @ Southwest-2:30

FRI JAN. 24 — GBB: RPAC 1st Round @ BERTRAND (TBA)

SAT JAN. 25 — WR: RPAC @ Cambridge - 11:00  
— BBB: RPAC 1st Round @ BERTRAND (TBA)

MON JAN. 27 — JH QB @ So. Valley - 1:00  
— GBB: RPAC 2nd Round @ Southwest (TBA)

TUE JAN. 28 — BBB: RPAC 3rd Round @ Alma (TBA)

WED JAN. 29 — FFA: Career Development at Curtis - 9:00

THU JAN. 30 — GBB: RPAC 3rd Round @ Alma (TBA)

FRI JAN. 31 — VWR @ Medicine Valley Invite-10:00  
— BBB: 2nd Round @ Southwest (TBA)

SAT FEB. 1 — VWR @ Doniphan-Trumbull Invite - 9:00  
— BB: RPAC Consolation & Finals @ McCook (TBA)

TUE FEB. 4 — GBB vs. Cambridge: JV - 5:30; V - 6:00

FRI FEB. 7 — VWR @ Southwest Invite - 10:00  
— BB vs. Medicine Valley: GJV - 4:30 (2 qtrs); BJV - 5:00 (2 qtrs); GV-6:00; BV-7:30

SAT FEB. 8 — JHBBB @ Southern Valley Tournament - 9:00  
— SPEECH @ Gothenburg  
— VBC Youth Basketball Tournament

MON FEB. 10 — F/S BBB @ Alma Tournament - 6:00

## BigIron

PO Box 266 | 213 Beaver St  
 St Edward, NE 68660-0266  
 18009373558  
 Fax: 402-678-2511

## Settlement

S2092401  
 Wed, Dec 18, 2024

Bertrand Community Schools  
 503 School St  
 Bertrand, NE 68927-1206

Day: 308-472-3427  
[steve.bristol@bertrandvikings.org](mailto:steve.bristol@bertrandvikings.org)  
 Bidder Number: 807969

Each item on your settlement statement has a unique PAYMENT CODE for your protection. Before you release an item to a buyer, ensure that the buyer presents an invoice with the identical PAYMENT CODE. If a buyer is attempting to pick up an item without an invoice, or the invoice does not contain the PAYMENT CODE, please call BigIron Customer Service at 1-800-937-3558.

## Dec 18, 2024 - Equipment Auction

### Bertrand Community Schools

Lot	Description	Amount
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#### KQ6041 1978 John Deere 950 2WD Tractor



1978 John Deere 950 2WD Tractor, 2,196 hrs showing, 27.36 hp, Yanmar 3T90J 3-Cylinder Diesel Engine, 8F/2R Transmission, 3-Pt (No 3rd Link), 540 PTO, 1 Hydraulic Remotes, 4 Front End Weights, 27x8.50-15 Front Tires, 13.6-28 Rear Tires, SN: 002083  
**PAYMENT CODE: U2LOZ4RQ**

\*\*\* ITEM NOT PAID \*\*\*

Proceeds  
 Commission: 16%.

Proceeds: \$3,751.00  
 Commission: (\$600.16)  
**Net Proceeds: \$3,150.84**

Bidder: Doug Eltze, Lincoln, NE, Day: 402-610-3649, [dougeltze@gmail.com](mailto:dougeltze@gmail.com)  
 Bidder Number: 794772

#### KQ6042 Kifco Water Reel



Kifco Water Reel, Approximately 300' Of Hose, Drag Sprinkler, Pin Hitch, 5.70-8 Tires, NOTE: Does Not Roll Automatically, Needs Parts  
**PAYMENT CODE: RGJVANVQ**

\*\*\* ITEM NOT PAID \*\*\*

Proceeds  
 Commission: 16%.

Proceeds: \$925.00  
 Commission: (\$148.00)  
**Net Proceeds: \$777.00**

Bidder: David Gorecki, Hastings, NE, Day: 308-750-7189, [goreckifarms@gmail.com](mailto:goreckifarms@gmail.com)  
 Bidder Number: 37141

Proceeds:	\$4,676.00
Commissions:	(\$748.16)
Lien Search Fee	(\$75.00)
<b>Total:</b>	<b>\$3,852.84</b>
<b>Balance Due:</b>	<b>\$3,852.84</b>

Thank you for using BigIron Online Auctions. If you have any questions, please contact our office at 1-800-937-3558. Click here to [contact us](#). Or, email us at [customer.service@bigiron.com](mailto:customer.service@bigiron.com).

## January 2025 Principal Report

- Lindsey Lund the new music teacher has begun teaching music. She comes to us from Kearney Catholic and has hit the ground running. From what I've observed thus far she will be a tremendous asset to Bertrand Community Schools.
- Big Iron auction results, The tractor sold \$3,751 (net \$3150). The hose reel \$925 (net \$777).
- Semester 1 is in the books and per statute all non-tenured and a few tenured teachers have been evaluated. Second semester non-tenured teacher evaluation will begin again soon.
-

## **Senior Students May Leave Campus at Lunch Time, Provided...**

- They have sufficient credits to be considered a senior
- They check out with the office
- Are in good academic standing (all assignments have been turned in and have a passing grade of at least 75% in all courses.
- The student must have received no failing grades during the 10-week period prior to their eligibility for open campus.
- They have two or less tardies
- All detentions have been served
- They have good attendance (no more than 3-absences during their current semester).
- No active disciplinary issues or conduct infractions 3-calendar months prior to receiving eligibility
- Parental consent is on file with the school

## **Loss of Privilege to Leave Campus**

- Failure to check back in with the office
- Tardy on their return from lunch
- Three or more tardies in a semester

## **Identification of Eligible Students**

- Each student's eligibility to participate in the Senior open campus program shall be evaluated at the beginning of each quarter or at administrative discretion. Eligibility is based on aforementioned eligibility requirements.

## **Program Guidelines**

- Sign in/out Procedure: Any student who has earned the privilege of leaving campus at lunch must sign out at the main office prior to leaving the school building. Upon returning to the school building, the student must sign in at the main office. Food and open beverages not consumed before returning to school shall be properly disposed of by the student.





## SUPERINTENDENT REPORT

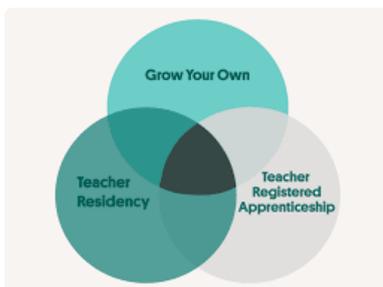
January 13, 2025

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### 👏 Celebrations

#### Advance Reader (AR) Goals Met!

Congratulations to the 1st-6th grade students that reached their AR Goal for the semester! Students were rewarded with a Holiday-themed party with fun stations from ornament making to reindeer races to cookie decorating. Thank you to Genia Schoene for all of her work and commitment to tracking our kids' AR goals and for her awesome event planning skills in putting the celebration together. It was a great time had by all and teachers and kids alike had a ball!



#### Kylee McBride "Grow Your Own" Scholarship

Congratulations to Kylee McBride on her selection for the "Grow Your Own" Para to Teacher scholarship. Kylee will complete her education and early childhood certification at UNK beginning next week. This grant provides competitive grant funding to in-state, approved Educator Preparation Provider (EPP) applicants, who will,

in turn, agree to partner with one or more Nebraska public school districts, educational service units (ESU), or private school employers to design and administer Teacher Registered Apprenticeship Program.

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## Grants & Donations

**\$7562.31**



**Give 2 Grow Campaign**  
Bertrand Community School received \$4748.36 by participating in the Phelps County Community Foundation's Match Day. Funds included \$4050.00 in total donations with \$860.36 in matching funds less \$162.00 for processing fee. Thank you to all of our school family and community for your generous donations. Donated funds will go towards our Bleacher Project.



**AASA/Sourcewell Helping Kids Mini Grant**  
Bertrand Community School has received a mini grant of \$2500.00 from the School Superintendents Association in partnership with Sourcewell to meet the needs of our students. Donated funds will go towards our Bleacher Project.



**Bertrand Area Community Fund Grant**  
Mrs. Lavene was approved for a \$313.95 funding request by the Bertrand Area Community Fund to purchase paper recycling bins for classrooms and offices. Ag students will pick up and recycle paper weekly. Thank you Mrs. Lavene & students for leading this effort!

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## Teaching & Learning Updates

### Lower Elementary



### 3rd Grade

The 3rd graders finished up their final assessment on their weather unit where they watched videos of the damage that storms can do and were challenged to be engineers. Students were given a limited number of supplies and had to build a storm-sturdy home challenging them to use critical thinking and creativity. At the end of the activity, they frantically waved homemade fans to see if each house could withstand the "wind." They did a really good job with this!

### Pre-K

This was such a fun activity & our Pre-K students did so great locating all of the clues! Students practiced their reading, writing, context, and motor skills and had a blast while doing it.

### 1st Grade

Christmas Pajama Day is always a BIG hit! Our very perceptive 1st grade girls inquired about my "twist" in my hair and wanted to know the engineering behind the task. I gladly obliged and we had a fun afternoon turning these little ladies into mini-mes (what an honor:)

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## Upper Elementary



### 6th Grade

The 6th graders participated in a Socratic Seminar where they discussed the ancient civilizations of Egypt, Mesopotamia, China, and the Indus Valley. Students compared different contributions to the world and shared the value each civilization brought to the world.



### 4th Grade

The 4th graders got a lesson from Mr. Schwarz on the color wheel and contrasting in preparation for their next project on positive and negative space designs.



### 5th Grade

Our 5th graders learned the music and rocked out to Journey's "Don't Stop Believin" in music today. Students had a blast and loved seeing Mrs. Lund jam out on her amplified ukulele.

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## Jr. High/High School



### Independent Learning

Independent Learning students spent a lot of time getting ready for the holiday break and learned how to measure, shop for ingredients, and double recipes for baked goodies. Students frosted and decorated over 5 dozen cookies and treats and delivered to teachers throughout the building.



### Freshman English

Students in Mr. Chesterman's 9th grade English class discuss what they already know about Shakespeare's classic, *Romeo & Juliet*. Students will begin reading the play this week and will explore the powerful theme of love in the face of insurmountable obstacles.

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## 👑 Staff Shout-Outs 👑



### "Coach" Amanda Amanda Heying

One of the many things that make Bertrand so special is that every staff member is here, first and foremost, for the kids. Amanda is a prime example of someone that is willing to jump in and do whatever it takes to make every day special. Here she is teaching the 4th grade girls how to play tag football on a nice winter day. The boys may



### Mr. "Bistro" Steve Bristol

Yet another example of doing whatever it takes, every day. Mr. Bristol helped out in the kitchen last week while Nekol was out of dishwashing commission. Our cooks said he did an amazing job scrubbing pans and he's welcome back anytime!



### The "Heartbeats" Steph Edgren & Brenda High

I cannot overstate how grateful I am for Steph & Brenda in the front office. These two show up everyday and not only do an amazing job in their roles, but they put up with me & Mr. Bristol's many questions (and corny jokes) and do it (mostly) with smiles. In addition to their written job descriptions, they also fill many unpaid roles from nurse to school momma

have won, but the girls sure had fun giving them a run for the money.

to snack provider to sanity checker & we are all grateful!

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## Community Engagements

### D&G Town Hall Update

Mr. Bristol & I attended the town hall at the Phelps County Ag Center on December 17th to learn details about DG Fuels' plans to build a Sustainable Aviation Fuel (SAF) plant in the country. Speakers explained the project, projected to create 640 jobs, and answered questions from the audience about housing, construction timelines, and the effects on local natural resources.



### Joint Fundraising Effort - Bleacher Project

Mr. Newcomb and I attended a meeting with members of the Chamber and the Village of Bertrand to discuss collaborating on a joint fundraising effort to purchase new bleachers for the school and the arena. We are excited to work together to raise funds for this much-needed project that will benefit the entire community.

The bleachers will be ADA approved and constructed as permanent structures at BCS Football/Track facility and Bertrand Arena. Renderings of the project along with a full fundraising campaign will be forthcoming soon!

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## Laws, Policies & Procedures

### Title IX

In a pivotal decision, the U.S. District Court for the Eastern District of Kentucky vacated the 2024 Title IX regulations. The case is State of Tennessee, et al. v. Cardona, Civil Action No. 2:24-cv-00072-DCR (E.D. Ky. Jan. 9, 2025). This ruling nullifies the 2024 regulations entirely, meaning in effect it has a nationwide application. Typically when a court vacates regulations, it means you return to the previous regulations. In this situation, that would mean returning to the 2020 Title IX framework. The 2024 regulations attempted to expand Title IX protections to include sexual orientation and gender identity, redefine harassment standards, and introduce procedural changes. The court rejected these efforts, finding that the Department exceeded its statutory authority and violated the



constitution while doing so. This ruling underscores the ongoing legal battles over Title IX's scope and the proper process for regulatory changes.

### What Does This Mean for Schools?

Schools must now revert to the 2020 Title IX framework, which requires immediate planning and action.

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## District Goals & Continuous Improvement



### Mission, Vision, & Strategic Plan

Our Professional Development Day on January 6th focused on identifying priority areas of improvement in Safety, MTSS, and communication.

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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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## School Board Workshops & Information

### KSB Legal Update

January 29, 2025

ESU-11

Holdrege

Attorneys from KSB will be at ESU-11 to discuss hot topics in school law.



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## Board President Retreat

February 16-17

Kearney



Expand your knowledge and understanding of the role of board president, leadership of the board, and management of the board meeting to advance board operations.

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## NRCSA Legislative Forum

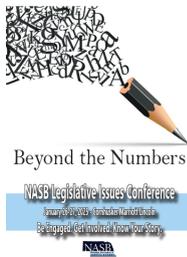
February 20, 2025

Lincoln

The 2025 NRCSA Legislative Forum will be held at the Cornhusker Marriott Hotel in Lincoln. This year's program will feature remarks by many educational policy leaders & there will again be the opportunity to discuss issues of local interest with senators over lunch. This provides an invaluable opportunity to network and discuss issues with your senator. The program will begin at 8:20

AM and will feature 8 presentations from legislative leaders of approximately 30 minutes each. We typically try to have representatives from:

- Revenue Committee
  - Education Committee
  - General Affairs, Retirement, and/or Appropriations Committees
  - Education Policy Groups
  - Rural Senators
  - Governor Jim Pillen
  - Speaker of the Legislature
-



## Legislative Issues Conference

January 26-27, 2025

Lincoln

Weeks into each year's Legislative Session, key committee chairs, senators, the governor, and education leaders are invited to share their respective views throughout the morning. Get a firsthand look at all the bills introduced that will have an impact on public education in Nebraska during each year's legislative session. Close the conference as the majority of senators join us for lunch to network and discuss key items from that morning.



## Open Meetings Law Workshop

March 26, 2025

Kearney

An informative workshop on the Nebraska Open Meetings Law, designed to help you understand the importance of transparency and compliance in public meetings. This interactive, scenario based, workshop is specifically designed for locally elected officials. Attendance at this workshop will provide valuable insights and practical tips. Join us for an engaging session with NASB Executive Director, John Spatz. He will break down the essentials, answer your questions, and share best practices. Don't miss this opportunity to enhance your knowledge and stay informed.



## Budget & Finance Workshop

March 27, 2025

Kearney

The Budget & Finance Workshops will run 4:30 to 8:30. Topics will include: Understanding TEEOSA and other forms of state aid; Restrictions placed on school finances; Levy limits; Budget Authority; Revenue Cap; Joint Public Hearing; Importance of cash reserves; Having a long term financial plan and a capital replacement schedule; Discussion of financial information that should be provided to board members and the community, including samples and legal posting requirements for board meeting notices, financial reports and minutes; and the budgeting process is not a 'one and done' activity, rather it's something that needs to be discussed throughout the entire year.



### Bertrand Community School

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

Contact



## Bertrand Community School 2025-2026

August 2025							AUGUST							January 2026							JANUARY								
S	M	T	W	T	F	S	8/11: First Day Fall Practices							S	M	T	W	T	F	S	1/1 - 1/2: No School								
						1	2	8/11: Open House												1	2	3	1/5: Teacher Inservice (No Students)						
3	4	5	6	7	8	9	8/11-12: Teacher Inservice (No Students)							4	5	6	7	8	9	10	1/6: School Resumes for Students								
10	11	12	13	14	15	16	8/13: Student's First Day - 2:30 pm Student Dismissal							11	12	13	14	15	16	17									
17	18	19	20	21	22	23								18	19	20	21	22	23	24									
24	25	26	27	28	29	30								25	26	27	28	29	30	31									
31							Student Days: 13												Student Days: 19										
						Teacher Days: 15												Teacher Days: 20											
September 2025							SEPTEMBER							February 2026							FEBRUARY								
S	M	T	W	T	F	S	9/1: No School - Labor Day							S	M	T	W	T	F	S	2/12: No Students; Teacher Work Day/Quiz Bowl; Parent/Teacher Conferences 2:00 - 7:00 pm								
	1	2	3	4	5	6	9/4: 1:00 PM Dismissal - Teacher Inservice Day							1	2	3	4	5	6	7	2/13: No School								
7	8	9	10	11	12	13								8	9	10	11	12	13	14									
14	15	16	17	18	19	20								15	16	17	18	19	20	21									
21	22	23	24	25	26	27								22	23	24	25	26	27	28									
28	29	30					Student Days: 21												Student Days: 18										
						Teacher Days: 21												Teacher Days: 19											
October 2025							OCTOBER							March 2026							MARCH								
S	M	T	W	T	F	S	10/2: Dismiss at 1:00; Parent/Teacher Conferences 2:00 - 7:00 pm							S	M	T	W	T	F	S	3/5: 1:00 PM Dismissal- Teacher Inservice Day								
			1	2	3	4	10/3: No School							1	2	3	4	5	6	7	3/13 - 3/16: No School Spring Break								
5	6	7	8	9	10	11	10/6: No Students; Teacher ESU-11 Inservice							8	9	10	11	12	13	14	3/12: END OF 3RD QUARTER (46 Days)								
12	13	14	15	16	17	18	10/17: END OF 1ST QUARTER (45 Days)							15	16	17	18	19	20	21									
19	20	21	22	23	24	25	10/24: Fall Break							22	23	24	25	26	27	28									
26	27	28	29	30	31	Student Days: 20												Student Days: 20											
						Teacher Days: 21												Teacher Days: 20											
November 2025							NOVEMBER							April 2026							APRIL								
S	M	T	W	T	F	S	11/6: 1:00 PM Dismissal - Teacher Inservice Day							S	M	T	W	T	F	S	4/3 - 4/6: No School Easter Break								
						1	11/26 - 11/28: No School - Thanksgiving Break										1	2	3	4	4/17: No Students; Track Meet/Teacher Work Day								
2	3	4	5	6	7	8								5	6	7	8	9	10	11									
9	10	11	12	13	14	15								12	13	14	15	16	17	18									
16	17	18	19	20	21	22								19	20	21	22	23	24	25									
23	24	25	26	27	28	29								26	27	28	29	30											
30							Student Days: 17												Student Days: 19										
						Teacher Days: 17												Teacher Days: 20											
December 2025							DECEMBER							May 2026							MAY								
S	M	T	W	T	F	S	12/4: 1:00 PM Dismissal - Teacher Inservice Day							S	M	T	W	T	F	S	5/8: Seniors Last Day								
	1	2	3	4	5	6	12/19: Last Day of Semester: Dismiss at 1:00												1	2	5/16: Graduation								
7	8	9	10	11	12	13	12/22 - 1/2: No School - Christmas Break							3	4	5	6	7	8	9	Finals: 5/18 - 5/19. 1:00 Dismissal								
14	15	16	17	18	19	20	12/18 - 12/19: Finals. 1:00 Dismissal							10	11	12	13	14	15	16	5/20: Last Day of School: Dismiss at 12:00								
21	22	23	24	25	26	27	12/19: END OF 2ND QUARTER (41 Days) END OF 1ST SEMESTER (86 Days)							17	18	19	20	21	22	23	5/21: Teacher Inservice Day								
28	29	30	31				12/24 - 12/28: 5 Day Moratorium						24	25	26	27	28	29	30	5/20: END OF 4TH QUARTER (44 Days) END OF 2ND SEMESTER (90 Days)									
						Student Days: 15												Student Days: 14											
						Teacher Days: 15												Teacher Days: 15											
							<b>TOTAL DAYS:</b>																						
86 Student Days							176 Student Days							90 Student Days															
89 Teacher Days							184 Teacher Days (1 Flex Day)							94 Teacher Days															

