

## **Agenda**

1. Call to Order/Opening the Meeting
  - 1.1. Public Meeting Announcement
  - 1.2. Open Meetings Act posted on South wall of Innovation Lab
  - 1.3. Board Member Attendance Roll Call/Sign Acknowledgment of Receipt Notice
  - 1.4. Pledge of Allegiance
  - 1.5. Consent Agenda
    - 1.5.1. Consider Minutes of Previous Meeting(s) and Their Approval (appendix A)
    - 1.5.2. Consider Current Bills and Their Approval (appendix B)
    - 1.5.3. Consider Financial Statements/Treasurer's Report (appendix C)
  - 1.6. Community Input
  - 1.7. Celebration of Excellence
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. School Board Election - Deadline to file for office is March 2nd for NON-INCUMBENTS and February 17th for INCUMBENTS.
  - 4.2. Policy Review:
    - 2005: Conflict of Interest
    - 2006: Complaint Procedure
    - 2012: Code of Ethics
  - 4.3. 2026-2027 School Calendar
  - 4.4. Resignations
    - 4.4.1. Resignation - Trey Stutheit
    - 4.4.2. Resignation - Trish Hakonson
    - 4.4.3. Resignation - Ali Vacura
  - 4.5. New Hires
    - 4.5.1. Art Teacher - Ashley Picquet
    - 4.5.2. Elementary SPED - Amber Brown
  - 4.6. Election of Board Officers
    - 4.6.1. Election of Board President
    - 4.6.2. Election of Board Vice President

- 4.6.3. Election of Board Secretary
- 4.6.4. Election of Board Treasurer
- 4.7. Transfer 40,000 from General fund to Hot Lunch fund
- 5. Upcoming Learning Events
  - NASB Legislative Issues Conference - January 25-26, Lincoln
  - KSB Hot Topics - January 28th, Holdrege
  - President's Retreat - February 16, Kearney
  - NRSCA Legislative Forum - February 26, Lincoln
  - NRSCA Spring Conference - March 18-20, Kearney
  - Amplified Budget Workshop - April 8, Kearney
- 6. Next Meeting - February 9, 2026 6:00 PM
- 7. Closed/Executive Session (if necessary)
- 8. Adjourn

Board of Education Regular Meeting  
Monday, December 15, 2025 6:00 PM Central

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

Ross Boggs: Present  
Chris Davison: Present  
Isaac Kuck: Present  
Christy Pelton: Present  
Jonathan Sand: Present  
Ross Winheim: Present

Present: 6.

Also Present: Nicole LeClaire, Steve Bristol, and Craig Newcomb

## 1. Call to Order/Opening the Meeting

1.1. Public Meeting Announcement

1.2. Open Meetings Act posted on South wall of Innovation Lab

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 Ross Boggs and a second by Christy Pelton.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: 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

1.7. Celebration of Excellence - Kevin Chavez for his help this summer in cleaning up the shop and his one act play success.

## 2. Administrator Reports

2.1. Athletic Director, Craig Newcomb, reported on placing awards for the One Act Play, football and volleyball all district and conference recognitions, and winter sports numbers.

2.2. Principal, Steve Bristol, reported on important dates, Jr. & Sr. High finals, Christmas break dates, and NSAA Moratorium dates.

2.3. Superintendent, Nicole LeClaire, reported on student learning and achievement, personnel and staff updates, finance and budget, student activities, community relations, professional

development, facilities and operations updates, updates on the Give 2 Grow campaign, district goals and priorities update, Nebraska Perceptual Survey, upcoming professional learning opportunities, and the assessment calendar.

### 3. Board Committee Reports

3.1. Facility- Discussed rebuilding the shop area for woods, metals, and automotive (BD and Wilkens Contract” were discussed. Main emphasis, manufacturing, woods and metals with tinkering on auto.

3.2. Negotiations- nothing reported

3.3. Transportation-nothing reported

3.4. Americanism-nothing reported

### 4. Discussion/Action Items

#### 4.1. Financial Literacy Report

Motion to accept the Financial Literacy Compliance Report as evidence that the district meets all statutory requirements under Neb. Rev. Stat. 79-3004, passed with a motion by Chris Davison and a second by Ross Boggs.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

#### 4.2. Resignations

##### 4.2.1. Shelby High

Motion to approve the resignation of Shelby High effective at the end of the 2025-2026 school year, passed with a motion by Chris Davison and a second by Ross Boggs.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

##### 4.2.2. Scott Schwarz

Motion to approve the retirement of Scott Schwarz effective at the end of the 2025-2026 school year, passed with a motion by Ross Winheim and a second by Chris Davison.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

##### 4.2.3. Shauna Wilken

Motion to approve the retirement of Shauna Wilken effective at the end of the 2025-2026 school year, passed with a motion by Ross Winheim and a second by Isaac Kuck.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

#### 4.3. New Hires

#### 4.4. ALICAP Safety Inspection Results (Rule 10)

#### 4.5. Review Superintendent Evaluation Summary

Motion to accept the Superintendent Evaluation Summary as written, passed with a motion by Christy Pelton and a second by Ross Boggs.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

#### 4.6. Audit Report

Motion to accept the results of the 2024-2025 Audit Report, passed with a motion by Ross Boggs and a second by Isaac Kuck.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

#### 4.7. Annual State of the School Report

Motion to accept the Annual State of the School Report, passed with a motion by Christy Pelton and a second by Ross Boggs.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

### 5. Upcoming Learning Events

5.1. NASB Legislative Issues Conference - January 25-26, Lincoln

5.2. KSB Hot Topics - January 28th

5.3. President's Retreat - February 16, Kearney

5.4. NRCSA Legislative Forum - February 26 in Lincoln

5.5. NRCSA Spring Conference March 18-20

5.6. Amplified Budget & Finance Workshop, April 8 - Kearney

6. Next Meeting - January 12, 2026 at 6:00

7. Closed/Executive Session (if necessary)

### 8. Adjourn

Motion to adjourn the December 15, 2025 regular Board of Education meeting at 6:55 p.m. and set the next regular Board of Education meeting on January 12, 2026 at 6:00 p.m., passed with a motion by Ross Boggs and a second by Christy Pelton.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

Board of Education Special Meeting  
Friday, December 19, 2025 7:00 AM Central

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

Ross Boggs: Present  
Chris Davison: Present  
Isaac Kuck: Present  
Christy Pelton: Present  
Jonathan Sand: Present  
Ross Winheim: Present

Present: 6.

Also Present: Nicole LeClaire and Steve Bristol

### 1. Call Special Meeting to Order

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

### 2. Discussion/Action Items

2.1. Authorization to Enter Pre-Construction Services Agreement – Shop Project

Motion to authorize the Superintendent to enter into a pre-construction services agreement with BD Construction/Wilkins Firm for the shop project, in an amount not to exceed \$10,000, for the purpose of design development, engineering coordination, and cost estimating. This authorization is limited to pre-construction and professional services only and does not obligate the district to proceed with construction. Any construction work, final project scope, or additional expenditures shall require separate Board approval at a future meeting, passed with a motion by Ross Boggs and a second by Chris Davison.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

### 3. Adjourn

Motion to adjourn the December 19th special Board of Education meeting at 7:15 a.m. and the next regular Board of Education meeting will be January 12, 2026 at 6:00 p.m., passed with a motion by Christy Pelton and a second by Ross Winheim.

Ross Boggs: Yea, Chris Davison: Yea, Isaac Kuck: Yea, Christy Pelton: Yea, Jonathan Sand: Yea, Ross Winheim: Yea

Yea: 6, Nay: 0

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>	<u>Vendor Description</u>	
45356	ACE HARDWARE	754.80	BUILDING/GROUNDS	
45357	AMAZON CAPITAL SERVICES	535.02	AMAZON SUPPLY PURCHASES	
45358	AMPLIFY	98.00	DIBELS	
45359	AUTO SHACK, INC.	5,044.25	VEHICLE REPAIRS	
45360	BERTRAND HOT LUNCH (PS REIMB)	421.20	PRESCHOOL BREAKFAST	
45361	BERTRAND SCHOOL ACTIVITY ACCOU	236.46	TRANSFER	
45362	BLACK HILLS ENERGY	4,617.25	NATURAL GAS	
45363	BRISTOL, STEVE	100.00	REIMBURSEMENT	
45364	COLUMN SOFTWARE, PBC.	86.48	LEGAL NOTICE PUBLICATION	
45365	CROSS COUNTRY MARKET	858.47	SUPPLIES	
45366	DIVERSIFIED DRUG TESTING	239.00	DRUG TESTING	
45367	EAKES OFFICE SOLUTIONS	339.02	COPIES/SUPPLIES/FURNITURE	
45368	EDUCATIONAL SERVICE UNIT #9	1,062.50	MTG/DEAF/VISION	
45369	ESU #10	707.00	TECH SUPPORT/DEAF SERVICES	
45370	ESU #11	7,050.96	MONTHLY/QUARTERLY SERVICES	
45371	EVANS REPAIR LLC	82.95	REPAIRS & SUPPLIES	
	FIRST STATE BANK	35.00	MONTHLY ACH FEE	
45372	FRONTIER COMMUNICATIONS	245.49	TELEPHONE	
45373	GENERAL FUND CLEARING	1,631.16	REIMBURSEMENT	
45374	GREEN LANDSCAPES INC.	725.00	GROUNDS	
45375	HILTON OMAHA	1,134.00	TRAVEL/LODGING	
45376	HOLDREGE DAILY CITIZEN	179.59	LEGAL NOTICES	
45377	HOLDREGE SOFT WATER SERVICE INC	264.00	WATER SOFTENER EXP.	
45378	HOMETOWN LEASING	2,107.33	COPIER PAYMENT	
45379	INSPIRE REHABILITATION, LLC	366.36	SPED PT	
45380	INTEGRATED SECURITY SOLUTIONS,	2,211.00	BUILDING SYSTEMS MAINT.	
45381	JAYMAR BUSINESS FORMS, INC.	191.70	DISTRICT SUPPLIES	
45382	JW PEPPER	1,435.52	MUSIC SUPPLIES	
45383	KSB SCHOOL LAW	1,880.00	LEGAL EXPENSE	
45384	LECLAIRE, NICOLE	70.18	TELEPHONE REIMB.	
45385	LEXINGTON REGIONAL HEALTH CENTR	379.86	COUNSELING	
45386	MENARDS	513.72	BLDG & SHOP INST SUPPLIES	
45387	NCS PEARSON INC.,	72.15	PSYCH/SPED/SPEECH MATERIALS	
45388	NEBRASKA SAFETY CENTER	125.00	DRIVER TRAINING	
45389	NEW LEAF THERAPY LLC	800.00	STAFF THERAPY	
45390	NOVUS	65.00	BUS WINDSHIELD REPAIR	
45392	O'REILLY AUTO PARTS	174.13	VEHICLE REPAIR	
45391	OMNIFY	75.00	BENEFITS	
45393	PERMA-BOUND	25.24	LIBRARY SUPPLIES	
45394	PITSCO EDUCATION	753.30	INSTRUCTION EXPENSE	
45395	POPLERS MUSIC INC	388.64	MUSIC SUPPLIES	
45396	PORTER & COMPANY	11,800.00	AUDIT	
45397	PRO BUILDING SUPPLY INC.	562.95	INSTRUCTION EXP.	
	QUADIENT FINANCE	42.96	POSTAGE METER	
45398	RAINBOW NURSERY	2,025.00	GROUNDS MAINTENANCE	
45399	RETIREMENT PLAN CONSULTANTS LLC	400.00	403B PLAN DOCUMENTS	
45400	SOUTHERN POWER DISTRICT	3,942.00	ELECTRICITY	
45401	SPARQDATA SOLUTIONS	4,100.00	NEGOTIATIONS	
45402	STATE OF NEBRASKA	467.14	NETWORK SERVICE	
	TIME MANAGEMENT SYSTEMS	250.29	TIME CARD SYSTEM	
45403	TRANE	1,684.10	MAINTENANCE	
45404	UNK	60.00	EMPLOYMENT FAIR/MUSIC FEES	
45405	US BANK	1,484.69	CREDIT CARD CHARGES	
45406	VERIZON WIRELESS	125.06	CELL PHONE	
45407	VILLAGE OF BERTRAND	819.87	WATER/SEWER/TRASH/	
45408	WILCOX HILDRETH PUBLIC SCHOOLS	100.00	GBB LEAGUE	
45409	WINDSTREAM	70.23	DISTANCE LEARNING	
	JAN 2026 BILLS;		\$66,016.02	
	JAN 2026 PAYROLL		\$355,467.03	
	TOTAL JAN 2026		<u>\$421,483.05</u>	

GENERAL FUND CLEARING  
DECEMBER 31, 2025

GFC

\$	DATE	CK#	TO	ACCT #	DESCRIPTION
600.00	12/05/25	4398	NCDA	11100810001000	Music Registration
131.16	12/19/25	4399	US Post Office	12510531000000	Newsletter
900.00	12/20/25	4400	Maria Arredondo	012420890001/002	Staff Meal/Meeting

1,631.16

BERTRAND COMMUNITY SCHOOL FINANCIAL REPORT AS OF DECEMBER 31, 2025

	RECEIPTS	DISBURSEMENT	BALANCE
<b>GENERAL FUND</b>			
(Checking & Money Market)			
<b>Balance NOVEMBER 30, 2025</b>			<u>\$2,397,935.44</u>
Receipts	\$171,440.35		
Disbursements			
Bills & Payroll		\$462,755.34	
CD=\$1,500,000			
<b>Balance DECEMBER 31, 2025</b>			<u>\$2,106,620.45</u>
<b>ACTIVITY FUND</b>			
<b>Balance NOVEMBER 30, 2025</b>			<u>\$144,685.32</u>
Receipts	\$12,655.35		
Disbursements		\$6,192.47	
<b>Balance DECEMBER 31, 2025</b>			<u>\$151,148.20</u>
<b>ATHLETIC FUND</b>			
<b>Balance NOVEMBER 30, 2025</b>			\$66,527.69
Receipts	\$7,162.00		
Disbursements		\$5,027.00	
<b>Balance DECEMBER 31, 2025</b>			<u>\$68,662.69</u>
<b>DEPRECIATION FUND</b>			
(Bus Replacement)			
<b>Balance NOVEMBER 30, 2025</b>			<u>\$661,003.89</u>
Interest	\$561.58		
Disbursements			
None			
<b>Balance DECEMBER 31, 2025</b>			<u>\$661,565.47</u>
<b>BUILDING FUND (Regular)</b>			
<b>Balance NOVEMBER 30, 2025</b>			<u>\$1,864,838.94</u>
Receipts			
Gosper Co.	\$127.49		
Phelps Co.	\$681.59		
Interest	\$792.09		
Disbursements			
None			
<b>Balance DECEMBER 31, 2025</b>			<u>\$1,866,440.11</u>
<b>BOND FUND</b>			
Receipts	\$457.44		
Disbursements			
BOK Financial		\$146,780.00	
<b>Balance DECEMBER 31, 2025</b>			<u>\$229,346.12</u>
<b>QCPF-2</b>			
Receipts	\$524.46		
Disbursements			
BOK Financial		\$281,110.00	
<b>Balance DECEMBER 31, 2025</b>			<u>\$109,872.59</u>
<b>HISTORICAL INFORMATION</b>			
	<u>2022</u>	<u>2023</u>	<u>2024</u>
General	\$1,121,943	\$1,719,820	2,643,657
Depreciation/Bus Replacement	\$462,689	\$546,771	605,497
Building	\$614,130	\$1,029,984	1,470,615
Bond	\$180,554	\$206,790	214,018
QCPF #2	\$131,508	\$108,803	96,937

Cash Receipt Listing by Received From

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
1201-01		12/01/2025	EFT St of Ne-St Aid	01 3110	St Aid	38,044.00
1215-01		12/15/2025	EFT ESU 11	01 4525	PERKINS REIMB	933.00
1922		12/19/2025	Ins. Reimb.	01 453	Boggs Ins. Reimb.	89.61
1922		12/19/2025	Preschool Tuition	01 1370	Preschool Tuition	100.00
1223-01		12/23/2025	EFT St of NE - SPED S/A	01 3120	SPED S/A	75,084.00
1231-01		12/31/2025	EFT ST of NE - ST Aid	01 3110	St Aid	38,044.00
1231-01		12/31/2025	EFT St of NE -MIPS	01 4708	MIPS	808.43
1231-02		12/31/2025	Interest on Acct	01 1510	Interest on Acct	1,834.15
Total:						154,937.19
1208-01	GOSPTREAS GOSPER CO TREASURER	12/08/2025	County Taxes	01 1125	MV	3,714.30
1208-01	GOSPTREAS GOSPER CO TREASURER	12/08/2025	County Taxes	01 1100	Taxes	952.06
1208-01	GOSPTREAS GOSPER CO TREASURER	12/08/2025	County Taxes	01 2110	Fines	9.39
GOSPTREAS GOSPER CO TREASURER Total:						4,675.75
1921	PHELPTREAS PHELPS CO. TREASURER	12/19/2025	County Taxes	01 1100	Taxes	5,049.62
1921	PHELPTREAS PHELPS CO. TREASURER	12/19/2025	County Taxes	01 1125	Motor Vehicle	6,197.76
1921	PHELPTREAS PHELPS CO. TREASURER	12/19/2025	County Taxes	01 2110	Fines	580.03
PHELPTREAS PHELPS CO. TREASURER Total:						11,827.41

Summary Totals

<u>Account Type</u>	<u>Cash Accounts</u>	<u>Receivable Accounts</u>
Subtotal Revenue	171,350.74	171,440.35
Subtotal Expense	89.61	
Subtotal General Ledger	171,440.35	171,440.35
Account Total		
Total:		171,440.35

Fund: 05 ACTIVITIES

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 8101	FUND BALANCE/GENERAL	5,942.23	0.00	0.00	0.00	5,942.23
05 704 8102	FUND BALANCE/LIBRARY	982.84	0.00	0.00	0.00	982.84
05 704 8103	FUND BALANCE/POP MACHINE	(266.25)	0.00	0.00	0.00	(266.25)
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	5,987.38	0.00	0.00	0.00	5,987.38
05 704 8106	FUND BALANCE/CLASS 2028	1,802.11	0.00	0.00	0.00	1,802.11
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	963.43	0.00	0.00	0.00	963.43
05 704 8111	FUND BALANCE/CLASS OF 2026	547.27	0.00	0.00	0.00	547.27
05 704 8112	FUND BALANCE/CLASS OF 2027	5,464.08	0.00	0.00	0.00	5,464.08
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	18,790.59	0.00	0.00	0.00	18,790.59
05 704 8116	FUND BALANCE/NHS	7,025.35	0.00	0.00	0.00	7,025.35
05 704 8117	FUND BALANCE/STUDENT COUNCIL	1,782.35	70.00	25.00	0.00	1,737.35
05 704 8120	FUND BALANCE/BAND	3,089.16	0.00	0.00	0.00	3,089.16
05 704 8121	FUND BALANCE/CONCESSIONS	(2,355.91)	2,284.29	8,109.60	0.00	3,469.40
05 704 8122	FUND BALANCE/BCSVSO	1,883.85	0.00	0.00	0.00	1,883.85
05 704 8126	FUND BALANCE/PLAY	(1,371.77)	1,448.55	3,310.44	0.00	490.12
05 704 8130	FUND BALANCE/READING ENRICH	4,607.84	23.47	0.00	0.00	4,584.37
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 8144	FUND BALANCE-YEARBOOK 2022-2023	(160.07)	0.00	0.00	0.00	(160.07)
05 704 8145	FUND BALANCE-YEARBOOK 2023-2024	(1,798.73)	0.00	0.00	0.00	(1,798.73)
05 704 8146	FUND BALANCE-YEARBOOK 24-25	3,644.58	0.00	62.78	0.00	3,707.36
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	(1,178.58)	0.00	0.00	0.00	(1,178.58)
05 704 8150	FUND BALANCE-GREENHOUSE DONATIONS	239.29	0.00	0.00	0.00	239.29
05 704 8151	FUND BALANCE BEEF BOOSTERS FTF	(184.02)	0.00	0.00	0.00	(184.02)
05 704 8152	FUND BALANCE - ART PROJECTS	795.58	0.00	0.00	0.00	795.58
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	69,818.84	0.00	0.00	0.00	69,818.84
05 704 8159	VIKING GRIND FUND BALANCE	2,422.55	2,366.16	1,147.53	0.00	1,203.92
05 704 8160	FUND BALANCE BLEACHERS	0.00	0.00	0.00	0.00	0.00
05 704 8175	FUND BALANCE/CONCESSIONS HOLDING	6,577.53	0.00	0.00	0.00	6,577.53
05 704 8176	FAFSA NIGHT GRANT FUND BALANCE	(40.00)	0.00	0.00	0.00	(40.00)
Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
		144,685.32	6,192.47	12,655.35	0.00	151,148.20
	Fund Total:					

Activity Fund Balance Report - Summary - Exclude Encumbrances  
 12/2025 - 12/2025

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
04 704	FUND BALANCE	45,385.39	0.00	0.00	0.00	45,385.39
04 704 9101	ATH GATE FUND BALANCE	4,542.11	0.00	5,667.00	0.00	10,209.11
04 704 9102	ATH MISC. FUND BALANCE	(11,170.28)	255.00	1,450.00	0.00	(9,975.28)
04 704 9103	ATH OFFICIALS FUND BALANCE	(9,410.00)	3,480.00	0.00	0.00	(12,890.00)
04 704 9104	ATH MEET FUND BALANCE	(946.00)	410.00	0.00	0.00	(1,356.00)
04 704 9105	ATH EQUIPMENT FUND BALANCE	(725.59)	0.00	0.00	0.00	(725.59)
04 704 9120	ATH VOLLEYBALL FUND BALANCE	2,888.17	0.00	0.00	0.00	2,888.17
04 704 9121	ATH FOOTBALL FUND BALANCE	4,450.39	0.00	0.00	0.00	4,450.39
04 704 9122	ATH BOY BB FUND BALANCE	918.18	882.00	45.00	0.00	81.18
04 704 9123	ATH GIRLS BB FUND BALANCE	3,549.49	0.00	0.00	0.00	3,549.49
04 704 9124	ATH CC FUND BALANCE	932.76	0.00	0.00	0.00	932.76
04 704 9125	ATH CHEERLEADERS FUND BALANCE	3,762.96	0.00	0.00	0.00	3,762.96
04 704 9126	ATH TRACK FUND BALANCE	8,617.00	0.00	0.00	0.00	8,617.00
04 704 9127	FUND BALANCE - GOLF	1,934.58	0.00	0.00	0.00	1,934.58
04 704 9128	ATH WR FUND BALANCE	1,060.08	0.00	0.00	0.00	1,060.08
04 704 9140	ATH VIKING STORE FUND BALANCE	3,788.62	0.00	0.00	0.00	3,788.62
04 704 9141	ATH DONATED FUNDS BALANCE	7,266.96	0.00	0.00	0.00	7,266.96
04 704 9150	ATH. VIKING BOOSTER CLUB FUND BALANCE	(317.13)	0.00	0.00	0.00	(317.13)
Fund Total: 04		66,527.69	5,027.00	7,162.00	0.00	68,662.69

# HOT LUNCH

**Cash Balance 11/30/2025** \$43,277.84

## Receipts

Student Lunches	\$5,312.00
General Fund	\$0.00
Noon Duty	\$0.00
State Reimb.	\$9,752.25
Adult	
Roll	\$5.00
Preschool	\$0.00
Rebate	
Reimbursement	\$0.00

**Total Receipts** \$15,069.25

**Total Available** \$58,347.09

## Expenditures

Food	\$13,938.10
Salary	\$12,109.03
SS	\$546.41
Medicare	\$127.79
Retirement	\$978.42
Insurance	\$3,221.58
Equipment/Improvements/Supplies	\$106.97
Other	\$0.00

**Total Expenditures** \$31,028.30

**Cash Balance 12/31/2025** \$27,318.79

This Month's Activities:

- Mon. Jan. 12 -- JH B&G BB vs. Loomis – 2:00  
-- GYB JV BB @ Cambridge Tournament: 4:00 / 5:15 / 6:30 / 7:45
- Wed. Jan. 14 -- HS QB: RPAC @ Elwood – 1:00
- Fri. Jan. 16 -- BWR @ SEM Invite – 10:00  
-- GWR @ Elm Creek Invite – 12:00  
-- BB @ Southwest: GJV – 4:30; (2 qtrs); BJV – 5:00 (2 qtrs); GV – 6:00; BV – 7:30
- Sat. Jan. 17 -- BB vs. Overton: GJV – 2:30 (2 qtrs); NO BJV; GV – 3:30; BV – 5:00
- Mon. Jan. 19 -- RPAC Vocal Clinic @ Cambridge (1:00 / 7:00)
- Tue. Jan. 20 -- BB @ Maywood: GJV – 4:30; (2 qtrs); BJV – 5:00 (2 qtrs); GV – 6:00; BV – 7:30
- Thu. Jan. 22 -- JHBBB vs. Southwest – 2:00  
-- GWR @ Thayer Central (Hebron) – 3:00
- Fri. Jan. 23 -- GBB: RPAC 1<sup>st</sup> Round @ Cambridge (TBA)
- Sat. Jan. 24 -- BWR: RPAC at BERTRAND – 11:00  
-- BBB: RPAC 1<sup>st</sup> Round @ Cambridge (TBA)
- Mon. Jan. 26 -- JHQB @ So. Valley – 1:00  
-- GBB: RPAC 2<sup>nd</sup> Round @ So. Valley (TBA)  
-- UNK Honor Band & Choir (TBA)
- Tue. Jan. 27 -- BBB: RPAC 2<sup>nd</sup> Round @ So. Valley (TBA)
- Wed. Jan. 28 -- Srs. to County Court @ Holdrege – 9:00
- Thu. Jan. 29 -- GBB: RPAC Semi Finals @ Southwest (TBA)
- Fri. Jan. 30 -- B&GWR @ Medicine Valley – 10:00  
-- BBB: RPAC Semi Finals @ Southwest (TBA)
- Sat. Jan. 31 -- B&GWR @ Doniphan/Trumbull – 9:00  
-- B&GBB: RPAC Finals @ McCook College (TBA)
- Tue. Feb. 3 -- GBB @ Cambridge: JV – 5:30; V – 7:00
- Wed. Feb. 4 -- FFA: State Degree Review – 9:00  
-- HSQB @ Franklin – 1:00

## January 2026 Principal Report

- Semester 1 is in the books and per statute all non-tenured and a few tenured teachers have been evaluated. Second semester teacher evaluations will begin again soon.
- I'm in the process of securing summer concrete work including walk ways around the new crows nest and the unfinished expansion joint on the east side of the building as well as the approach in the east parking lot..
- Also, I am looking into bids for tree removal on the west side of the building. The concrete people highly recommend the removal of a tree on the west side that in time will break the freshly poured concrete.
- Our math curriculum cycle is up at the end of this semester and the curriculum is being explored to see if we keep Eureka Math Squared or go with a different curriculum. This process will be teacher led under the guidance of administration.



MONDAY  
12 JANUARY 2026

# BERTRAND COMMUNITY SCHOOL SUPERINTENDENT REPORT

## Vision & Mission

*Honor Tradition. Inspire the Future.*

**Rooted in the values, strength, and tradition of our Nebraska community and guided by a dedicated and passionate staff, Bertrand Community School is nurturing a vibrant, future-focused learning environment in which all students are equipped with the skills, knowledge, and character to shape their future as thoughtful, responsible citizens.**

## Student Learning & Achievement

All Seniors are on track to graduate on time.

7 of 15 Seniors are participating in Work Based Learning opportunities

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## Personnel & Staff Updates

Open Positions have been posted to NDE

Interviews for 3<sup>rd</sup> Grade & SPED have concluded & Job Offers are pending

We will not coop with Elwood & Loomis for School Psych services & will contract as needed

“Stay” Interviews are ongoing for next two weeks

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## Finance & Budget

Our 5-month CD is up for renewal in February. I will have a statement of earnings and we can review for renewal at next month's meeting,

## Professional Development

Planning for next year's PD is ongoing. Focus will be our Continuous Improvement Plan in preparations for our 5-year review.

CTE Workshop is at end of January

SPED teachers are attending ESU for the TIP workday at end of the month

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## Community Relations

I will need to establish a community committee for our 5 year review and will combine this with advisory committees for our CTE programs.

Advisory Committees for CTE will be formed up by February with Introductory meeting in March to allow time for industry input regarding our course offerings for the 2026-2027 school year.

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## Assessment Calendar

Pre-ACT (10) - Spring (TBD)

ACT (11) - April 7

NSCAS (3-8) - March 23 - May 1 Window



## Policy & Compliance

### Legislative Update: LB 653 – Option Enrollment

LB 653, addressing changes to Nebraska’s Option Enrollment laws, carried over from the 2025 session and is eligible for floor debate. The bill may appear on General File within the next two weeks. Senator Murman has introduced a new amendment (AM1701) that replaces the prior committee amendment and is considered more workable.

#### Key Highlights of AM1701:

- Option Enrollment: Districts must automatically accept siblings of currently enrolled option students, regardless of capacity.
- Student Discipline: Suspension notices must document prior interventions, available support resources, and an actionable plan to keep students in school.
- K-2 Safety: Allows suspension of K-2 students for violent behavior capable of causing physical harm (in addition to existing weapons exceptions).
- Long-Term Discipline: Expulsion and long-term suspension notices must include support resources and re-engagement plans.

#### District Impact:

The primary impacts would be reduced local flexibility in managing option enrollment capacity and increased documentation requirements for student discipline. While aligned with MTSS and restorative practices, implementation would require updates to policies, notice templates, and staff procedures. Continued monitoring is recommended.

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## District Goals & Priorities Update

### *Mission & Vision Statements*

### *PBIS Expectations in progress - V\*I\*K\*I\*N\*G*

### *Data Review at September/December Inservice*

PD Alignment to CIP Goals

### *Tier One Expectations included in Weekly Update*

Staff are engaging with MTSS/CIP work and we are making steady progress

## **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:
  - i. 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.
  - ii. 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:
  - i. 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;
  - ii. 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
  - iii. 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:
  - i. All district employees.
  - ii. 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:
  - i. The board member does not abuse his or her position.

Abuse of official position shall include, but not be limited to, employing an immediate family member:

1. who is not qualified for and able to perform the duties of the position;
  2. for any unreasonably high salary;
  3. who is not required to perform the duties of the position.
- ii. The board makes a reasonable solicitation and consideration of applications for employment.
  - iii. 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.
  - iv. The board approves the employment or supervisory position.
  - v. 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:
  - i. a public official, public employee, or candidate.
  - ii. a member of the immediate family of an individual listed in Subparagraph "a" above.
  - iii. a business with which an individual listed in Subparagraph (i) or (ii) 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.
  - i. 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.
  - ii. 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:

- i. Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;
  - ii. Deliver a copy of the statement to the school board secretary who shall enter the statement onto the school district's public records; and
  - iii. 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:
  - i. The names of the contracting parties.
  - ii. The nature of the interest of the board member in question.
  - iii. The date that the contract was approved.
  - iv. The amount of the contract.
  - v. 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: 3/9/2009

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 complaints unless the complaint is subject to a different procedure required by law, policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems at the lowest level of the chain of command. When those 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 in any specific policy addressing those areas or the procedures set forth below. Allegations of sex discrimination covered by Title IX will be addressed through the board's Title IX policy.

References to "coordinator" in this policy refer to the board-designated coordinator for the applicable area, such as the Section 504 Coordinator for allegations of disability-based discrimination.

Under this policy, factual conclusions will be based on a preponderance of the evidence.

### **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 reasonably believes speaking directly to the person would subject complainant or complainant's student to discrimination or harassment.
2. The second step is for the complainant to speak to the building principal, coordinator, superintendent, or president of the board of education, as set forth below. Anyone with questions about the appropriate person to speak with may request clarification from the superintendent.
  - 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 be submitted

to the applicable 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 coordinator, the administrator or coordinator shall first determine whether another applicable procedure is required by policy or law and if so, direct the complaint to the appropriate person to follow that procedure. If not, the administrator or coordinator will promptly and thoroughly investigate the complaint, and shall:

a) Determine whether the complainant has discussed the matter with the respondent.

1) If the complainant has not, urge the complainant to discuss the matter directly with the respondent, if appropriate.

2) If the complainant refuses to discuss the matter with the respondent, the administrator or coordinator shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.

b) Strongly encourage the complainant to reduce his or her concerns to writing.

c) Interview the complainant and, if necessary, the respondent against whom the complaint is filed, 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 involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or coordinator receives the complaint.

4. If either the complainant or the respondent is not satisfied with the decision, he or she may appeal the decision to the superintendent. The superintendent may assign a qualified designee to hear any appeal.

a) The appeal must be in writing.

b) This appeal must be received by the superintendent no later than three (3) calendar days from the date of the decision.

c) For complaints addressed through other applicable procedures that do not include a separate investigatory process, the superintendent will investigate as he or she deems appropriate.

d) The superintendent will prepare a written decision and provide it to the complainant and any other person entitled by law to receive the appeal decision. For complaints involving discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the superintendent received complainant's written appeal. Appeals to the superintendent from complaints involving discrimination or harassment are final once the superintendent delivers the written decision, as are all other appeals/complaints to the superintendent unless the complaint can be appealed on the limited grounds to appeal to the board below.

5. The board's role is to set policy, establish and implement a budget, and evaluate the superintendent. The board does not manage the daily operations of the school district entrusted to its administration unless required by law or policy. Because of the board's statutory roles, it does not hear complaints or appeals that may involve oversight or discipline of students, staff, or others, unless those involve allegations against the superintendent as discussed below. The board does not hear complaints or appeals based on allegations of discrimination or harassment unless otherwise required by law. The board will hear appeals only in the following circumstances:

a) When the complaint is about a board policy, not implementation of the policy;

b) When the complaint involves the budget or school expenditures that have been or must be approved by the board; or

c) When the board is required by law, policy, or contract to hear a complaint or appeal.

If a complaint involves those limited grounds and a party is not satisfied with the superintendent's decision regarding the complaint or appeal, he or she may appeal the decision to the board.

d) This appeal must be in writing.

e) This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated the decision to the complainant.

f) This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint or appeal. However, all matters involving discrimination or harassment allegations

against the superintendent shall be promptly and thoroughly investigated by the board president or a designee.

g) The board president will notify the complainant and any other person legally required to receive the decision in writing of the decision. If the complaint involves discrimination or harassment allegations against the Superintendent, the board president shall submit the decision within 180 calendar days after receiving the written appeal.

h) There is no appeal from any decision of the board unless authorized by law.

6. Formal complaints about the superintendent shall be filed with the president of the board. However, complaints about the superintendent do not include disagreement with the superintendent's decision on appeal based on a complaint of discrimination, harassment, or action of any other employee who is not the superintendent. Upon receipt of a complaint, the board president or his or her designee shall promptly and thoroughly investigate the complaint, and shall:

a) Coordinate with school district staff, other than the superintendent, to determine if another procedure in policy or law requires the complaint against the superintendent to follow another procedure. If so, the board president will coordinate handling the complaint through that procedure. If another procedure applies, such as in the case of allegations of sex discrimination against the superintendent, the board president or, at his or her discretion, the full board will serve only to hear any appeal by a party to the complaint.

b) Determine whether the complainant has discussed the matter with the superintendent.

1) If the complainant has not, the board president or designee will urge or require the complainant to discuss the matter directly with the superintendent, if appropriate or required.

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 or must be pursued further.

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 by the full board.

d) Respond to the complainant or appeal. If the complaint or appeal involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.

e) Appoint or contract with other individuals qualified to assist the board through this process or any other applicable procedure used to address allegations against the superintendent.

**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 (d) for purposes inconsistent with the efficient operations of the district may be dismissed by the superintendent or board president 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: 7/15/2025

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: \_\_\_\_\_



June 2027						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July 2027						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August 2027						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					