

## **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. Celebration of Excellence - Rikyn Kuck
  - 1.7. 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. Resignations
  - 4.2. Change in FTE- Samantha Lavene at 1.0 FTE
  - 4.3. Multiculturalism Report
  - 4.4. Policy Adoption - 1040, 3540, 5601, and 7050.
  - 4.5. Approve two-year Superintendent Contract (2026-2028)
  - 4.6. Approve Principal contract
5. Upcoming Learning Events

NRCSA Spring Conference - March 18-20, Kearney  
Amplified Budget Workshop - April 8, Kearney
6. Next Meeting - April 13, 2026 @ 6:00
7. Closed/Executive Session (if necessary)
8. Adjourn

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, Craig Newcomb, & Steph Edgren

## 1. Call to Order/Opening the Meeting

### 1.1. Public Meeting Announcement

### 1.2. Open Meetings Act posted on South wall of 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 Chris Davison.

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 - Avery Krietman (movie trailer about the capture of Moctezuma II by the Spanish)

Celebration of Excellence - Chris Hock, Brayden Evans, Derek Potter, Kevin Chavez, Wyatt McCain, Rodrigo Estrada, and Rylan Renken. The power equipment class was able to get a 1968 Ford 428 engine running last week that they have been working on for 3 months.

## 2. Administrator Reports

2.1. Athletic Director, Craig Newcomb, had reports from Colby Gardine & Addison Andersen liasons for the BACFF about different ideas on outdoor by the school, also reports on track, golf, speech, and the RPAC art honors.

2.2. Principal, Steve Bristol, reported on upcoming parent teacher conferences, high school quiz bowl success, upcoming elementary, middle school and high school quiz bowl at Bertrand, transportation committee updates, and updates on concrete work.

2.3. Superintendent, Nicole LeClaire, reported on student learning & achievements, all positions have been filled, grants received, Hometown Career Fair is February 25<sup>th</sup>, professional development opportunities, policy and compliance updates, preschool numbers, assessment dates, and district goals and priorities update.

### 3. Board Committee Reports

3.1. Facility

3.2. Negotiations

3.3. Transportation

3.4. Americanism

### 4. Discussion/Action Items

#### 4.1. 2026-2027 Negotiated Agreement

Motion to approve the 2026-2027 Negotiated Agreement, 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

#### 4.2. Surplus 2008 Impala

Motion to move the 2008 Impala to surplus, passed with a motion by Christy Pelton 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

#### 4.3. Surplus 2011 Route Van

Motion to move the 2011 route van to surplus, passed with a motion by Chris Davison 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

#### 4.4. Purchase of 2022 Route Van

Motion to purchase a 2022 van from Pony Express, Gothenburg with a limit of \$35,000 max, passed with a motion by Chris Davison 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

#### 4.5. Repair of Bus #5

Motion to repair of Bus #5 for max of \$10,000, passed with a motion by Isaac Kuck 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

#### 4.6. Resignations

Jordan McBride

Megan Urbom

McKaylla Christian

Motion to accept the resignation(s) of staff not returning for the next school year, 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

#### 4.7. New Hires

Caden Holm - Football Coach/Teacher  
Alexis Billeter - Elementary Teacher  
Ellie Harvey - Elementary Teacher  
Maura Rabe - Health Science Teacher/Occupational Therapist  
Kaisha McLaughlin - Kindergarten  
Cole Birkel - STS Teacher

Motion to approve the contracts of new hires for the 2026-2027 school year, 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

#### 4.8. CD Earnings

Motion to rollover of the 5-month CD held at First State Bank for an additional 5 months, passed with a motion by Christy Pelton 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

#### 4.9. Classified Staff Insurance

Motion to approve classified staff being provided full family insurance, passed with a motion by Isaac Kuck 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

#### 4.10. Shop Project Update

### 5. Upcoming Learning Events

NRCSA Legislative Forum - February 26, Lincoln  
NRCSA Spring Conference - March 18-20, Kearney  
Amplified Budget Workshop - April 8, Kearney

6. Next Meeting - March 9, 2026 @ 6:00 PM

7. Closed/Executive Session (if necessary)

#### 8. Adjourn

Motion to adjourn the February 9<sup>th</sup> regular Board of Education meeting at 7:17 pm and set the next regular Board of Education on March 9<sup>th</sup> at 6:00 pm, passed with a motion by Christy Pelton 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

<u>Check #</u>	<u>Vendor Name</u>	<u>Amount</u>	<u>Vendor Description</u>
45531	ACE HARDWARE	35.94	BUILDING/GROUNDS
45532	AMAZON CAPITAL SERVICES	1,793.47	AMAZON SUPPLY PURCHASES
45533	AUTO SHACK, INC.	2,518.99	VEHICLE REPAIRS
45534	BLACK HILLS ENERGY	4,308.87	NATURAL GAS
45535	BRISTOL, STEVE	100.00	REIMBURSEMENT
45536	CDL, INC.	4,947.47	MONTHLY SERVICE
45537	CROSS COUNTRY MARKET	58.62	SUPPLIES
45538	DIVERSIFIED SAFETY & COMPLIANCE	426.00	DRUG TESTING
45539	EAKES OFFICE SOLUTIONS	698.70	COPIES/SUPPLIES/FURNITURE
45540	EDUCATIONAL SERVICE UNIT #9	975.00	MTG/DEAF/VISION
45541	ESU #11	21,212.83	MONTHLY/QUARTERLY SERVICES
45542	FAMILY MEDICAL SPECIALTIES	35.00	DRIVER DRUG TEST
	AUTO FIRST STATE BANK	35.00	MONTHLY ACH FEE
45543	FRONTIER COMMUNICATIONS	395.58	TELEPHONE
45544	GENERAL FUND CLEARING	680.74	REIMBURSEMENT
45545	GREEN LANDSCAPES INC.	725.00	GROUNDS
45546	HOLDREGE DAILY CITIZEN	170.19	LEGAL NOTICES
45547	HOMETOWN LEASING	2,107.33	COPIER PAYMENT
45548	HOT LUNCH FUND	520.10	TRANSFER/NOON DUTIES
45549	INSPIRE REHABILITATION, LLC	416.45	SPED PT
45550	INTEGRATED SECURITY SOLUTIONS, LLC	55.48	BUILDING SYSTEMS MAINT.
45551	JANDJ FAITHSCAPES	4,199.00	GROUNDS
45552	JONES SCHOOL SUPPLY	166.00	TEACHING SUPPLIES/AWARDS
45553	JOSTENS	21.88	GRADUATION MATERIALS
45554	JW PEPPER	699.62	MUSIC SUPPLIES
45555	KSB SCHOOL LAW	316.00	LEGAL EXPENSE
45556	KULLY PIPE & STEEL SUPPLY	439.76	SHOP SUPPLIES
45557	LECLAIRE, NICOLE	70.18	TELEPHONE REIMB.
45558	LEXINGTON REGIONAL HEALTH CENTER	700.11	PHYSICAL/COUNSELING
45559	MATHESON TRI-GAS INC.	85.58	SHOP/FFA SUPPLIES
45560	MATTHEW BENDER & CO. INC.	119.43	SUPT SUPPLIES
45561	MENARDS	221.68	BLDG & SHOP INST SUPPLIES
45562	NCS PEARSON INC. ,	138.45	PSYCH/SPED/SPEECH MATERIALS
45563	NEBRASKA ASSOCIATION OF SCH BD	300.00	MTG/MEMBERSHIP/SUPT SEARCH
45564	NEBRASKA SAFETY CENTER	270.00	DRIVER TRAINING
45565	NEBRASKA STATE FIRE MARSHALL	108.00	BOILER INSPECTION
45566	NEW LEAF TELETHERAPY LLC	800.00	STAFF TELETHERAPY
45568	O'REILLY AUTO PARTS	211.16	VEHICLE REPAIR
45567	OMNIFY	150.00	BENEFITS
45569	POWERSCHOOL	5,003.37	TECH SUPPORT
45570	PRO BUILDING SUPPLY INC.	965.55	INSTRUCTION EXP.
45571	PROTEX CENTRAL INC.	924.00	SECURITY SYSTEM
	ONLINE QUADIENT	83.30	POSTAGE METER LEASE
45572	RELIABLE PEST CONTROL SERVICES	62.00	BUILDING MAINTENANCE
45573	RUTT HEATING & A/C INC.	5,742.15	HTG & A/C REPAIR
45574	SOUTHERN POWER DISTRICT	4,002.00	ELECTRICITY
45575	STATE OF NEBRASKA	467.14	NETWORK SERVICE
	AUTO TIME MANAGEMENT SYSTEMS	250.29	TIME CARD SYSTEM
45576	TURNER BODY SHOP	146.80	VEHICLE REPAIR
45577	UNIVERISTY OF NEBRASKA-LINCOLN	470.00	TRAINING
45578	VERIZON WIRELESS	125.04	CELL PHONE
45579	VILLAGE OF BERTRAND	819.87	WATER/SEWER/TRASH/
45580	WINDSTREAM OF THE MIDWEST	83.43	DISTANCE LEARNING
45581	YANDA'S MUSIC	357.43	INSTRUMENT REPAIR/SUPPLIES
		MARCH 2026 BILLS:	\$70,735.98
		MARCH 2026 PR:	\$372,295.49
		MARCH 2026 TOTAL:	<u>\$443,031.47</u>

## GENERAL FUND CLEARING

FEBRUARY 28, 2026

GFC

\$	DATE	CK#	TO	ACCT #	DESCRIPTION
131.16	02/01/26	4408	US Post Office	12510531000000	Newsletter
75.25	02/09/26	4409	Cambridge School	11100810001000	RPAC Vocal
45.00	02/17/26	4410	Gothenburg Speech	11100810001000	Speech meet
152.00	02/17/26	4411	Minden HS	11100810001000	Speech meet
20.00	02/20/26	4412	NCSA Region IV	12410810000000	Principal Membership
21.00	02/20/26	4413	Elm Creek Public School	11100810001000	Speech meet
130.91	02/26/26	4414	US Post Office	12510531000000	Newseltter
45.00	02/26/26	4415	Holdrege Public Schools	11100810001000	Speech meet
60.42	02/27/26	4416	Scott Schwarz	11100610001110	HS Art Supplies

680.74

BERTRAND COMMUNITY SCHOOL FINANCIAL REPORT AS OF FEBRUARY 28, 2026

	RECEIPTS	DISBURSEMENT	BALANCE
<b>GENERAL FUND</b>			
(Checking & Money Market)			
<b>Balance JANUARY 31, 2026</b>			<u>\$2,573,645.01</u>
Receipts	\$988,185.86		
Disbursements			
Bills & Payroll		\$417,117.20	
VOID CK #45303		-\$75.19	
CD=\$1,500,000			
<b>Balance FEBRUARY 28, 2026</b>			<u>\$3,144,788.86</u>
<b>ACTIVITY FUND</b>			
<b>Balance JANUARY 31, 2026</b>			<u>\$160,626.28</u>
Receipts	\$10,920.61		
Disbursements		\$11,172.60	
<b>Balance FEBRUARY 28, 2026</b>			<u>\$160,374.29</u>
<b>ATHLETIC FUND</b>			
<b>Balance JANUARY 31, 2026</b>			\$62,885.80
Receipts	\$4,579.00		
Disbursements		\$5,354.44	
<b>Balance FEBRUARY 28, 2026</b>			<u>\$62,110.36</u>
<b>DEPRECIATION FUND</b>			
(Bus Replacement)			
<b>Balance JANUARY 31, 2026</b>			<u>\$658,371.45</u>
Interest	\$505.72		
Disbursements			
Midwest Restaurant Supply			
<b>Balance FEBRUARY 28, 2026</b>			<u>\$658,877.17</u>
<b>BUILDING FUND (Regular)</b>			
<b>Balance JANUARY 31, 2026</b>			<u>\$1,928,897.05</u>
Receipts			
Gosper Co.	\$60,098.36		
Phelps Co.	\$7,164.68		
Interest	\$758.79		
Disbursements			
None			
<b>Balance FEBRUARY 28, 2026</b>			<u>\$1,996,918.88</u>
<b>BOND FUND</b>			
Receipts	\$10,336.35		
Disbursements			
None			
<b>Balance FEBRUARY 28, 2026</b>			<u>\$274,883.11</u>
<b>QCPF-2</b>			
Receipts	\$32,626.21		
Disbursements			
None			
<b>Balance FEBRUARY 28, 2026</b>			<u>\$186,775.84</u>
<b>HISTORICAL INFORMATION</b>			
	<u>2023</u>	<u>2024</u>	<u>2025</u>
General	\$2,124,114	\$2,895,577	3,542,835
Depreciation/Bus Replacement	\$450,111	\$547,050	606,579
Building	\$797,352	\$1,270,062	1,639,943
Bond	\$241,732	\$261,150	262,455
QCPF #2	\$221,582	\$204,194	178,324

Cash Receipt Listing by Received From

Receipt Number	Received From	Receipt Date	Cash Receipt Description	Chart of Account Number	Detail Description	Amount
02042026		02/04/2026	EFT ST of NE - MIPS	01 4708	MIPS	808.43
0209-01		02/09/2026	EFT St of NE - IDEA	01 4518	IDEA	149,571.00
0218-01		02/18/2026	ASAP Grant - COP	01 4530	COP Grant	100,000.00
1927		02/19/2026	Ins Refund	01 5690	NASB W/C Refund	1,237.00
1927		02/19/2026	Ins. Reimb.	01 453	Ins. Reimb.-Pelton	1,686.37
1927		02/19/2026	Ins. Reimb.	01 453	Ins. Reimb - Boggs	89.61
1927		02/19/2026	PS Tuition	01 1370	Kopf	100.00
1927		02/19/2026	PS Tuition	01 1370	Wilken	200.00
1928		02/19/2026	Hot Lunch Salary Reimb.	01 101	Salary Reimb.	18,827.43
0224-01		02/24/2026	EFT ST of NE - SPED S/A	01 3120	SPED S/A	83,942.00
0225-01		02/25/2026	EFT St of NE - MIPS	01 4708	MIPS	808.43
0227-01		02/27/2026	EFT St of NE - St Aid	01 3110	St Aid	38,044.00
0227-02		02/27/2026	Interest on Acct	01 1510	Interest on Acct	2,157.88
Total:						397,472.15
02062026	GOSPTREAS GOSPER CO TREASURER	02/06/2026	County Taxes	01 1100	Taxes	45,451.89
02062026	GOSPTREAS GOSPER CO TREASURER	02/06/2026	County Taxes	01 1125	Motor Vehicle	21,031.50
02062026	GOSPTREAS GOSPER CO TREASURER	02/06/2026	County Taxes	01 3130	homestead	1,025.17
02062026	GOSPTREAS GOSPER CO TREASURER	02/06/2026	County Taxes	01 3131	Prop Tax Credit	147,548.87
02062026	GOSPTREAS GOSPER CO TREASURER	02/06/2026	County Taxes	01 3134	School Tax Credit	267,010.81
02062026	GOSPTREAS GOSPER CO TREASURER	02/06/2026	County Taxes	01 2110	Fines	1,392.91
GOSPTREAS GOSPER CO TREASURER Total:						483,461.15
1929	PHELPTREAS PHELPS CO. TREASURER	02/27/2026	County Taxes	01 1100	Taxes	53,235.41
1929	PHELPTREAS PHELPS CO. TREASURER	02/27/2026	County Taxes	01 1125	Motor Vehicle	52,320.08
1929	PHELPTREAS PHELPS CO. TREASURER	02/27/2026	County Taxes	01 2110	Fines	438.37
1929	PHELPTREAS PHELPS CO. TREASURER	02/27/2026	County Taxes	01 3180	PRMV	1,258.70
PHELPTREAS PHELPS CO. TREASURER Total:						107,252.56

Summary Totals

Account Type	Cash Accounts	Receivable Accounts
Subtotal Revenue	967,582.45	988,185.86
Subtotal Expense		988,185.86
Subtotal General Ledger	20,603.41	
Total:		

Activity Fund Balance Report - Summary - Exclude Encumbrances  
02/2026 - 02/2026

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 8101	FUND BALANCE/GENERAL	5,603.90	170.36	400.00	0.00	5,833.54
05 704 8102	FUND BALANCE/LIBRARY	2,372.84	3,316.40	2,130.58	0.00	1,187.02
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	192.00	0.00	0.00	5,795.38
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	18,760.01	0.00	0.00	0.00	18,760.01
05 704 8116	FUND BALANCE/NHS	6,743.43	0.00	0.00	0.00	6,743.43
05 704 8117	FUND BALANCE/STUDENT COUNCIL	1,737.35	222.00	421.00	0.00	1,936.35
05 704 8120	FUND BALANCE/BAND	3,089.16	0.00	0.00	0.00	3,089.16
05 704 8121	FUND BALANCE/CONCESSIONS	10,206.94	6,726.71	4,581.95	0.00	8,062.18
05 704 8122	FUND BALANCE/BCSVSO	1,883.85	0.00	0.00	0.00	1,883.85
05 704 8126	FUND BALANCE/PLAY	726.58	0.00	236.46	0.00	963.04
05 704 8130	FUND BALANCE/READING ENRICH	4,578.04	0.00	0.00	0.00	4,578.04
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	3,773.59	0.00	340.68	0.00	4,114.27
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)	56.81	0.00	0.00	(1,235.39)
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	2,908.93	488.32	2,809.94	0.00	5,230.55
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 Description

Chart of Account Number

Fund Total: 05

<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
160,626.28	11,172.60	10,920.61	0.00	160,374.29

Activity Fund Balance Report - Summary - Exclude Encumbrances  
 02/2026 - 02/2026

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	13,400.11	0.00	4,579.00	0.00	17,979.11
04 704 9102	ATH MISC. FUND BALANCE	(10,630.17)	2,614.44	0.00	0.00	(13,244.61)
04 704 9103	ATH OFFICIALS FUND BALANCE	(17,168.00)	2,175.00	0.00	0.00	(19,343.00)
04 704 9104	ATH MEET FUND BALANCE	(2,226.00)	565.00	0.00	0.00	(2,791.00)
04 704 9105	ATH EQUIPMENT FUND BALANCE	(3,235.59)	0.00	0.00	0.00	(3,235.59)
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	81.18	0.00	0.00	0.00	81.18
04 704 9123	ATH GIRLS BB FUND BALANCE	3,243.49	0.00	0.00	0.00	3,243.49
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	711.08	0.00	0.00	0.00	711.08
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		62,885.80	5,354.44	4,579.00	0.00	62,110.36

**Bertrand Community School Hot Lunch February 2025-2026**

**Cash Balance 1/31/2026** \$64,431.04

**Receipts**

Student Lunches	\$7,742.40
General Fund	\$0.00
Noon Duty	\$0.00
State Reimb.	\$10,522.21
Adult	\$0.00
Roll	\$0.00
Preschool	\$0.00
Rebate	
Reimbursement	\$0.00

**Total Receipts** \$18,264.61

**Total Available** \$82,695.65

**Expenditures**

Food	\$11,499.68
Salary	\$13,702.57
SS	\$645.21
Medicare	\$150.90
Retirement	\$1,107.17
Insurance	\$3,221.58
Equipment/Improvements/Supplies	\$0.00
Other	-\$7.11

**Total Expenditures** \$30,320.00

**Cash Balance 1/31/2026** \$52,375.65

Football Schedules: Were released statewide on Wednesday, Feb. 11<sup>th</sup> at 9:00. Here are the football schedules for 2026 & 2027 that we ended up with after the process of hiring officials:

2026

Fri. Aug. 28 @ Hitchcock County – 7:00  
Fri. Sept. 4 vs. Hi Line – 7:00  
Fri. Sept. 11 @ Overton – 7:00  
Fri. Sept. 18 vs. Perkins County – 7:00  
Fri. Sept. 25 vs. Arapahoe – **3:00**  
**Thu.** Oct. 1 @ Loomis – 7:00  
Fri. Oct. 9 vs. South Loup – 7:00  
Fri. Oct. 16 @ Wilcox-Hildreth (Hildreth) – 7:00  
**Thu.** Oct. 22 vs. Franklin – 7:00

2027

Fri. Aug. 27 vs. Hitchcock County – **3:00**  
**Thu.** Sept. 2 @ Hi Line – 7:00  
Fri. Sept. 10 vs. Overton – 7:00  
Fri. Sept. 17 @ Perkins County – 7:00  
Fri. Sept. 24 @ Arapahoe – 7:00  
Fri. Oct. 1 vs. Loomis – **3:00**  
**Thu.** Oct. 7 @ South Loup – 7:00  
Fri. Oct. 15 vs. Wilcox-Hildreth – 7:00  
Fri. Oct. 22 @ Franklin – **3:00**

8-Man football went to three classes this year. Expanded from an 8 game to 9 game season. Playoffs will start one week later, and will only take 16 teams per class (3 classes), as opposed to 32 teams per class (2 classes).

ACTIVITIES PARTICIPATION NUMBER: Spring Sports started Monday, March 2<sup>nd</sup>. Coaches have reported the following (initial) number:

TRACK: 34 (16 boys, 18 girls)

GOLF: 12 (11 boys, 1 girl)

46 out of 75 students (Last year it was 41 out of 75 students)

This Month's Activities:

MON MAR. 9 — FFA: Officer Meeting at Loomis – 7:00

TUE MAR. 10 — SPEECH: Public Performance - 7:00

THU MAR. 12 — 3<sup>rd</sup> Quarter Ends

FRI MAR. 13 — No School: Spring Break

MON MAR. 16 — No School: Spring Break  
— SPEECH: District Meet @ Southwest High School

TUE MAR. 17 — FFA: Meeting at Loomis – 7:00

WED MAR.18 — JH QB @ Holdrege - 9:00

THU MAR. 19 — HS QB @ Holdrege – 9:00  
— TR: UNK Indoor Meet – 11:00

FRI MAR. 20 — Jazz Band performs at Kearney – 10:30

SAT MAR. 21 — PROM

MON MAR. 23 — RPAC East Instrumental @ Arapahoe - 1:00 / 7:00

TUE MAR. 24 — TR: Minden Invite - 2:30

WED MAR. 25 — FFA: State Convention at Lincoln

THU MAR. 26 — FFA: State Convention at Lincoln

FRI MAR. 27 — FFA: State Convention at Lincoln  
— TR: So. Valley Invite - 12:00  
— GOLF: Alma Triangular - 3:30

SAT MAR. 28 — SPEECH: State Meet @ Kearney High

WED APR. 1 — GO: Cambridge Invite – 10:00

THU APR. 2 — TR: Hi-Line Invite at Elwood – 10:00

FRI APR. 3 — NO SCHOOL: Good Friday

MON APR. 6 — NO SCHOOL: Easter Break

TUE APR. 7 — JRS take ACT  
— GO: Hi-Line Invite at Johnson Lake – 10:00  
— JHTR: Overton Invite – 1:00

WED APR. 8 — Spring Activities Pictures – 9:00

FRI APR. 10 — TR: Axtell Invite – 10:00

## March Board Report

- PTC's
  - Elementary 96%
  - High School 36%
  
- Transportation
  - Bus 10 is back and running/head gasket
  - 3-Vans were located but had 6 cylinder engines 4.3L didn't think it had enough horsepower to be safe when driving.
  
- Buildings and Grounds
  - Tree removal on west side of building is scheduled for May
  - Old gym/west gym roof repair (Springer) will be taking place prior to shop remodel
  - B & S Concrete were waiting on a bid
  -
  
- NSCAS
  - March 26-31st, Math & ELA 3rd-8th Grade
  - Science 5th and 8th grade
  
-



## 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

We are seeing steady progress with our K-6 students through our intervention block. I am looking forward to seeing how our students do on NSCAS and Spring MAPs so we can prepare for next year's interventions and tiering.

### Personnel & Staff Updates

AAs of Friday, March 6<sup>th</sup>, I have one contract that has not been returned. Certified staff have until March 15<sup>th</sup> to sign or the position i=opens.

### Finance & Budget

Nothing to report.

### Community Relations

The Hometown Career Fair was a GREAT success! We had over 42 vendors/businesses in attendance and we are building our Advisory Boards for our pathways. Two students secured internships for next year and two students received job offers!

### Professional Development

SPED teachers and Paras will all attend the Autism Network Conference in Kearny April 9 & 10. Additionally, paras have been enrolled in the Project Para course with NDE and will take the Para Pro certification test to gain knowledge and be certified to work with our students under our Schoolwide Title program for next year. This is a requirement under the ESSA act of 2009.

March 5<sup>th</sup> PD focused on schoolwide expectations for next year including cell phone usage, technology upgrades, and classroom management.

### Policy & Compliance

LB 653 has been signed into law. This bill allows K-2 grade students to be suspended from school for violent behavior. Additionally, the bill mandates that siblings of Option Enrollment students must be automatically enrolled in the option school should parents choose.



## COPs Grant Update & Priorities

Priority #1 - Security Camera Upgrades - We visited with Protex last week to survey our current camera, access, and fire systems for upgrades paid for with the COPS grant.

Priority # 2 - Windows

Priority #3 - Front Office & Entrance Vestibule Access

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## Pre School Numbers 2026-2027

The number of 3 & 4 year olds in the community is over 30. This poses a concern with our Pre K programming, space, and staff.

A survey was posted for community members with children ages 3-5 to provide input on their intentions for enrollment in our Pre K program next year.

The number of respondents did not indicate a large number of families intending to enroll their 3 year old in our PreK. We will do another round of surveys and notices to hold discussions regarding whether or not it is feasible to continue to offer PreK services to 3 year olds.

## Assessment Calendar

Pre-ACT (10) - April 15

ACT (11) - April 7

**NSCAS (3-8) - March 26, 30, 31 -  
10:00 LATE START FOR 9-12 GRADE**

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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



# BERTRAND COMMUNITY SCHOOL MULTICULTURAL EDUCATION REPORT

## OVERVIEW

Bertrand Community School is committed to preparing students to thrive both within our rural Nebraska community and in an increasingly interconnected world. Multicultural education is integrated through curriculum, instructional practices, and learning experiences that help students understand diverse perspectives, historical contributions, and cultural backgrounds. This work aligns with the district's Continuous Improvement Plan (CIP) and reinforces our VIKINGS values: Value-Driven, Inclusive, Kind, Integrity, Nurturing, and Growth-Oriented.

## CURRICULUM INTEGRATION

Multicultural education is embedded across district curriculum rather than taught as a single isolated course. Elementary students explore diverse literature and global traditions through social studies instruction. Middle school students deepen this understanding through world geography, world history, and literature from a variety of authors and cultures. High school courses such as World Studies, U.S. History, Government, and English Language Arts examine historical events and civic topics that encourage students to analyze multiple perspectives and understand the contributions of diverse groups to society.

## INSTRUCTIONAL PRACTICES

Teachers incorporate multicultural learning through discussion, inquiry, and project-based learning that encourages students to consider different viewpoints and engage in respectful dialogue. Instruction emphasizes critical thinking, civic responsibility, and evaluating information from multiple perspectives. These practices support the district's VIKINGS values, particularly Inclusiveness, Kindness, and Integrity.

## STUDENT LEARNING EXPERIENCES

Even within a rural setting, Bertrand students engage with diverse ideas and perspectives through literature studies, social studies units, classroom discussions, and digital learning resources. Career pathway programs also expose students to industries and workplaces that operate in diverse and global environments, reinforcing collaboration, communication, and cultural awareness.

## CONTINUOUS IMPROVEMENT

As part of the district's Continuous Improvement Plan, Bertrand Community School regularly reviews curriculum materials and instructional practices to ensure students encounter a wide range of perspectives and meaningful learning experiences. The district remains committed to preparing students to be thoughtful citizens, effective communicators, and respectful members of their communities.

James B. Gessford  
Daniel F. Kaplan  
Gregory H. Perry  
Joseph F. Bachmann  
R. J. Shortridge\*  
Joshua J. Schauer\*  
Derek A. Aldridge\*\*  
Justin J. Knight  
Charles Kaplan  
Haleigh B. Carlson  
Sara J. Tonjes  
Kendall G. Oberheide



PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.

Of Counsel  
Thomas M. Haase

\*Also admitted in Iowa  
\*\* Also admitted in Kansas

Ernest B. Perry (1876-1962)  
Arthur E. Perry (1910-1982)  
R.R. Perry (1917-1999)  
Edwin C. Perry (1931-2012)

## FIRST SET OF 2026 POLICY UPDATES

Over the past several years, the Nebraska Legislature enacted several measures that will take effect during the 2026-2027 school year. In anticipation of these changes, we are sending the first set of policy updates to give boards and administrators time to review and plan for next year. As always, please do not hesitate to contact us with any questions or concerns.

**1. Policy 1040 – Annual Report.** Neb. Rev. Stat. § 79-3305 now requires an annual “computer science and technology education status report” to the School Board. The deadline to complete the first report is December 1, 2026.

**2. Policy 3540 – Bidding Construction Projects.** Neb. Rev. Stat. § 81-3445 requires the State Board of Engineers and Architects to adjust the threshold for architects or engineers on construction projects. The Board adjusted this amount to \$144,000, which is now reflected in Policy 3540.

**3. Policy 5601 – Asthma, Anaphylaxis and Allergic Reaction Protocol.** Neb. Rev. Stat. § 79-227 requires each Board to adopt an anaphylaxis policy by July 1, 2026. The anaphylaxis policy must also be included in the Student Handbook, beginning in the 2026-2027 school year. In addition, DHHS issued a new guidance document for anaphylaxis that does not need to be adopted into Board Policy but can be shared with your staff.

**4. Policy 7050 – Bids and Contracts.** Neb. Rev. Stat. § 73-106 requires the State Board of Education to adjust the bidding threshold once every five years. The State Board adjusted this amount to \$136,000, which is now reflected in Policy 7050.

Community RelationsAnnual Report and School Improvement

The Superintendent shall prepare and distribute each year an Annual Report in accordance with Nebraska Department of Education Rule 10. The Annual Report shall be distributed or made available to residents of the School District each year. The report shall include information required by NDE Rule 10 and applicable NDE guidance. The results of the annual report shall be used to plan and make needed changes to improve instruction for all students.

The Superintendent shall further ensure that the School District implements a systematic on-going process that guides planning, implementation, and evaluation and renewal of school improvement activities to meet local and statewide goals and priorities. The school improvement process shall focus on improving student learning and include a periodic review by visiting educators who provide consultation to the local school/community in continued accomplishment of plans and goals. The school improvement process shall further include the following activities at least once within each five years:

- A. Review and update of the mission and vision statements.
- B. Collection and analysis of data about student performance, demographics, learning climate, and former high school students.
- C. Selection of improvement goals. At least one goal is directed toward improving student academic achievement.
- D. Development and implementation of an improvement plan which includes procedures, strategies, actions to achieve goals, and an aligned professional development plan.
- E. Evaluation of progress toward improvement goals.

The school improvement process shall further include a visitation by a team of external representatives to review progress and provide written recommendations. A copy of the school system's improvement plan and the written recommendations shall be provided to the Nebraska Department of Education, when appropriate. The external team visits shall be conducted at least once each five years.

At least annually, the Superintendent or designee shall provide a computer science and technology education status report to both the Board of Education and Nebraska State Department of Education. The annual report may include information about student progress on the computer science and technology courses and other relevant measures of student progress in the areas of computer science and technology education. To the extent appropriate, computer science education data may be incorporated into the District's Annual Report and considered as part of the District's ongoing school improvement planning process.

Legal Reference: NDE Rule 10.01, 10.5.02, 10.9 and 10.10  
Neb. Rev. Stat. § 79-3305

Date of Adoption: [Insert Date]

Business OperationsProcedures—Bidding Construction Projects

The District shall bid every project for the construction, remodeling, or repair of any school-owned building or for site improvements when the contemplated expenditures for the project is in excess of one hundred ~~nine-thirty-six~~ thousand dollars (\$~~109~~136,000), or such sum as adjusted pursuant to Section 73-106. The bidding procedures shall comply with the requirements of state law and shall include the following:

1. Notice to Bidders: The Administration shall prepare a notice to bidders containing a general description of the scope of the project being bid; the location of the project; the means of obtaining project documents, including plans and specifications; the date and hour bids will close; and the date, hour and place bids are to be returned, received and opened, and a provision that such bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders, when the hour is reached for the bids to close.
2. Regular Manner of Advertisement for Bids: The notice to bidders shall be published one time in a newspaper of general circulation in the School District. The notice shall be published at least seven (7) days prior to the date designated for the opening of such bids. The Board of Education or Administration may, in its sole discretion, elect to utilize further advertisement for bids as it may determine appropriate to secure a sufficient number of qualified bidders for the scope of the project.
3. Bid Opening: When the hour is reached for such bids to close, bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders.
4. Contract Award: The contract shall be awarded to the lowest responsible bidder as to the extent required by law. When not so required, the award shall be made on the basis of consideration of the contract award criteria determined appropriate by the Board or administration.
5. Performance and Payment Bonds. Whenever any contract is entered into for the erecting, furnishing, or repairing of any building or other public structure or improvement, the contractor shall be required, before commencing such work, to furnish a performance, labor and material payment bond. The bond requirement shall not apply, however, to any project bid or proposed which has a total cost of ten thousand dollars (\$10,000) or less unless the School Board or Administration includes a bond requirement in the specifications for the project. The bond shall be in an amount not less than the contract price. The bond shall be conditioned on the faithful performance of the contract and the payment by the contracting party of all laborers and mechanics for labor that is performed and of all material and equipment rental that is actually used or rented in connection with the improvement project and the performance of the contract. Such bond shall contain such provisions as are required by statutes, and be in a form prescribed and required by the district.

6. Retention of an Architect or Engineer. The School District shall not engage in the construction of any public works involving architecture or engineering unless the plans, specifications, and estimates have been prepared and the construction has been observed by an architect, a professional engineer, or a person under the direct supervision of an architect, professional engineer, or those under the direct supervision of an architect or professional engineer; provided that such requirement shall not apply to any public work in which the contemplated expenditure for the complete project does not exceed one hundred ~~and eighteenforty-four~~ thousand dollars (~~\$118~~144,000), as adjusted from time to time by Section 81-3445 or other applicable law.
  
7. Additional Procedures. Each bid for which a labor and material bond is required shall be accompanied by a bid bond or certified check in the amount of five percent (5%) of such bid unless the School Board or Administration waives such requirement. The Board of Education or Administration may provide for additional procedures for the procurement, opening and acceptance of bids as deemed appropriate for a particular project.

Legal Reference: Neb. Rev. Stat. Sec. 52-118; Neb. Rev. Stat. Sec. 73-101 *et seq.*; Neb. Rev. Stat. Sec. 73-106; Neb. Rev. Stat. Sec. 81-3445

Date of Adoption: [Insert Date]

New ConstructionFacilities - Bids and Contracts

All contracts for work related to building construction, remodeling or repair or site improvement in excess of \$~~109~~136,000, or such sum as adjusted pursuant to Section 73-106, will be bid in accordance with state statutes. All other contracts will be handled under current district policies and regulations.

Legal Reference: Neb. Rev. Stat. Sections 73-101 to 73-106

Date of Adoption: [Insert Date]

StudentsAsthma, Anaphylaxis, and Allergic Reaction Protocol

The District will adopt and implement the Emergency Response to Life-Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis Protocol as required by the Nebraska Department of Education.

The Superintendent, in conjunction with licensed health personnel, shall establish administrative regulations for the implementation of this policy. The regulations established shall comply with NDE rules regarding the protocol to follow in case of a life-threatening asthma or systemic allergic reaction (including anaphylaxis) and use of an EpiPen and albuterol. These regulations and protocols shall also ensure that each school building will procure and maintain the equipment and medication necessary under the protocol in the case of any student or school staff emergency. Staff training in using the protocol shall occur periodically. Records of such training and occurrences of administering medication under the protocol shall be maintained.

The Emergency Protocol shall be implemented, and the equipment and medication necessary to implement the Emergency Protocol shall be maintained, at each school building while school is in session. For purposes of the Emergency Protocol, the phrase "while school is in session" is defined as the core instructional school day. The "core instructional school day" is defined as that portion of each day school is in session during which teachers are on duty to provide and students are scheduled to receive instruction in the School District's curriculum, generally beginning at 8:00 a.m. and ending at 3:30 p.m. The Emergency Protocol shall not be required to be implemented other than in the school buildings while school is in session, and as such is not required to be implemented at extracurricular activities, on school buses, or during school field trips. Implementation of the Emergency Protocol at such non-mandatory times or places shall be made in the discretion of the administration and shall be subject to the availability of the employees designated or trained in implementation of the Emergency Protocol and the availability of the necessary equipment and medication at such times or places.

The parent or guardian of a student of minority age may sign a waiver requesting that their student not receive emergency treatment under this protocol.

The Superintendent or designee shall further develop and implement protocols to address anaphylaxis and the emergency use of epinephrine at school buildings and school-sponsored activities. A school nurse or trained staff member may administer epinephrine to any individual believed to be experiencing anaphylaxis. These protocols will also address the District's response, documentation, notification, and reporting any instances of administering epinephrine. The District will continue to implement individualized health or Section 504 plans for students with known severe allergies, and nothing in this policy limits rights or accommodations under Section 504, the ADA, or the IDEA.

Legal Reference: NDE Rule 59.006  
Neb. Rev. Stat. § 79-227

Date of Adoption: [Insert Date]

**~~WAIVER OF EMERGENCY RESPONSE TO  
LIFE THREATENING ASTHMA OR  
SYSTEMIC ALLERGIC REACTIONS PROTOCOL~~**

[Name] Public School District

Student Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

School: \_\_\_\_\_ Grade: \_\_\_\_\_

~~I am aware of the school policy that provides a protocol to follow by school personnel to administer EpiPen/albuterol to a student when it is determined that the student is suffering a life-threatening asthma or systemic allergic reaction while school is in session.~~

~~After considering the school policy and the best interests of my child, \_\_\_\_\_, I do not wish to have him/her given or administered albuterol or medication from an Epi-Pen by school personnel under any circumstances for the 20\_\_\_\_-20\_\_\_\_ school year.~~

DATED: \_\_\_\_\_  
\_\_\_\_\_  
Signature of Parent/Guardian/Custodian

DATED: \_\_\_\_\_  
\_\_\_\_\_  
Signature of Physician

**DO NOT** return this form **without** a physician's signature supporting your request to remove your child from the protocol.



**SUPERINTENDENT'S CONTRACT OF EMPLOYMENT  
BERTRAND PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Bertrand Public Schools**, legally known as **Phelps County School District 69-0054**, and referred to as "the Board" and "the School District" respectively, and **Nicole LeClaire**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

**Section 1. Term of Contract.** The Superintendent shall be employed for a period of 2 year(s) beginning on July 1, 2024, and expiring on June 30, 2026. References to "contract year" shall mean the period from July 1st through June 30th and generally shall consist of all days except weekend days and holidays, but the Superintendent agrees to work sufficient hours and days to satisfactorily complete the duties of this contract, even if those are holidays and weekends. The Superintendent shall keep complete and accurate records of working days and shall provide the Board with a report of accumulated working days annually and upon request.

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

**Section 3. Salary.** The Superintendent's salary for the first contract year shall be \$135,000.00 which shall be paid in 12 equal monthly installments beginning in the month of August 2024. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

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

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

**Section 6. Superintendent's Duties.** The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Superintendent agrees to devote the Superintendent's time, skill, labor, and attention to these duties throughout the contract term. The Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out duties and obligations to the District.

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

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

**Section 9. Disability.** If the Superintendent is unable to perform the Superintendent's duties by reason of illness, accident or other disability beyond the Superintendent's control, and the disability continues for a period of more than 25 working days or if the disability is permanent, irreparable, or of such a nature as to make

performance of duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties

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and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

**Section 10. Transportation.** The Board shall provide the Superintendent with transportation or reimburse for mileage required in the performance of the Superintendent's official duties at the rate approved by the State of Nebraska for non-taxable mileage reimbursement.

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

**a. Health Insurance.** Family health insurance that is provided to certificated staff through the District's health insurance carrier.

**b. Dental Insurance.**

Family dental insurance that is available to certificated staff through the District's health insurance carrier.

**c. Sick Leave.** The Superintendent shall be entitled to 10 days of sick leave for the first contract year. In the second year of employment and in subsequent years, the Superintendent shall be entitled to 10 days of sick leave which may accumulate to a total of 40 days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, the Superintendent shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of sick days and shall provide the Board of Education with a report of accumulated sick days upon request. The Superintendent shall not be compensated for unused days of sick leave upon the ending of employment with the District.

**d. Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the District's carrier at the Superintendent's own expense.

**e. Vacation.** The Superintendent shall have 20 vacation days for the initial contract year which may be used at times the Superintendent chooses so long as the absence does not interfere with the proper performance

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of the

**Superintendent's duties.** Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the initial contract year, the Board shall give the Superintendent the number of days necessary to restore the total to 20 days. For example, if the Superintendent uses 12 days of vacation in year one, the Board will provide 12 days the following year to bring the total to 20 days. The Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of vacation days and shall provide the Board of Education with a report of accumulated vacation days upon request. The Board may require the Superintendent to use vacation days and shall compensate the Superintendent at a rate of \$100.00 for each unused day upon the conclusion of employment.

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

**g. Professional Dues.** The District will pay the annual dues for the Superintendent's membership in appropriate professional organizations as approved by the Board.

**h. Holidays.** The Superintendent shall receive the following paid holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day,

Thanksgiving Day, and Christmas Day.

**i. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that the Superintendent can be reached at all times for work-related emergencies or while away from school grounds during the

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workday. The District will reimburse the Superintendent up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.

**j. Expense Reimbursement.**

The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by

by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 et seq.) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$500.00 or more.

**k. Moving Expenses.** The Board will reimburse Superintendent for up to \$3,000 in expenses which the Superintendent incurs as part of relocating to reside within the District.

**Section 12. Residence/Domicile in School District.** The Superintendent shall establish domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Superintendent under the terms of this contract; and, the Superintendent shall maintain domicile and residence within the boundaries of the District during the term of this contract, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent is in the first year of employment with the District and does not establish domicile and principal place of residence within the District at the time of initial employment, the Superintendent shall move the Superintendent's domicile and principal place of residence into the boundaries of the District before the expiration of the first six months from the

Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the District as a legal voter of the District; (3) to be involved in school and community activities bringing the Superintendent into contact with parents and community leaders and be committed to the future of the District and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and

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understanding for the cultural basis of the community, and the social, economic, and environmental challenges of the children of the school community, making the Superintendent less likely to be considered isolated from the community in which the Superintendent is the educational leader. In the event Superintendent is not immediately able to secure appropriate housing within the District, the Superintendent shall notify the Board, and the parties may negotiate a mutually agreeable addendum which sets a reasonable period of time within which the Superintendent will establish residence and domicile in the District.

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

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

**Section 15. Evaluation.** The Board shall evaluate the Superintendent twice during the Superintendent's first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular November meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular October meeting**; make the evaluation an agenda item for the regular

**November** Board meeting during each year of this contract; and provide the Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

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

Page 7 of 9

any criminal action or proceeding, had no reasonable cause to believe that the Superintendent's conduct was unlawful.

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

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

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

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

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

**[ THE NEXT PAGE IS A SIGNATURE PAGE ]**

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

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**Executed by the Board this 25  
day of March**

**2024.**

**Brent  
Sammelso  
n**

President, Board of Education

Secretary, Board of Education

**Executed by the Superintendent this \_\_\_\_\_ day of**

Superintendent

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

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Executed **by the Board this 25 day of March**

2024.

**Brent  
Sammeko**

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President, Board of Education

Secretary, Board of Education

**Executed by the Superintendent this day  
of Mesh 2024.**

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# PRINCIPAL'S CONTRACT OF EMPLOYMENT

## BERTRAND COMMUNITY SCHOOL

THIS CONTRACT is made by and between the Board of Education of Bertrand Community School, legally known as Phelps County School District 69-0054, and referred to as “the Board” and “the District” respectively, and **Steve Bristol**, referred to herein as “the Principal,” and cumulatively referred to as the “Parties.”

In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Principal and the Principal agrees to accept such employment, subject to the terms and conditions set forth herein.

**Section 1. Term of Contract.** The Principal shall be employed for **one year, from July 1, 2026 through June 30, 2027.** The Principal shall perform duties on all working days. The Principal shall render at least 210 working days of service in the performance of his duties as Principal. “Working days” typically will not include Saturdays, Sundays, and legal holidays, but shall include all days on which the Principal actually and necessarily completes his contractual duties, even if those are weekend days or holidays. The Principal shall keep complete and accurate records of his working days and shall provide the Superintendent with a report of his accumulated working days at least quarterly.

**Section 2. Salary.** The Principal's salary for the Contract year shall be **\$138,250.00** payable on the District's normal payroll schedule. The Board shall not reduce the Principal's salary during the term of the Contract, but may increase it and/or the benefits during the term of this Contract, as an amendment to the Contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this Contract.

**Section 3. Deductions.** This Contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act, due to the ongoing employment relationship between the Parties. The Principal authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Principal or the value of 5 property or money entrusted to the Principal or owed by the Principal to the District during the course of or as a result of the Principal's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Principal and Board may agree.

**Section 4. Professional Status.** The Principal affirms that he is not under contract with any other board of education covering any part or all of the term provided in this Contract. Throughout the Contract Term, Principal will hold a valid and appropriate certificate to act as a principal in the State of Nebraska which he will register and maintain on file in the school district's central administrative office. This Contract shall not be valid and the Board will not compensate the Principal for any service performed prior to the date that he registers his certificate. The Principal represents that: (1) all information provided in connection with his application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he will advise the Board immediately; (2) he has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he has not had any professional licenses or certificates suspended or revoked.

**Section 5. Principal's Duties.** The Principal's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Principal agrees to devote his time, skill, labor and attention to his duties throughout the Contract Term. The Principal shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By agreement with the Superintendent, the Principal may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his duties and obligations to the District.

**Section 6. Nonrenewal, Termination, Cancellation or Mid-Term Amendment.** Except as otherwise agreed to herein, nonrenewal, termination, cancellation, or amendment of this Contract shall be in accordance with state statutes. During any applicable probationary period, the Board may non-renew or amend this Contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel, or amend this Contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Principal's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this Contract; (c) the breach of any of the material provisions of this Contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (1) any conduct that substantially interferes with

the Principal's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of Principal or the failure to report the same; (n) any filing against the Principal under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

**Section 7. Disability.** If the Principal is unable to perform his duties by reason of illness, accident or other disability beyond his control, and the disability continues for a period of 45 days or more, or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this Contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Principal under any insurance coverage furnished by the district.

**Section 8. Transportation.** The Board shall provide the Principal with transportation or reimburse him for mileage required in the performance of his official duties at the rate approved by the Board.

**Section 9. Fringe Benefits.** The Board shall provide the Principal with the following fringe benefits:

a. Health Insurance. Family health insurance that is provided to certificated staff through the District's health insurance carrier.

b. Dental Insurance. Single dental insurance that is available to certificated staff through staff through the District's insurance carrier.

The Principal shall purchase:

c. Disability Insurance. long-term disability insurance from the school district's carrier at the Principal's expense.

d. Professional Development. The Principal is expected to continue his professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Principal attends a national convention and does not return following the initial year of employment as Principal, the Principal agrees to repay the District in full for national convention expenses paid by the District.

e. Professional Dues. The school district will pay the annual dues for the Principal's membership in the following organizations: Nebraska Council of School Administrators.

f. Cell Phone. The Principal shall be required to purchase and maintain a cellular phone so that he can be reached at all times for work-related emergencies or while away from school grounds during the work day. The District will reimburse the Principal up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.

g. Expense Reimbursement. The Board shall pay or reimburse the Principal 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 (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 et seq.) or some other provision of law, and (2) the Principal shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$300.00 or more.

**Section 10. No Penalty for Release or Resignation.** There shall not be a penalty for the release or resignation of the Principal from this Contract; provided no resignation shall become effective until the expiration of the Contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

**Section 11. Compensation Upon Termination.** Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the monthly salary specified as the number of months or fraction thereof to the date of such termination bears to the monthly salary period in which termination occurs. The Principal shall refund any portion of the salary he was paid but had not earned prior to the date of termination of this Contract.

**Section 12. Evaluation.** The Superintendent shall evaluate the Principal as required by state statute and Board policy. The Principal agrees that the full instructional/observational evaluation period, as required by section 79-828, shall mean any observation of the Principal's duties for at least 40 minutes, whether consecutive or as aggregated throughout the period applicable to the evaluation. The Principal agrees that time spent working in conjunction with the Superintendent on school-related matters may be counted toward observation for a full instructional period.

**Section 13. Legal Actions.** The Board will support the Principal if there is a legal dispute caused by him carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Principal as a result of his performance of his duties or his position as Principal of the District, the Board will

provide him with a legal defense to the extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

**Section 14. Physical or Mental Examination.** The Principal agrees that, at the request of the Board or Superintendent, he will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the confidentiality requirements in state and federal law, the physician's report to the Board and/or Superintendent must address whether the Principal is able to perform the "essential functions" of his position.

**Section 15. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

**Section 16. Amendments to be in Writing.** This Contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board.

**Section 17. Severability.** If any portion of this Contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this Contract.

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

Executed by the Board this \_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_.

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

Executed by the Principal this \_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_.

\_\_\_\_\_  
Principal