

Board of Education Regular Meeting
Monday, August 11, 2025 6:00 PM
Boardroom at 1700 14th Avenue
1700 14th Ave
Nebraska City, NE 68410

1. Call to Order
 - 1.1. Roll Call
 - 1.2. Pledge of Allegiance
 - 1.3. Requests from Board Members to be Absent from this meeting
 - 1.4. Welcome to Visitors and Public
 - 1.5. Approval of Agenda
 - 1.6. Public Comment Time
 - 1.7. Approval of Minutes
 - 1.8. Claims and Accounts
 - 1.9. Financial Report
2. Reports
 - 2.1. Principal's Reports – "What's Happening With The PIONEERS!"
 - 2.2. Committee Reports
 - 2.2.1. Education, Americanism and Civics
 - 2.2.1.1. Continuous Improvement Plan 2024-2029
 - 2.2.2. Buildings and Grounds
 - 2.2.3. Finance
 - 2.2.4. Policy
 - 2.3. Superintendent's Report
3. Business
 - 3.1. Non-Action Items
 - 3.1.1. District Property and Workman's Comp Insurance
 - 3.1.2. Policy Cycle Reviews
 - 3.2. Action Items
 - 3.2.1. Policy Revision-5003 Admission of Part-Time Students
 - 3.2.2. Volunteer Form 3022 R.2
 - 3.2.3. Continuous Improvement Goals
 - 3.2.4. Foreign Exchange Student Request
 - 3.2.5. Alternative School Handbook
 - 3.2.6. Activity Fund Accounts
 - 3.2.7. Memorandums of Understanding
 - 3.2.7.1. Facility MOU with Lourdes Central Catholic
 - 3.2.7.2. MOU-EDGE
 - 3.2.8. Hayward HVAC units, room 503 and main office
 - 3.2.9. Personnel
 - 3.2.9.1. Hiring
 - 3.2.9.2. Athletic Trainer Contract
4. Adjournment

PUBLIC PARTICIPATION

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

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

Public Participation at Board Meetings Form
Nebraska City Public Schools Board of Education

PUBLIC COMMENTS

The purpose of “Public Participation” is for the Board of Education to hear comments from the public. Since comments are not on the published agenda the Board will not discuss and/or answer questions during “Public Comments.”

The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may only speak one time per topic and must limit comments to around five (5) minutes. In the event more than six individuals wish to address the board, the 30 minutes will be divided equally between the number of speakers. At the discretion of the Board President or Chair, speakers may be allotted additional time.

PLEASE PRINT

Name _____ Date _____

Address _____

City _____ State _____ Zip Code _____

Subject of Public Comment: _____

UNAPPROVED MINUTES
Board of Education Regular Meeting
Monday, July 14, 2025
Boardroom at Central Office, 1700 14th Avenue, Nebraska City, NE 68410

The Nebraska City News Press and B103 were notified.

Notice was published in the Nebraska City News Press on Friday, July 4, 2025 and on the Nebraska City Public Schools website on Monday, June 9, 2025 stating the time and place of the meeting and stating that the known subjects on the agenda were on file and available for public inspection at the District Central Office, 1700 14th Avenue, Nebraska City, Nebraska. Copies of the postings from Friday, July 4, 2025 and Monday, June 9, 2025 are attached to these minutes.

This meeting is subject to the Open Meetings Law and Availability of the Agenda pursuant to Nebr. Rev. Stat. Chapter 84, Article 1412(8). A current copy of the Open Meeting Act is posted in the meeting room and the agenda is available.

1. Call to Order

Board President, Lisa Chaney, called the meeting to order at 6:10 PM.

1.1. Roll Call

Kent Blum: Present
Lisa Chaney: Present
Pattie Lant: Present
John Hodges: Absent
Stacie Higgins: Present
Jim Nemec: Present
Sally Schreiner: Present
Brent Shanholtz: Absent
Rob Elson: Present
Present: 7, Absent: 2

1.2. Pledge of Allegiance

1.3. Requests from Board Members to be Absent from this meeting

Order #17365-Motion Passed: Motion to approve the request to be absent from this meeting on July 14, 2025 from John Hodges and Brent Shanholtz passed with a motion by Jim Nemec and a second by Stacie Higgins. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

1.4. Welcome to Visitors and Public

President Chaney welcomed visitors and the public to the meeting.

1.5. Approval of Agenda

Order #17366-Motion Passed: Motion to approve the agenda for July 14, 2025 passed with a motion by Kent Blum and a second by Pattie Lant. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent

Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

1.6. Public Comment Time

Claudia Ranslem addressed the board during Public Comment Time.

1.7. Approval of Minutes

Order #17367-Motion Passed: Motion to approve the minutes from the Regular Meeting on June 9, 2025 passed with a motion by Kent Blum and a second by Sally Schreiner. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

1.8. Claims and Accounts

Order #17368-Motion Passed: Motion to approve the claims and accounts as presented passed with a motion by Lisa Chaney and a second by Stacie Higgins. President Chaney reviewed the bills this month and found everything to be in order. She clarified information regarding a few bills.

General Fund: \$450,543.25; **Payroll Fund:** \$1,242,216.52; **Payroll Benefits Fund:** \$232,068.74; **School Nutrition Fund:** \$53,562.89; **Depreciation Fund:** \$101,187.50

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

1.9. Financial Report

Order #17369-Motion Passed: Motion to approve the financial report as presented passed with the current balance in the treasury being \$7,812,612.36 with a motion by Kent Blum and a second by Sally Schreiner. Kent Blum gave the financial report that included a review of the revenue and expenditures and fund balances. He reported that grant reimbursements are current and, coupled with the early tax credit receipts, it puts district revenue ahead of schedule. Expenditures are on track with the budget.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

2. Reports

2.1. Committee Reports

2.1.1. Education, Americanism and Civics

Stacie Higgins gave the report of the committee highlighting all the summer work that is being done by the certified staff to prepare for the new year. The district is waiting on information regarding possible grants.

2.1.2. Buildings and Grounds

Jim Nemec gave the report of the committee highlighting the summer maintenance and building projects, especially the progress and Hayward and the High School. Facility Advocates is working on a list of potential future projects to assist with budgeting for 2025-2026. There are two smaller projects on the agenda as action items.

2.1.3. Finance

Kent Blum gave the report of the committee highlighting the work that has been done with transferring the Meyer Memorial Scholarship to the NCHS Alumni Foundation and planning for the end of the fiscal year.

2.1.4. Policy

Lisa Chaney gave the report of the committee highlighting the extensive policy changes they are addressing and stated that most are on the agenda as action items.

2.2. Superintendent's Report

Superintendent Fritch shared information regarding the upcoming NASB Leadership Workshop on July 30 in Lincoln; addressing attendance issues and working with the County Attorney, the plan for the 2025-2026 Athletic Budget, updates to his summer schedule that include Admin Days in Kearney, an invitation for him to serve on the NDE Commissioner's Superintendent Advisory Council and a late application for a Foreign Exchange Student. The Board expressed their support of him serving on the Commissioner's Council.

3. Business

3.1. Non-Action Items

3.1.1. Policy Cycle Reviews

Administration and the Policy Committee recommended the review of these policies from the three-year review cycle:

5001.R1 Collaborative Plan Addressing Barriers to Attendance

5045 Student Fees

5054 Student Bullying

5057 District Title I Parent and Family Engagement Policy

3.1.2. Federal Funding Update

The Board discussed the impact that the federal funding freeze will have on current district programming and directed Superintendent Fritch to issue a press release to update the public on how this will affect our community.

3.2. Action Items

3.2.1. Policy

3.2.1.1. Policy Revisions-Second Reading

Order #17370-Motion Passed: Motion to approve on second and final reading Policy 3047 Data Breach Response and Policy 3057 Title IX passed with a motion by Jim Nemec and a second by Kent Blum. Administration, Policy Committee and legal counsel recommended that these policies be revised after recent legislation.

Kent Blum: Yea

Lisa Chaney: Yea

Pattie Lant: Yea

John Hodges: Absent

Stacie Higgins: Yea

Jim Nemec: Yea

Sally Schreiner: Yea

Brent Shanholtz: Absent

Rob Elson: Yea

Yea: 7, Nay: 0, Absent: 2

3.2.1.2. Policy Revisions per Legal Counsel

Order #17371-Motion Passed: Motion to approve on first and final reading the revisions to policies 2008, 5001, 5002, 5015, 5018, 5031, 6031 and 6034 per legal counsel passed with a motion by Stacie Higgins and a second by Jim Nemec. Administration, Policy Committee and legal counsel recommended that these policies be revised after recent legislation.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

3.2.1.3. Policy Adoptions per Legal Counsel

Order #17372-Motion Passed: Motion to adopt Policy 6044-Participation and Assignment of Athletic Teams on first and final reading per legal counsel passed with a motion by Sally Schreiner and a second by Jim Nemec. Administration, Policy Committee and legal counsel recommended that these policies be revised after recent legislation. Patricia Lant expressed concerns regarding this policy.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Nay
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 6, Nay: 1, Absent: 2

Order #17373-Motion Passed: Motion to adopt Policy 6045-Behavioral Intervention on first and final reading per legal counsel passed with a motion by Stacie Higgins and a second by Kent Blum. Administration, Policy Committee and legal counsel recommended that these policies be revised after recent legislation.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

3.2.2. Title IX Coordinator

Order #17374-Motion Passed: Motion to designate Jason Hippen as the Title IX Coordinator for the 2025-2026 school year passed with a motion by Jim Nemec and a second by Sally Schreiner. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

3.2.3. Meyer Memorial Scholarship Transfer Resolution

Order #17375-Motion Passed: Motion to approve the resolution to transfer the Meyer Memorial Scholarship from the district to the NCHS Alumni Foundation as presented passed with a motion by Kent Blum and a second by Stacie Higgins. Kent Blum thanked Mr. Fritch, Brenda Wieckhorst and members of the NCHS Alumni Foundation, including Beth Lueth, Heidi Smith and Laura Liesemeyer for

their cooperation and teamwork getting this project completed. Stacie Higgins recognized Judy Krenk for her years of volunteer service managing the scholarship selection and helping with the transition process.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

3.2.4. Supplemental Rates

Order #17376-Motion Passed: Motion to approve the Supplemental Rates for 2025-2026 as presented passed with a motion by Pattie Lant and a second by Stacie Higgins. Superintendent Fritch shared that most rates remained the same except for the increase in the daily substitute teacher pay and the increase to the minimum wage.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Abstain
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 6, Nay: 0, Absent: 2, Abstain: 1

3.2.5. Middle School Art Room Lights

Order #17377-Motion Passed: Motion to approve the installation of LED lights in the Middle School Art Room by Madsen Electric as presented passed with a motion by Stacie Higgins and a second by Rob Elson. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

3.2.6. Central Office HVAC

Order #17378-Motion Passed: Motion to replace the HVAC at the Central Office by Bohl's Plumbing as presented passed with a motion by Jim Nemec and a second by Kent Blum. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

3.2.7. Activity Fund Band Accounts

Order #17379-Motion Passed: Motion to combine the Band Resale and Color Guard Activity Funds into the Band Activity Fund and

close those two accounts passed with a motion by Jim Nemec and a second by Kent Blum. Mr. Blum stated that this will simplify the process for all.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

3.2.8. Designate 2% Hearing Representative

Order #17380-Motion Passed: Motion to nominate Mark Fritch, Superintendent of Schools, and a board representative(s) appointed by the Board President to represent Nebraska City Public Schools at the 2% Joint County Hearing if required to participate passed with a motion by Stacie Higgins and a second by Pattie Lant. President Chaney stated she will serve as the board representative but that all board members are welcome to attend on September 18 in Syracuse. Superintendent Fritch shared that the district has never attended the hearing before due to conservative budgeting by the board but, with the reduction in state aid and the freeze of federal funds, the district may have to participate this year.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

3.2.9. Handbooks

3.2.9.1. Staff Handbooks

3.2.9.1.1. Classified Staff Handbook

Order #17381-Motion Passed: Motion to approve the 2025-2026 Classified Staff Handbook as presented passed with a motion by Pattie Lant and a second by Stacie Higgins. There were minimal changes this year.

Kent Blum: Abstain
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 6, Nay: 0, Absent: 2, Abstain: 1

3.2.9.1.2. Certified Staff Handbook

Order #17382-Motion Passed: to approve the 2025-2026 Certified Staff Handbook as presented passed with a motion by Sally Schreiner and a second by Jim Nemec. There were minimal changes this year.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea

Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

3.2.9.2. Student Handbooks

3.2.9.2.1. Student Handbooks

Order #17383-Motion Passed: Motion to approve the 2025-2026 student handbooks as presented passed with a motion by Stacie Higgins and a second by Pattie Lant. Superintendent Fritch shared that the Administrators have been working to address the many policy changes that affect the student handbooks.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

3.2.9.2.2. Chromebook Handbooks

Order #17384-Motion Passed: Motion to approve the 2025-2026 Middle School and High School Student Chromebook Handbooks as presented passed with a motion by Pattie Lant and a second by Stacie Higgins. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

3.3. Personnel

3.3.1. Resignation

Order #17385-Motion Passed: Motion to accept the letter of resignation from Bailey Williams, High School PE Teacher, effective immediately, and direct Superintendent Mark Fritch to pursue the removal of teacher certification with NDE passed with a motion by Jim Nemec and a second by Pattie Lant. The Board discussed that this request that was received after the deadline as written in policy and the negotiated agreement. The district does not have a suitable replacement at this time and the Board feels it is necessary to contact NDE regarding the breach of contract.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

3.3.2. Hiring

No action.

4.0. Adjournment

Order #17386-Motion Passed: Motion to adjourn at 7:31PM passed with a motion by Kent Blum and a second by Jim Nemec. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
Pattie Lant: Yea
John Hodges: Absent
Stacie Higgins: Yea
Jim Nemec: Yea
Sally Schreiner: Yea
Brent Shanholtz: Absent
Rob Elson: Yea
Yea: 7, Nay: 0, Absent: 2

Mark Fritch, Secretary

DRAFT

UNAPPROVED MINUTES
Board of Education Special Hearing- Parental Involvement
Monday, July 14, 2025 6:00 PM
Boardroom at Central Office
1700 14th Avenue
Nebraska City, NE 68410

B103 and News Press were notified.

Notice was published in the Nebraska City News Press on Friday, July 4, 2025 and on the Nebraska City Public Schools website on Monday, June 9, 2025 stating the time and place of the meeting and stating that the known subjects on the agenda were on file and available for public inspection at the District Central Office, 1700 14th Avenue, Nebraska City, Nebraska. Copies of the postings from Friday, July 4, 2025 and Monday, June 9, 2025 are attached to these minutes.

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1. Call to Order

Board President Lisa Chaney called the meeting to order at 6:05 PM.

1.1. Roll Call

Kent Blum:	Present
Lisa Chaney:	Present
John Hodges:	Absent
Pattie Lant:	Present
Stacie Higgins:	Present
Rob Elson:	Present
Jim Nemec:	Present
Sally Schreiner:	Present
Brent Shanholtz:	Absent

Present: 7, Absent: 2

2. Public Comment Time

3. Hearing on Board Policies 5018-Parent and Guardian Involvement in Education Practices, 5057-District Title 1 Parent and Family Engagement Policy and 5015- Protection of Pupil Rights

Per state statute, Administration and the Policy Committee reviewed Policy 5018, 5057 and 5015. They do not recommend any changes at this time for 5057 as it accurately reflect current policy and procedures of the district. They do recommend the revisions to 5018 and 5015, per legal counsel, that reflect the changes to state statute regarding student surveys. No one addressed the board during the hearing.

4. Adjournment

Order #17363-Motion Passed: Motion for adjournment at 6:09 PM passed with a motion by Stacie Higgins and a second by Kent Blum. No discussion.

Kent Blum:	Yea
Lisa Chaney:	Yea
John Hodges:	Absent
Pattie Lant:	Yea
Stacie Higgins:	Yea
Rob Elson:	Yea
Jim Nemec:	Yea
Sally Schreiner:	Yea
Brent Shanholtz:	Absent

Yea: 7, Nay: 0, Absent: 2

Submitted by Mark Fritch, Secretary

UNAPPROVED MINUTES
Board of Education Special Hearing-Student Fees
Monday, July 14, 2025 6:00 PM
Boardroom at Central Office
1700 14th Avenue
Nebraska City, NE 68410

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1. Call to Order

Board President Lisa Chaney called the meeting to order at 6:00 PM.

1.1. Roll Call

Kent Blum:	Present
Lisa Chaney:	Present
John Hodges:	Absent
Pattie Lant:	Present
Stacie Higgins:	Present
Rob Elson:	Present
Jim Nemec:	Present
Sally Schreiner:	Present
Brent Shanholtz:	Absent

Present: 7, Absent: 2

2. Public Comment Time

3. Hearing on Board Policy 5045-Student Fees

Per state statute, Administration and the Policy Committee reviewed Policy 5045-Student Fees and do not recommend any changes. No one addressed the board during the hearing.

4. Adjournment

Order #17362-Motion Passed: Motion for adjournment at 6:04 PM passed with a motion by Kent Blum and a second by Patricia Lant. No discussion.

Kent Blum:	Yea
Lisa Chaney:	Yea
John Hodges:	Absent
Pattie Lant:	Yea
Stacie Higgins:	Yea
Rob Elson:	Yea
Jim Nemec:	Yea
Sally Schreiner:	Yea
Brent Shanholtz:	Absent

Yea: 7, Nay: 0, Absent: 2

Submitted by Mark Fritch, Secretary



NOTICE OF HEARINGS AND REGULAR MEETING-JULY 14, 2025

Carla Zaroban

June 9, 2025

NOTICE IS HEREBY GIVEN that a Special Hearing-Parent and Guardian Involvement in Education Practices, District Title I Parent and Family Engagement Policy, Protection of Pupil Rights and a Special Hearing-Student Fees and the Regular Meeting of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held starting at 6:00 o'clock P.M., July 14, 2025 at Central Office, 1700 14th Avenue, Nebraska City, Nebraska, in the Boardroom, which meetings will be open to the public. An agenda for such meetings, kept continuously current,

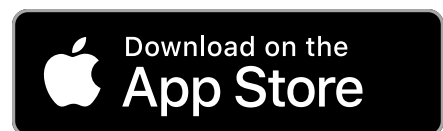
is available for public inspection at the office of the Superintendent.
Agenda is not final until 24 hours prior to the meeting.

Mark Fritch

Superintendent of Schools



Stay Connected



Find Us

Nebraska City Public
Schools

1700 14th Avenue

Nebraska City, NE 68410

402-873-6033

402-873-6030

webmaster@nebcityps.org

AFFIDAVIT OF PUBLICATION

State of Florida, County of Orange, ss:

I, Anjana Bhadoriya, of lawful age, being duly sworn upon oath depose and say that I am an agent of Column Software, PBC, duly appointed and authorized agent of the Publisher of Nebraska City News Press, a publication that is a "legal newspaper" as that phrase is defined for the city of Nebraska City, for the County of Otoe, in the state of Nebraska, that this affidavit is Page 1 of 1 with the full text of the sworn-to notice set forth on the pages that follow, and that the attachment hereto contains the correct copy of what was published in said legal newspaper in consecutive issues on the following dates.

Publication Dates:

- Jul 4, 2025

Notice ID: v3LyWyupiDeVS2J0NT4j

Notice Name: July Meeting Notice 2025

Publication Fee: \$16.13

Anjana Bhadoriya

Agent

VERIFICATION

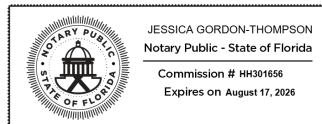
State of Florida
County of Orange

Signed or attested before me on this: 07/25/2025

J. Thompson

Notary Public

Notarized remotely online using communication technology via Proof.



NOTICE OF MEETING OTOE COUNTY SCHOOL DISTRICT 111

IN THE STATE OF NEBRASKA
NOTICE IS HEREBY GIVEN that a Special Hearing-Parent and Guardian Involvement in Education Practices, District Title I Parent and Family Engagement Policy, Protection of Pupil Rights and a Special Hearing-Student Fees and the Regular Meeting of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held starting at 6:00 o'clock P.M., July 14, 2025 at Central Office, 1700 14th Avenue, Nebraska City, Nebraska, in the Boardroom, which meetings will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent. Agenda is not final until 24 hours prior to the meeting.
Mark Fritch
Superintendent of Schools
Published in the Nebraska City News Press on July 4, 2025.
3579760 ZNEZ

Nebraska City Public Schools

Board Report - Bill Listing

Jul-25

Vendor Name	Description	Check Total
Checking Account ID	Fund Number	09 QCPUF Fund
COMPUTERSHARE	QCPUF BOND PAYMENT	45,587.38
Fund Number		<u>45,587.38</u>
Checking Account ID		<u>45,587.38</u>
Checking Account ID	Fund Number	01 General Fund
AMAZON CAPITAL SERVICES	MISC CHARGES	1,409.45
AMERICAN NATIONAL BANK	LOAN PAYMENT	2,995.50
AMERICAN RECYCLING AND SANITATION	TRASH SERVICE	5,844.64
AMERICOM COMMUNICATIONS	HW INTERCOM REPAIRS	715.00
APACE	CONTRACTED SERVICES	999.02
ARBOR PSYCHIATRIC AND WELLNESS	CONTRACTED SERVICES	80.00
BENCHMARK EDUCATION COMPANY	CURRICULUM	179,256.00
BSN SPORTS, LLC	SUPPLIES	58.80
CAPITAL BUSINESS SYSTEMS	FAX SERVICE	90.00
CARD SERVICES	MISC CHARGES	2,166.93
CHRIS ADKINS	ENROLLMENT BANNER	162.00
CITIZEN PRINTING COMPANY	OFFICE SUPPLIES	200.00
COLUMN SOFTWARE PBC	PUBLIC NOTICE	217.74
DAS STATE ACCOUNTING - CENTRAL	DISTANCE LEARNING	292.87
DIETZE MUSIC	INSTRUMENT REPAIRS	720.70
DOUGLAS TIRE	VEHICLE REPAIRS	281.00
EGAN SUPPLY CO.	CUSTODIAL SUPPLIES	78.37
FBG SERVICE CORPORATION	CUSTODIAL SERVICES	29,751.00
FIRE PROTECTION SERVICES LLC	CELLULAR MONITORING	1,050.00
FIRST CLASS FLOWERS	GRADUATION/FUNERAL	460.00
FLUID MECHANICAL LLC	FLUSH HEAT EXCHANGER	3,702.00
HAL LEONARD CORPORATION	VOCAL SUPPLIES	598.00
HAUFF MID-AMERICA SPORTS	HW COOP SUPPLIES	49.96
I MILLER PRECISION OPTICAL	MICROSCOPES	6,993.78
Innovative Office Solutions	COOP OFFICE SUPPLIES	3,557.76
J.F. AHERN CO.	INSPECTIONS	2,219.00
JOURNEYED.COM	ZOOM/ADOBE RENEWAL	500.00
KSB SCHOOL LAW, PC, LLO	LEGAL SERVICES	80.00

LANT HARDWARE, INC	PAINT	1,669.10
LARSON MOTORS INC.	VAN RADIO SCREEN	334.14
LIBRARY WORLD, INC.	ANNUAL RENEWAL	2,160.00
LIFEGUARD AUTO SERVICE CENTER	VEHICLE REPAIRS	1,520.85
LIMINEX	ANNUAL RENEWAL	9,665.70
LITERACY RESOURCES LLC	CURRICULUM	1,678.32
LUNCH FUND	REIMB SUMMER CLUB SNACKS	1,440.40
MATHESON TRI-GAS INC.	MONTHLY RENTAL	54.59
MCGRAW HILL LLC	CURRICULUM	3,375.27
MEAD LUMBER	MS SHOP	68.67
MOONLIGHT AUTO LLC	VEHICLE REPAIRS	686.80
MOSYLE CORPORATION	ANNUAL RENEWAL	6,840.00
NASCO EDUCATION	COOP SUPPLIES	335.16
NCSPEARSON	TESTING SUPPLIES	539.70
NEBRASKA CITY UTILITIES	UTILITIES	37,316.02
NWEA/HMH CO.	MAP TESTING SUPPLIES	3,475.00
O'REILLY AUTO PARTS	VEHICLE REPAIRS	28.86
ONE SOURCE	BACKGROUND CHECKS	649.05
PAPER TIGER SHREDDING, INC.	SHREDDING SERVICE	40.00
PAYROLL ACCOUNT-NC PUBLIC SCH	JULY 2025 PAYROLL	1,136,210.48
PLANBOOK	PLANBOOK RENEWAL	880.00
PURCHASE POWER	POSTAGE	1,000.00
PYRAMID SCHOOL PRODUCTS	COOP OFFICE SUPPLIES	799.41
REHAB VISIONS	ATHLETIC TRAINER	12,500.00
RIVER VIEW PEST CONTROL, INC.	PEST CONTROL	350.00
SARAH ROBERTS	CONTRACTED SERVICES	2,748.10
SCHOOL SPECIALTY, LLC	HW WHITEBOARDS	14,244.10
SECURITY EQUIPMENT INC.	HW DOOR REPAIRS	1,020.75
SOFTWARE UNLIMITED	ANNUAL RENEWAL	8,100.00
SORA	ONLINE MAGAZINES	2,250.00
TK ELEVATOR CORPORATION	CONTRACTED SERVICE	937.04
VENTRIS LEARNING	CURRICULUM	677.25
VERIZON WIRELESS	CELL PHONE	642.43
VOSS LIGHTING	LIGHT SUPPLIES	113.00
WESTLAKE ACE HARDWARE	REPAIRS	62.10
WEX BANK	FUEL CHARGES	23.28
WINDSTREAM	PHONE	1,111.05
ZULTYS INC	PHONE	4,178.47

Fund Number			<u>1,504,254.61</u>
Checking Account ID			<u>1,504,254.61</u>
Checking Account ID	Fund Number	01 General Fund	
BLUE CROSS BLUE SHIELD	HEALTH AND DENTAL INS		223,156.27
MADISON NATIONAL LIFE	LIFE INSURANCE		2,701.28
TRANSAMERICA LIFE INS COMPANY	SUPPLEMENTAL INS		3,029.79
VSP, INC	VISION INS		2,036.50
Fund Number			<u>230,923.84</u>
Checking Account ID			<u>230,923.84</u>
Checking Account ID	Fund Number	02 Depreciation Fund	
FACILITY ADVOCATES	HS GYM		91,187.50
KIDWELL INC	HS INTERCOM		16,000.00
Fund Number			<u>107,187.50</u>
Checking Account ID			<u>107,187.50</u>

Activity Fund Balance Report - Summary - Exclude Encumbrances

07/2025 - 07/2025

Regular; Beginning Month 07/2025; Processing Month 07/2025; Accounts to Include Accounts with Activity; Fund
Balance Account 147 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0001	VARSITY FOOTBALL BALANCE	(8,574.30)	726.74	0.00	0.00	(9,301.04)
05 704 0002	9TH FOOTBALL BALANCE	(2,513.59)	0.00	0.00	0.00	(2,513.59)
05 704 0003	7-8 FOOTBALL BALANCE	(2,274.66)	234.91	0.00	0.00	(2,509.57)
05 704 0004	VARSITY BBB BALANCE	(2,231.86)	327.70	0.00	0.00	(2,559.56)
05 704 0005	9TH BBB BALANCE	(340.00)	0.00	0.00	0.00	(340.00)
05 704 0006	7-8 GBB BALANCE	1,439.00	0.00	0.00	0.00	1,439.00
05 704 0007	7-8 BBB BALANCE	911.25	0.00	0.00	0.00	911.25
05 704 0008	VARSITY B TRACK BALANCE	(615.00)	0.00	0.00	0.00	(615.00)
05 704 0009	NC INVITATIONAL TRACK BALANCE	4,698.31	0.00	0.00	0.00	4,698.31
05 704 0010	TRAVELING GIRLS BB BALANCE	3,220.89	0.00	0.00	0.00	3,220.89
05 704 0011	7-8 TRACK BALANCE	(919.80)	0.00	0.00	0.00	(919.80)
05 704 0012	VARSITY WRESTLING BALANCE	(1,659.37)	1,561.20	0.00	0.00	(3,220.57)
05 704 0013	7-8 WRESTLING BALANCE	1,229.16	367.68	0.00	0.00	861.48
05 704 0014	CROSS COUNTRY BALANCE	(762.18)	0.00	0.00	0.00	(762.18)
05 704 0015	VARSITY GIRLS TRACK BALANCE	(572.91)	0.00	0.00	0.00	(572.91)
05 704 0016	VARSITY GBB BALANCE	(2,912.05)	20.00	0.00	0.00	(2,932.05)
05 704 0017	9TH GBB BALANCE	(325.00)	0.00	0.00	0.00	(325.00)
05 704 0018	VARSITY VOLLEYBALL BALANCE	705.53	797.92	0.00	0.00	(92.39)
05 704 0019	9TH VOLLEYBALL BALANCE	(125.67)	0.00	0.00	0.00	(125.67)
05 704 0020	7-8 VOLLEYBALL BALANCE	1,620.74	1,000.00	0.00	0.00	620.74
05 704 0021	BOYS TENNIS BALANCE	2,156.32	391.17	0.00	0.00	1,765.15
05 704 0022	GIRLS TENNIS BALANCE	115.65	391.17	0.00	0.00	(275.52)
05 704 0023	UNIFIED ACTIVITIES	1,406.03	0.00	0.00	0.00	1,406.03
05 704 0024	GOLF BALANCE	401.46	185.00	0.00	0.00	216.46
05 704 0025	FFA BALANCE	11,620.22	45.00	0.00	0.00	11,575.22
05 704 0026	FCCLA BALANCE	10,325.74	0.00	0.00	0.00	10,325.74
05 704 0027	PIONNER YOUTH BOYS BASKETBALL BALANCE	126.24	0.00	0.00	0.00	126.24
05 704 0028	NS BOOK FUND BALANCE	(3,440.83)	0.00	0.00	0.00	(3,440.83)
05 704 0029	SINGERS BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0030	MUSICAL BALANCE	9,283.20	0.00	40.00	0.00	9,323.20
05 704 0031	DECA BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0032	MS CONCESSIONS BALANCE	3,020.75	0.00	0.00	0.00	3,020.75
05 704 0033	MS STUDENT FEES	7,669.88	0.00	230.00	0.00	7,899.88
05 704 0034	HS POP MONEY BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0035	MS POP BALANCE	2,741.22	0.00	0.00	0.00	2,741.22
05 704 0036	HS BAND RESALE BALANCE	(331.19)	0.00	0.00	331.19	0.00

Activity Fund Balance Report - Summary - Exclude Encumbrances

07/2025 - 07/2025

Regular; Beginning Month 07/2025; Processing Month 07/2025; Accounts to Include Accounts with Activity; Fund
Balance Account 147 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0037	MS BAND RESALE BALANCE	3,617.30	0.00	10.00	0.00	3,627.30
05 704 0038	MS WRESTLING CLUB BALANCE	3,206.91	0.00	0.00	0.00	3,206.91
05 704 0039	PIONEER FOOTBALL BALANCE	3,770.62	0.00	0.00	0.00	3,770.62
05 704 0040	WEIGHTLIFTING BALANCE	421.95	0.00	0.00	0.00	421.95
05 704 0041	MS TRACK CLUB BALANCE	483.77	0.00	0.00	0.00	483.77
05 704 0042	CHILDRENS CHOIR BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0043	HW BOOK FUND BALANCE	1,542.61	0.00	0.00	0.00	1,542.61
05 704 0044	WRESTLING MATMAIDS BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0045	CHEERLEADERS BALANCE	(3,780.45)	0.00	290.00	0.00	(3,490.45)
05 704 0046	CLASS OF 2027 BALANCE	1,267.24	0.00	0.00	0.00	1,267.24
05 704 0047	MS BAND TRIP BALANCE	29.00	0.00	0.00	0.00	29.00
05 704 0048	SPEECH CONTEST BALANCE	659.25	0.00	0.00	0.00	659.25
05 704 0049	DRAMA ACTIVITY BALANCE	1,358.81	0.00	0.00	0.00	1,358.81
05 704 0050	MS STUDENT COUNCIL BALANCE	11,215.81	0.00	0.00	0.00	11,215.81
05 704 0051	HS STUDENT COUNCIL BALANCE	2,800.68	0.00	0.00	0.00	2,800.68
05 704 0052	JOURNALISM BALANCE	8,615.30	0.00	55.00	0.00	8,670.30
05 704 0053	BIG MAC MATH BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0054	ART CLUB BALANCE	1,563.81	0.00	0.00	0.00	1,563.81
05 704 0055	CONSTRUCTION CLASS BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0056	NATIONAL HONOR SOCIETY BALANCE	(634.05)	0.00	0.00	0.00	(634.05)
05 704 0057	DISTRICT ACTIVITY FUND BALANCE	16,402.04	2,113.21	0.00	0.00	14,288.83
05 704 0058	HS BAND ACTIVITY BALANCE	1,638.18	0.00	20.00	(1,793.77)	(135.59)
05 704 0059	6TH GRADE BAND BALANCE	(985.68)	0.00	0.00	0.00	(985.68)
05 704 0060	HS BOOK SALES BALANCE	4,330.27	0.00	0.00	0.00	4,330.27
05 704 0061	HS SCIENCE GRANT BALANCE	2.02	0.00	0.00	0.00	2.02
05 704 0063	MS QUIZ BOWL BALANCE	176.06	0.00	0.00	0.00	176.06
05 704 0064	HS SCIENCE CLUB BALANCE	543.85	0.00	0.00	0.00	543.85
05 704 0065	HS COLOR GUARD BALANCE	(1,462.58)	0.00	0.00	1,462.58	0.00
05 704 0066	HS METALS BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0067	MS HOME EC. LAB BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0068	HS CONCESSIONS BALANCE	20,554.76	147.88	0.00	0.00	20,406.88
05 704 0069	PRECORDERS BALANCE	496.93	0.00	0.00	0.00	496.93
05 704 0070	VARSITY CLUB BALANCE	14,600.19	0.00	0.00	0.00	14,600.19
05 704 0071	WELLNESS BALANCE	11,598.63	0.00	0.00	0.00	11,598.63
05 704 0072	DRIVER EDUCATION BALANCE	12,119.78	0.00	0.00	0.00	12,119.78
05 704 0073	MS SHOP ACTIVITY BALANCE	1,525.31	0.00	0.00	0.00	1,525.31

Activity Fund Balance Report - Summary - Exclude Encumbrances

07/2025 - 07/2025

Regular; Beginning Month 07/2025; Processing Month 07/2025; Accounts to Include Accounts with Activity; Fund
Balance Account 147 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0075	SPECIAL EQUIPMENT BALANCE	(12,746.00)	0.00	0.00	0.00	(12,746.00)
05 704 0077	HS GOLF FUNDRAISING	519.45	0.00	0.00	0.00	519.45
05 704 0078	HS WRESTLING FUNDRAISER	910.25	0.00	0.00	0.00	910.25
05 704 0079	HORTICULTURE BALANCE	603.27	0.00	0.00	0.00	603.27
05 704 0082	NC DRUG FEE BALANCE	221.10	0.00	0.00	0.00	221.10
05 704 0083	ATHLETIC TRAINER SUPPLIES BALANCE	(19.07)	316.46	0.00	0.00	(335.53)
05 704 0084	MS SCIENCE BOWL BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0085	HW PURPLE JAM BALANCE	500.32	0.00	0.00	0.00	500.32
05 704 0086	SUMMER SB LEAGUE BALANCE	(16.75)	0.00	0.00	0.00	(16.75)
05 704 0087	HAYWARD FUNDRAISER BALANCE	2,365.97	284.48	30.00	0.00	2,111.49
05 704 0088	MS BOOK SALES BALANCE	(1,904.15)	0.00	0.00	0.00	(1,904.15)
05 704 0090	VOLLEYBALL CLUB BALANCE	96.76	670.34	0.00	0.00	(573.58)
05 704 0091	GIRLS SOCCER CLUB BALANCE	3,224.79	0.00	0.00	0.00	3,224.79
05 704 0092	CLASS OF 2028 BALANCE	309.28	0.00	0.00	0.00	309.28
05 704 0093	FBLA BALANCE	277.96	0.00	0.00	0.00	277.96
05 704 0094	HS SHOP RESALE BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0095	HS ENGLISH BALANCE	291.86	0.00	0.00	0.00	291.86
05 704 0096	PIONEER PERKS BALANCE	585.13	0.00	0.00	0.00	585.13
05 704 0097	NS FUNDRAISER BALANCE	2,287.82	550.00	0.00	0.00	1,737.82
05 704 0098	BBB SUMMER LEAGUE BALANCE	3,954.17	350.00	0.00	0.00	3,604.17
05 704 0099	DISTRICT WELLNESS BALANCE	3,124.97	0.00	0.00	0.00	3,124.97
05 704 0100	HW DARE BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0101	PIONEER CROSS COUNTRY BALANCE	831.98	0.00	0.00	0.00	831.98
05 704 0103	DISTRICT II MUSIC CONTEST BALANCE	633.54	0.00	0.00	0.00	633.54
05 704 0104	HS SCIENCE SCHOLARSHIP BALANCE	251.51	0.00	0.00	0.00	251.51
05 704 0105	B&G SOCCER BALANCE	(2,361.29)	0.00	0.00	0.00	(2,361.29)
05 704 0106	BOYS TENNIS CLUB BALANCE	(219.34)	0.00	0.00	0.00	(219.34)
05 704 0107	GIRLS GOLF BALANCE	(1,927.06)	691.00	0.00	0.00	(2,618.06)
05 704 0108	EXPRESSIONS BALANCE	5,623.74	0.00	0.00	0.00	5,623.74
05 704 0109	FB JERSEYS BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0110	MS VOCAL BALANCE	190.00	0.00	0.00	0.00	190.00
05 704 0111	HS SPED BALANCE	1,238.69	0.00	0.00	0.00	1,238.69
05 704 0112	SUMMER GBB BALANCE	1,021.33	0.00	675.00	0.00	1,696.33
05 704 0115	GIRLS TENNIS CLUB BALANCE	(1,246.21)	0.00	0.00	0.00	(1,246.21)
05 704 0116	STUDENT FEE DONATION BALANCE	707.00	0.00	0.00	0.00	707.00
05 704 0117	BOYS SOCCER CLUB BALANCE	3,291.04	0.00	0.00	0.00	3,291.04

Activity Fund Balance Report - Summary - Exclude Encumbrances

07/2025 - 07/2025

User ID: WIECBREN

Regular; Beginning Month 07/2025; Processing Month 07/2025; Accounts to Include Accounts with Activity; Fund
Balance Account 147 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0118	Girls Wrestling Club Balance	3,919.19	0.00	0.00	0.00	3,919.19
05 704 0119	WASHINGTON TRIP BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0121	CLASS OF 2026 BALANCE	450.90	0.00	0.00	0.00	450.90
05 704 0123	SOFTBALL BALANCE	2,156.73	0.00	0.00	0.00	2,156.73
05 704 0124	CD/INTEREST BALANCE	(6,793.03)	0.00	348.12	0.00	(6,444.91)
05 704 0125	BASEBALL BALANCE	(1,135.27)	0.00	0.00	0.00	(1,135.27)
05 704 0126	MUSIC TRIP BALANCE	1,247.70	0.00	0.00	0.00	1,247.70
05 704 0127	HAL BALANCE	370.46	0.00	0.00	0.00	370.46
05 704 0128	BASEBALL CLUB BALANCE	9,557.45	0.00	0.00	0.00	9,557.45
05 704 0129	CAREER & HUMAN DEVELOPMENT BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0130	HS SOUND SYSTEM BALANCE	846.25	0.00	0.00	0.00	846.25
05 704 0131	SUMMER SCHOOL BALANCE	9,850.32	0.00	0.00	0.00	9,850.32
05 704 0132	HS ART FEES BALANCE	5,500.07	0.00	5.00	0.00	5,505.07
05 704 0133	HS SPANISH FEES BALANCE	278.72	0.00	0.00	0.00	278.72
05 704 0134	MS FCS BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0135	MS ART FEES BALANCE	2,494.96	589.26	0.00	0.00	1,905.70
05 704 0136	MS IT FEES BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0137	HS FOOD FEES BALANCE	1,560.42	0.00	0.00	0.00	1,560.42
05 704 0138	COLLEGE TUITION FEES BALANCE	735.17	0.00	0.00	0.00	735.17
05 704 0139	MATH TECHNOLOGY BALANCE	2,149.35	0.00	0.00	0.00	2,149.35
05 704 0140	Education Quest	10,553.23	341.25	0.00	0.00	10,211.98
05 704 0141	CO BALANCE	16,456.83	368.34	433.32	0.00	16,521.81
05 704 0144	PIONEER PETE BALANCE	3,074.02	0.00	0.00	0.00	3,074.02
05 704 0145	HS TRACK CLUB BALANCE	317.28	0.00	0.00	0.00	317.28
05 704 0148	MS PIONEER HONOR SOCIETY BALANCE	1,685.88	0.00	0.00	0.00	1,685.88
05 704 0150	MS VOLLEYBALL CLUB BALANCE	569.53	0.00	0.00	0.00	569.53
05 704 0152	ACTIVITY ADMIN. BALANCE	5,695.31	0.00	0.00	0.00	5,695.31
05 704 0153	ROBOTICS BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0155	MS ROBOTICS BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0157	TECHNOLOGY BALANCE	52,850.92	35,862.50	0.00	0.00	16,988.42
05 704 0158	MS LIFE SKILLS BALANCE	3,529.99	0.00	0.00	0.00	3,529.99
05 704 0159	CA CONSTRUCTION BALANCE	6,467.34	0.00	0.00	0.00	6,467.34
05 704 0160	CLASS OF 2025 BALANCE	(401.88)	0.00	0.00	0.00	(401.88)
05 704 0161	CA WELDING BALANCE	801.34	0.00	0.00	0.00	801.34
05 704 0162	CA-INFORMATION TECHNOLOGY BALANCE	600.59	0.00	0.00	0.00	600.59
05 704 0163	YOUTH TENNIS CLUB BALANCE	747.30	0.00	0.00	0.00	747.30

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Balance Account 147 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0164	JAG BALANCE	431.61	0.00	0.00	0.00	431.61
05 704 0165	ESPORTS BALANCE	854.63	0.00	0.00	0.00	854.63
05 704 0166	TURF AND DIRT BALANCE	0.00	0.00	0.00	0.00	0.00
Fund Total: 05		302,816.87	48,333.21	2,136.44	0.00	256,620.10

NEBRASKA CITY PUBLIC SCHOOLS 66-0111							24-25	23-24
GENERAL FUND MONTHLY FINANCIAL REPORT			REC'D MONTH	REC'D THRU:	REC'D THRU		% OF BUDGET TO	% OF BUDGET TO
	RECEIPTS:	BUDGETED	JULY	7/31/2025	07/30/2024	DIFFERENCE	BE RECEIVED	BE RECEIVED
	LOCAL PROPERTY TAXES	9,815,871.00	49,115.13	7,604,897.99	9,129,858.63	(1,524,960.64)	22.52%	
	CARLINE TAX	10,000.00		9,643.30	10,496.45	(853.15)	3.57%	
	IN LIEU OF TAX, 5% GROSS	5,800.00	1,442.01	6,798.83	5,447.30	1,351.53	-17.22%	
	MOTOR VEHICLE TAX	835,000.00	76,980.94	836,126.42	812,682.24	23,444.18	-0.13%	
	PENALTIES AND INTEREST ON TAXES	0.00				0.00		
	TUITION FROM OTHER DISTRICTS-SPED	0.00				0.00		
	LOCAL LICENSE FEES, CITY	3,000.00		1,473.75	1,230.00	243.75	50.88%	
	RENTAL OF SCHOOL FACILITIES	2,000.00	2,100.00	3,858.75	770.80	3,087.95	-92.94%	
	OTHER LOCAL REVENUE	1,500.00		748.71	2,222.55	(1,473.84)		
	COUNTY FINES & LICENSE FEES	140,000.00	9,831.10	128,824.88	142,534.67	(13,709.79)	7.98%	
	ESU RECEIPTS					0.00		
	OTHER COUNTY SOURCES	1,200.00		1,177.60		1,177.60		
	STATE AID	4,686,159.00		4,686,159.00	4,608,970.00	77,189.00	0.00%	
	SPECIAL EDUCATION PROGRAM	2,300,000.00		2,281,422.00	2,185,936.00	95,486.00	0.81%	
	SPECIAL EDUCATION TRANSP.	20,000.00		37,020.00	37,979.00	(959.00)	-85.10%	
	HOMESTEAD EXEMPTION	295,000.00	56,544.44	282,722.20	277,651.39	5,070.81	4.16%	
	RELIEF TO PROPERTY TAXPAYERS	625,000.00		3,457,688.43	644,442.18	2,813,246.25	-453.23%	
	PERSONAL PROPERTY TAX CREDIT					0.00		
	HIGH ABILITY LEARNERS	9,000.00		7,159.00	8,305.00	(1,146.00)	20.46%	
	RULE 4 TEXTBOOK LOAN					0.00		
	PRO-RATE MOTOR VEHICLE	30,000.00	416.27	19,902.07	19,817.89	84.18	33.66%	
	STATE APPORTIONMENT	270,000.00		537,157.92	270,317.68	266,840.24	-98.95%	
	IN LIEU OF SCHOOL LAND TAX			1,661.71	1,736.70	(74.99)		
	STATE EARLY CHILDHOOD	25,000.00		29,764.00	96,740.00	(66,976.00)	-19.06%	
	CTE EXTENSION GRANT	8,551.00	8,551.00	8,551.00	8,551.00	0.00		
	SAFETY AND SECURITY GRANT					0.00		
	PEAK GRANT		10,727.75	10,727.75				
7,702.42	PROJECT AWARE	200,000.00	33,485.41	112,562.92	95,797.54	16,765.38	43.72%	
31,515.00	TITLE I	350,000.00		472,605.00	264,053.00	208,552.00	-35.03%	
4,369.00	TITLE II PART A	50,000.00		112,208.00	43,618.00	68,590.00	-124.42%	
41,897.00	IDEA BASE	350,611.00	29,698.00	387,845.00	280,019.00	107,826.00	-10.62%	
694.00	IDEA PRESCHOOL BASE	8,379.00		6,354.00	8,403.00	(2,049.00)	24.17%	
2,944.00	IDEA NON PUBLIC	41,010.00	974.00	52,242.00	31,549.00	20,693.00	-27.39%	
	IDEA PRESCHOOL BASE-ARP					0.00		
	IDEA BASE-ARP					0.00		
	IDEA NON PUBLIC -ARP					0.00		
	MEDICAID IN PUBLIC SCHOOLS	35,000.00		73,254.38	43,634.44	29,619.94		
	MAAPS RECEIPTS	40,000.00		13,756.27	32,189.38	(18,433.11)	65.61%	
	HOMELESS GRANT			1,696.00		1,696.00		
	ESSERS II	0.00				0.00		
	ESSERS III			62,605.00	442,345.00	(379,740.00)		
	N-SPDG GRANT					0.00		
3,732.00	TITLE IV, PART B, NCLB 21ST CENTURY	170,000.00	13,829.00	181,957.00	144,522.00	37,435.00	-7.03%	
	SUMMER CLUB EXTENSION (6989)			26,858.00	3,563.00	23,295.00		
	CLUBS EXTENSION (6988)					0.00		
	LONG TERM LOAN-LOC	0.00				0.00		
	TAX ANTICIPATION NOTES	0.00				0.00		
	SALE OF BONDS					0.00		
	TRANSFERS FROM FUNDS					0.00		
	OTHER NON-REVENUE RECEIPTS					0.00		
	TOTAL WITHOUT INTERCOMPANY RECEIPT	20,328,081.00	293,695.05	21,457,428.88	19,655,382.84	1,802,046.04	-5.56%	3.74%
	NON PROGRAM RECEIPTS							
92,853.42	GRAND TOTAL	20,328,081.00	293,695.05	21,457,428.88	19,655,382.84			

			DISB. MONTH	DISB. THRU:	DISB. THRU:		% OF BUDGET TO	% OF BUDGET TO
	DISBURSEMENTS:	BUDGETED	JULY	7/31/2025	7/31/2024	DIFFERENCE	BE SPENT	BE SPENT
1100	INSTRUCTION	6,160,340.00	617,163.27	5,082,169.92	4,645,015.83	437,154.09	17.50%	
1150	ELL	407,050.00	32,788.35	372,053.51	298,981.62	73,071.89	8.60%	
1160	POVERTY	2,450,170.00	171,496.17	2,331,089.90	1,923,314.77	407,775.13	4.86%	
1190	PRESCHOOL LOCAL FUNDS	313,850.00	13,714.69	277,062.55	180,208.11	96,854.44	11.72%	
1200	SPECIAL EDUCATION	2,836,250.00	151,645.45	2,348,577.84	2,259,843.88	88,733.96	17.19%	
1300	DRIVER'S ED/SUMMER SCHOOL	20,455.00	12,406.26	19,569.62	12,906.91	6,662.71	4.33%	
2120	GUIDANCE	316,315.00	24,894.24	278,176.52	109,570.93	168,605.59	12.06%	
2130	HEALTH/NURSE	88,675.00	6,668.36	77,574.53	83,970.79	(6,396.26)	12.52%	
2140	PSYCHOLOGY	242,900.00	19,099.53	219,904.72	196,624.99	23,279.73	9.47%	
2150	SPEECH/AUDIOLOGY	307,700.00	17,550.41	335,510.00	274,768.31	60,741.69	-9.04%	
2160	OCCUPATIONAL THERAPY	400.00	98.00	218.80		218.80	45.30%	
2170	PHYSICAL THERAPY	64,200.00	5,918.07	53,666.69	49,126.17	4,540.52	16.41%	
2180	VISION	600.00		3,306.00	1,055.11	2,250.89	-451.00%	
2190	OTHER SUPPORT SERVICES	93,000.00	12,500.00	34,761.78	33,571.23	1,190.55	62.62%	
2212	CURRICULUM DIRECTOR	141,750.00	11,477.69	129,442.18	31,092.03	98,350.15	8.68%	
2214	STANDARDS DIRECTOR	9,500.00	3,475.00	14,863.48	4,539.03	10,324.45	-56.46%	
2220	LIBRARY	193,615.00	16,542.25	145,152.99	181,572.69	(36,419.70)	25.03%	
2290	EARLY RETIREMENT	105,000.00		105,000.00	95,609.20	9,390.80	0.00%	
2310	SCHOOL BOARD	129,000.00	1,193.79	63,020.59	85,405.34	(22,384.75)	51.15%	
2320	SUPERINTENDENT	334,625.00	26,885.86	301,333.77	289,613.33	11,720.44	9.95%	
2410	PRINCIPALS	1,091,200.00	72,610.82	964,543.33	946,682.26	17,861.07	11.61%	
2510	BUSINESS OFFICE	246,050.00	27,381.52	232,294.45	199,692.42	32,602.03	5.59%	
2580	TECHNOLOGY	486,400.00	26,541.99	294,400.24	259,485.41	34,914.83	39.47%	
2610	PLANT OPERATION	1,143,500.00	73,380.03	1,078,536.51	1,017,621.26	60,915.25	5.68%	
2620	MAINTENANCE	1,102,850.00	63,667.19	740,067.13	1,394,945.62	(654,878.49)	32.90%	
2700	PUPIL TRANSPORTATION	383,925.00	1,273.20	315,857.28	343,337.91	(27,480.63)	17.73%	
3535	HIGH ABILITY LEARNERS	4,670.00	296.28	3,716.08	5,536.80	(1,820.72)	20.43%	
3540	STATE EARLY CHILDHOOD	26,175.00	2,223.17	24,700.07	91,430.70	(66,730.63)	5.63%	
3551	CTE EXTENSTION GRANT	8,551.00		8,551.00	4,384.57			
3552	SAFETY AND SECURITY GRANT	200,000.00		111,106.84	31,703.45			
3599	TEXTBOOK LOAN					-		
5000	DEBT SERVICES	40,000.00	2,995.50	32,950.50	7,995.50	24,955.00		
6200	TITLE I	386,415.00	31,516.82	350,563.73	336,995.32	13,568.41	9.28%	
6310	TITLE II PART A	116,650.00	4,370.50	66,990.29	95,241.99	(28,251.70)	42.57%	
6406	IDEA PART B PRESCHOOL	8,562.00	694.57	7,761.85	8,403.31	(641.46)	9.35%	
6408	IDEA BASE/ENROLLMENT/POVERTY	363,000.00	17,351.53	318,996.72	342,120.55	(23,123.83)	12.12%	
6412	NON-PUBLIC SPED	41,010.00	862.14	38,116.64	48,906.15	(10,789.51)	7.06%	
6418	PEAK GRANT	0.00		10,727.75		10,727.75		
6421	IDEA BASE-ARP	0.00				-		
6423	IDEA NON PUBLIC -ARP	0.00				-		
6700	PERKINS	0.00		300.00		300.00		
6968	TITLE IV, PART B, NCLB 21ST CENTURY	192,190.00	25,652.89	210,150.97	199,982.81	10,168.16	-9.35%	
6988	EXTENDED CLUBS				26,242.56	(26,242.56)		
6989	SUMMER CLUBS					-		
6990	PROJECT AWARE	224,045.00	7,702.42	87,562.56	82,941.99	4,620.57	60.92%	
6994	HOMELESS GRANT				1,696.60			
6996	ESSERS/CARES GRANT	0.00				-		
6997	ESSERS II	0.00				-		
6998	ESSERS III	0.00			461,388.04	(461,388.04)		
	SUBTOTAL	20,280,588.00	1,504,037.96	17,090,349.33	16,663,525.49	344,950.62	6.53%	13.68%
	TRANSFER TO FUND							
	TOTAL DISBURSEMENTS:	20,280,588.00	1,504,037.96	17,090,349.33	16,663,525.49			

	Balance on hand District Treasury 8-31-24	1,862,626.63						
	Receipts through: 8-31-2025	21,457,428.88						
	TOTAL BALANCE & RECEIPTS	23,320,055.51						
	Outstanding warrants 8-31-2024	63,325.30						
	Warrants issued through: 8-31-2025	17,090,349.33						
	TOTAL WARRANTS	17,153,674.63						
	BALANCE	6,166,380.88						
	Balance in District Treasury	6,326,692.23 *						
	Outstanding warrants	160,365.86						
	BALANCE	6,166,326.37						
	VOIDED CHECKS	54.51						
		6,166,380.88						

Nebraska City Public Schools
July 2025
Summary Financial Report

General Fund

The General Fund finances all facets of services rendered by the school district including payroll, benefits, equipment, supplies, insurance, building occupancy, contracted services, and other daily functions and operations of the district. The tax levy for this fund is restricted to \$1.05 plus qualified exclusions. The approved General Fund levy for 2024-25 .865308

	2025	2024
Balance Forward	7,376,930.76	
Revenue	294,004.62	
Expenses	<u>1,504,609.01</u>	
Balance	6,166,326.37	4,583,522.25

Building Fund

The Building Fund is used to acquire or improve sites and/or to erect, alter or improve buildings. The sale of bonds, the sale of property, or tax receipts will be the primary sources of revenue for the Special Building Fund. Regardless of the source of money to be used for building construction and related costs, all income for the purposes of this fund shall be accountable through this fund. The tax levy for this fund falls under the \$1.05 levy limit and is further restricted to \$0.14 with local board approval or \$0.175 following a vote of the people for a term not to exceed ten years. The approved Building Fund levy for 2024-25 .052995

	2025	2024
Balance Forward	545,921.12	
Revenue	6,589.91	
Expenses	<u>0.00</u>	
Balance	552,511.03	266,383.54

QCPUF Fund

A Qualified Capital Purpose Undertaking Fund (QCPUF) may be established for the removal of environmental hazards, the reduction or elimination of accessibility barriers in school district buildings, modifications for life safety code violations, life safety hazards, and mold abatement and prevention projects for existing facilities only. General Fund expenditures for the purpose of this fund are not allowable. Effective April 19, 2016, the tax levy for this fund is restricted to \$0.03. The tax levy for QCPUF projects in place prior to April 19, 2016, remains at \$0.052. The levy may exceed the \$0.03 levy limit if the valuation has decreased from the last year bonds were issued and the bond principal and interest obligation cannot be met. Tax levies cannot exceed ten years for each project. The approved QCPUF levy for 2024-25 .020631

	2025	2024
Balance Forward	355,786.21	
Revenue	3,604.76	
Expenses	<u>45,587.38</u>	
Balance	313,803.59	328,089.18

Depreciation Fund

The purpose of the Depreciation Fund is to facilitate the eventual purchase of costly items by spreading replacement costs over a period of years in order to avoid a disproportionate tax effort in a single year to make the purchase. To allocate monies from the General Fund, a school district will transfer funds as an expense from the General Fund, and the Depreciation Fund will show the transfer as revenue from the General Fund. The school district must divide this fund into more than one account to allocate a portion of this fund for different valid purposes. The Depreciation Fund is a component of the General Fund.

	2025	2024
Balance Forward	2,870,989.08	
Revenue	497.01	
Expenses	<u>107,187.50</u>	
Balance	2,764,298.59	1,544,566.47

School Nutrition Fund

The School Nutrition Fund (formerly School Lunch Fund) is required to accommodate the financial activities of all Nutrition Programs operated by the school district. The School Nutrition Fund shall reflect a record of all revenues and expenditures incident to the operation of all Nutrition Programs. If a deficit is incurred in the operation, the deficiency shall be covered by funds transferred from the General Fund.

	2025	2024
Balance Forward	456,664.05	
Revenue	4,697.52	
Expenses	<u>0.00</u>	
Balance	461,361.57	541,402.10

Payroll Account

An internal account created for exclusive use by Nebraska City Public Schools. This account receives funds from the General Fund on a monthly basis to cover monthly payroll, benefits, and associated expenses.

	2025	2024
Balance Forward	49,089.88	
Revenue	1,136,210.48	
Expenses	<u>1,143,423.14</u>	
Balance	41,877.22	40,717.14

Section 125 Account

An internal account created for exclusive use by Nebraska City Public Schools. This account receives funds from individual employees' monthly salary/wages to cover monthly employee-elected deductions for childcare and healthcare expenses.

	2025	2024
Balance Forward	42,533.40	
Revenue	4,926.35	
Expenses	<u>1,218.87</u>	
Balance	46,240.88	31,541.96

Meyer Memorial Fund

An internal account created for exclusive use by Nebraska City Public Schools. This fund, established by donations from the Meyer family, is used to fund scholarships.

	2025	2024
Balance Forward	229,348.75	
Revenue	3.19	
Expenses	<u>0.00</u>	
Balance	229,351.94	229,343.53

Bond Fund

The Bond Fund shall be used to record tax receipts, investment interest, and the payment of bond principal, interest, and other related costs (i.e., trustee fees). If the fund balance is not sufficient to meet interest or bond retirement payments from the Bond Fund, the General Fund shall be used for these payments. Revenue from a levy to retire bonds in any school district is retained in a separate fund by the county treasurer, the financial institution serving as a fiscal agent, or the school district. Funds shall be disbursed upon appropriate demand. All records of the transactions in this area shall be maintained in this fund. Proceeds from a bond issue shall be deposited into the Special Building Fund to be expended on the actual building project. The Bond Fund is a taxing fund and is not part of the \$1.05 cap. The tax levy for this fund is restricted for expenditures other than principal and interest on bonds. Proceeds from a bond issue shall be deposited into the Special Building Fund to be expended on the actual building project. The approved Bond Fund levy for 2024-25 .137968

	2025	2024
Balance Forward	2,549,065.84	
Revenue	25,395.95	
Expenses	<u>0.00</u>	
Balance	2,574,461.79	2,412,030.37

		8/1/2025	Board Meeting Mileage Sheet							
DATE										
PURCHASED	YEAR	TRADE NAME	STYLE	NUMBER	BODY TYPE	CAPACITY	VEHICLE ID#	CYLINDERS	LICENSE #	MILEAGE
11/19/2007	2007	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31L27DA62220	8	53028	204572
1/4/2008	2007	CHEVY	VAN	TAN	ES UPLANDER	7	1GNDV23107D159355	6	51495	184923
6/26/2018	2013	FORD	PICKUP	RED	F150	5	1FTFW1EF1DKF26059	8	58436	148095
7/20/2009	2008	CHEVY	VAN	WHITE	UPLANDER LS	7	1GNDV23118D104608	6	55997	171735
7/22/2009	2008	CHEVY	VAN	RED	UPLANDER LS	7	1GNDV23128D130117	6	51678	197025
8/17/2009	2001	CHEVY	VAN	WHITE	EXPRESS	2	1GCHG35R111152386	6	51494	115256
9/23/2009	2009	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31LX9DA54328	6	53021	97411
11/16/2012	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG9BR628362	6	56540	180265
12/17/2021	2016	CHEVY	SPED BUS	YELLOW	MICRO BIRD	13	1GB3G3BG5F1127886	8	60892	83226
4/25/2022	2014	DODGE VAN	VAN	NAVY	GRAND CARAVAN	6	2C4RDGBG4ER353286	6	60384	99131
6/2022	2019	DODGE VAN (SPED)	VAN	WHITE	GRAND CARAVAN	6	2C4RDGBG6HR735999	6	60884	42190
5/2022	2013	CHEVY VAN	VAN	WHITE	EXPRESS	10	1GAWGPFA7D1176079	6	60382	39317
12/2022	2019	DODGE VAN (Activity)	VAN	WHITE	GRAND CARAVAN	6	2C4RDGEG1KR739509	6	60890	91663
11/1/2023	2021	NISSAN VAN	VAN	SILVER	VAN	10	5BZAF0AA8MN850607	6	60902	73818
11/2023	2023	CHEVY	TRUCK	WHITE	2500 HD	3	1GC0YLE70PF209343	8	60898	21619
12/2023	2023	FORD	VAN	WHITE	TRANSIT	10	1FBAX2C89PKB95953	8	62998	8831
7/2024	2024	FORD	SUV	BLACK	EXPEDITION	6	1FMJK1J83REA51268	8	68001	9543
7/2024	2019	DODGE VAN	VAN	DARK GRAY	GRAND CARAVAN	6	2C4RDGEG2KR571430	6	56539	74238

**NCPS Board of Education Report
Northside Elementary
August 11th, 2025**

Instructional Strategies District and building level:

- Reading Improvement-Benchmark Advance Rollout
- AHOD Mentality
- 2nd grade team met 5 times to collaborate/plan together and teach the new teachers the who, what, when, where of NS. I am so proud of them! During the last meeting they mapped out their whole year on a calendar with lessons/assessment days. This is what it should look like!



- A master schedule was made to incorporate instructional/intervention meetings for each grade level once a week. At 2:45 teachers have coverage one day a week for instructional planning purposes. ***note 2:45 on the schedule below**

Tuesday					Wednesday						Thursday				
	PE	Music	Media	Counseling		PE A	Music A	PE B	Music B	Media		PE	Music	Media	Counseling
8:40	Plan	Helms	Plan	Hawks	8:40	Soderland	Helms	Helms	Soderland		8:40	Helms	Soderland		
9:10	Hawks	Kasbohm	Plan	Soderlund	9:10	Hawks	Kasbohm	Kasbohm	Hawks		9:10	Kasbohm	Hawks		
9:40	Andersen	Plan	Plan	Kasbohm	9:40	Andersen	Plan	Plan	Andersen		9:40	Plan	Andersen		
10:10	Plan	Tharp	Plan	Anderson	10:10	Plan	Tharp	Tharp	Plan		10:10	Tharp	Plan		
10:40	Debilzan	Olson	Luenberger	Bishop	10:40	Olson	Debilzan	Debilzan	Olson		10:40	Olson	Debilzan	Luenberger	Tharp
11:10	Bishop	Anderson	C Johnson	Debilzan	11:10	Anderson	Bishop	Bishop	Anderson		11:10	Anderson	Bishop	E Johnson	Olson
11:40	Plan	Lunch Coverage	Plan		11:40	Plan	Lunch Coverage	Lunch Coverage	Lunch Coverage	Plan	11:40	Plan	Lunch Coverage	Plan	
12:10	Lunch	Lunch	Lunch		12:10	Lunch	Lunch	Lunch	Lunch	Lunch	12:10	Lunch	Lunch	Lunch	
12:40	Plan	Lunch Coverage		Andersen	12:40	Lunch Coverage	Plan	Plan	Plan		12:40	Plan	Lunch Coverage		Luenberger
1:10	C Johnson	Gripenstroh	Middle School	Helms	1:10	C Johnson	E Johnson	E Johnson	C Johnson		1:10	Gripenstroh	C Johnson	Middle School	E Johnson
1:40	E Johnson	Luenberger			1:40	Leuenberger	Gripenstroh	Gripenstroh	Leuenberger		1:40	Luenberger	E Johnson		Gripenstroh
2:10	Plan	Plan			2:10	Plan	Plan	Plan	Plan		2:10	Plan	Plan		C Johnson
2:45	Cover K	Cover K	Cover K		2:45	Cover 1st	Cover 1st	Cover 1st	Cover 1st	Cover 1st	2:45	Cover 2nd	Cover 2nd	Cover 2nd	Cover 2

- Ms. Sherwin, Ms. Schaefer and I participated in a 20 hour course on the Science of Reading to enhance our knowledge regarding best practices and consistency through K-5 alignment with the new resource Benchmark Advance.



Attendance Initiative:

Goal: Reduce the number of chronic absences.

How? Relationships, relationships, relationships.

I will ask NS to do the following:

- Proposal: All staff greet students everyday. Classroom teachers will be at their doors, all other staff will be visible in hallways, duty spots, etc.
- Attendance team proposal: Tammy Lee, Shari Russell, Ms. Wilcox. Shari will run attendance reports on Mondays. We will meet on Wednesday mornings to divide/conquer calls/contacts.
- Many practical suggestions to increase attendance were given at admin days-I went to 2 sessions on chronic absenteeism. Some of it seems like common sense, but if we incorporate them using baby steps, they will just become part of “how we do things at Northside.”

Community:

- Met admin teams from Lourdes and NCECBVI
- Community safety meeting
- I have also made 159 laps around town looking at houses 😊
- Rotary Presentation: being visible, being a voice for the school, making connections.



August 11, 2025

Hayward Elementary Board Update
Tammy Schaefer

Attendance:

Hayward has recognized an Attendance Team who will meet weekly to discuss patterns, concerns we are seeing as a building. A plan will be implemented to ensure parents/guardians are contacted by multiple individuals when concerns arise. This plan will involve the classroom teacher, secretary, school counselor, and administrator.

This plan will be revisited often to ensure we continually monitor ongoing concerns/progress.

Reading:

Grade 3-5 staff members, including Special Education team members, participated in a half day training with Benchmark Advance on July 28. Team members have completed a Pacing Guide template to guide them through the 25-26 school year. This pacing guide will be utilized during Instructional Planning and Intervention time that each team will be given once a week for 45 minutes for collaboration.

Community:

I have had the pleasure to connect with Sue Little and Teresa Albers with EDGE as they have stopped by Hayward to introduce themselves and share a brief update with the program. I then received an email follow up from Stacie Higgins, which the following is a summary of the programming that has been summarized.

Hayward Elementary offers quarterly enrichment programs for grades 3-5 focused on character development and financial literacy. The **Super Citizens program, coordinated by Sue Little, helps 3rd and 4th graders develop traits of active, responsible citizens. Third grade includes classroom visits from community volunteers who read stories about national Super Citizens and lead related activities, while fourth grade students participate in community-based field trips followed by book selections from the "Nebraska Book Wagon." The **Money Managers** program for 5th grade introduces financial literacy through interactive lessons led by volunteer "Banking Buddies." Students complete classroom projects tied to the concepts of earn, save, give, and spend, earning a book budget as part of the experience. All programs are supported by community volunteers considered special guests under school policy.

NCPS Board of Education Report

Middle School

August 11th, 2025

Instructional Strategies/Reading:

District Mission: Inspiring a culture of excellence that engages all students in lifelong learning.

Nebraska City Middle School will connect to the district vision.

NCMS will improve student outcomes by addressing and supporting positive student behaviors to maintain a safe and respectful environment. We will promote greater engagement and participation in all activities while fostering strong academic opportunities for all students.

Unified Teaching for Every Student's Success – The goal is to deliver consistent, high-quality Tier 1 instruction across all classrooms, ensuring that core strategies are shared and aligned for every learner—including EL, SPED, and all other support programs—so every student gets the same strong foundation and opportunities to thrive.

Grade Level Teams:

- We all follow the same expectations for being responsible, respectful, and ready to learn.
- Teachers and students use the same messages and reminders so everyone knows what's expected.
- We talk about how we can show these values every day and help each other live them out.

Attendance:

Opening message to NCMS:

When we focus on what we want to see in our classrooms—students engaged, showing respect, working hard, and solving problems—we start noticing those things more often. That's the Baader-Meinhof phenomenon at work: once something is on our radar, our brain picks it up everywhere. The more we look for the good, the more it shows up, and that shift in perspective changes everything. Instead of getting stuck on what's going wrong, we see the progress, the wins, and the growth. That not only builds a stronger, more positive classroom culture, it also gives us more peace of mind at the end of the day.

1st day topics with ALL PIONEERS:

- Importance of attendance
- Vision, Mission & Pillars
- Mission: Culture of excellence, lifelong learning
- Attendance Recognition: ON TIME, EVERYTIME -Daily, weekly, monthly
- Participation Goals: 455 T-shirts, extracurriculars, trips
- Team Meetings
 - Weekly by grade
 - focus on
 - Instruction, concerns, events, parent communication
- Homeroom Focus:
 - Relationships (Developmental Relationships & 4's Questions)
 - Academic monitoring – Grade checks 2x/week
- Homework Academy
 - Top 15 students with missing work; monitored daily
- Academic Accountability
- PowerSchool:
 - Clear, consistent assignment labels;
 - grades weekly; updated by Thurs. 4:00 PM
- Safety Protocols

- Standard Response Protocol (SRP) – “I Love U Guys” foundation, red folders, flipcharts
- AI in Education: Discussion on preparation and support
- Social Media Use
- Mandatory Reporting: Abuse/neglect reporting protocol
- Professionalism
 - Staff expectations
 - lesson planning
 - Learning environment
 - Radios
 - Dress Code
- Policies Overview
 - Policy 3002 – Handling funds
 - Policy 4043 – Staff-student communication
 - Policy 5018 – Parental rights, surveys, transparency
 - Cell Phones: Not seen or heard; having classroom systems in place

Community Engagement:

- Back to School Bash and Community Pep Rally is on August 22nd starting at 6:00pm.



NCPS Board of Education Report High School August 11th, 2025

Instructional Strategies/Reading:

District Mission: Inspiring a culture of excellence that engages all students in lifelong learning.

Nebraska City High School will make the District Mission come alive through:

NCHS Vision- Nebraska City High School aims to promote curiosity, integrity, and perseverance while supporting and empowering all Pioneers to achieve lifelong success through a growth mindset.



Driving force behind how we will do it...

NCHS Leadership Team: Mrs. Glasford, Mrs. Wenz, Mr. Aaberg, Mr. Mohr, Ms. Joy, Mr. Kenter, Mrs. Blobaum, Mrs. Howell, Mr. Hoover, Mr. Thompson, Mrs. Gochenour

- Leadership Team Focus Areas:
 - Community Engagement
 - Student Attendance
 - Instructional Strategies/Reading

Grade Level Teams:

- Shared expectations and shared culture
- Consistent messaging around responsibility, respect, and readiness
- Discussion of how to reinforce key values

Curriculum Department Teams:

- Review of last year's outcomes

- Discussion of department-wide goals
- Alignment with school wide initiatives (attendance, community engagement, instructional strategies)

Mentors/New Pioneers



- Thank you to Mr. Aaberg and Mr. Mohr as they met with every new Pioneer to discuss Technology and software items.

- Thank you to Mrs. Wenz and Mrs. Glasford as they met with every new Pioneer staff member to discuss Leadership Team and Behavior.



- Thank you to Mrs. Glasford, Mrs. Blobaum and Mr. Kenter for mentoring this year!

Attendance:

Opening message to Pioneers...

This year will be what you make it! Not in one big decision, but in hundreds of small decisions. The chains of habit are too light to be felt until they're

This year is full of possibility—and it will become exactly what *you* make of it.

Not through one big, dramatic choice, but through the hundreds of small decisions you make every single day.

Habits don't shout—they whisper.

At first, they're so light you barely notice them...

Until one day, they're strong enough to shape your future.

So start strong.

Be intentional.

Every choice matters.

Build the life, the habits, and the mindset that your future self will thank you for.

too heavy to be broken.” Habits start small—so small you hardly notice them—until they're locked in place. Start strong now. Choose wisely.

1st day topics with the Class of 2029:

Why becoming involved in activities will lead to your overall success!
Meet your Junior/Senior Advisor

1st day topics with ALL PIONEERS:

- NCHS Student Handbook -Where to find it on the website & Cell Phone changes,
- Importance of attendance!

Attendance Matters			
Every day counts! 1 or 2 days a week doesn't seem like much, but...			
If your child misses...	That equals approximately...	Which is...	After 13 years of schooling that's...
1 day every two weeks	17 days per year	Over 3 weeks per year	Nearly 1.25 years of learning
1 day per week	34 days per year	Nearly 7 weeks per year	Over 2.5 years of learning
2 days per week	72 days per year	Over 14 weeks per year	Over 5 years of learning
3 days per week	103 days per year	Nearly 21 weeks per year	Nearly 8 years of learning
Every minute counts! Just a little late doesn't seem like much, but...			
If your child misses...	That equals...	Which is...	After 13 years of schooling that's...
10 minutes per day	50 minutes per week	1 week per year	Nearly 1/2 a year
20 minutes per day	1 hour 40 minutes per week	2 weeks per year	Nearly 1 year
30 minutes per day	Half a day per week	Over 3 weeks per year	Nearly 1.25 years
1 hour per day	Nearly one full day per week	Nearly 7 weeks per year	Over 2.5 years

- Behavior Matrix - Review of expectations for all students,
- Chromebook Handbook,
- How to figure out your GPA.
- Review of SMART Goal Process.



1st day topics with Parents:

- Jr./Sr. Advisors met with all Freshmen on Tuesday, August 12th.
- Attendance and Habits

Community Engagement:

- Be on the lookout for Student Council videos introducing our new teachers!
- Back to School Bash and Community Pep Rally is on August 22nd starting at 6:00pm.



NCPS Board of Education Report

High School Activities

August, 2025

Community Engagement, Attendance

- If you ever drove by the high school in the summer, you know that our kids, coaches and sponsors were very busy this summer. Our students had many activities to keep them busy and be with great adults!

This was our first year of a new approach to running our weight room. We were very fortunate to have the help of our After School Clubs in that endeavor! Attendance was much improved and our middle school students had the opportunity to work directly with high school coaches and students.

Tennis, girls basketball, boys basketball, football along with softball all conducted individual camps and were able to create positive experiences for the participants. Soccer coaches also had the opportunity throughout the summer to work with players individually on Pioneer Field.

We were also fortunate to again host Missoula Children's Theatre and Broadway advantage. These are truly amazing experiences for our kids, and the product that they are able to produce within a short period of time is a true testament to our students.

The Pride of the Pioneers marching band also had an intensive week of camp as they prepared for the upcoming marching season. We are really looking forward to seeing them march this Fall!

The Nebraska City FFA attended an officer training camp in May in Aurora, and just wrapped up with the Otoe County Fair where we had several students show livestock.

NCPS Board of Education Report

Middle School Activities

August 11th, 2025

Attendance:

NCMS Fall Activities (Football, Cross Country, Volleyball) will begin on Monday, August 18, 2025. All students participating in athletics will need to have a current physical on file with the middle school office. All students who do not have a current physical on file will be unable to participate in team activities until the physical is completed and submitted.

- The football team, coached by Mr. Brad Kingery, will transfer over each day to Nebraska City high school to hold practice at the NCHS football field.
- The volleyball team, coached by Mrs. Liz Purdham, will practice daily at the NCMS gym with more details to be shared.
- The cross country team, coached by Mrs. Amanda Kasbohm and Ms. Sierren Nutter, will practice over at the high school each day.

Community Engagement:

Our students had the opportunity to spend time in the weight room over the summer with the After School Programs. Our 6th-8th graders spent the summer with our high school students and coaches learning the importance of strength and conditioning. We had 45 6-8th grade students participate in the program this summer and we all had a ton of fun building strength, confidence, and Pioneer family over the course of the summer! We look forward to continuing this moving forward into the future.

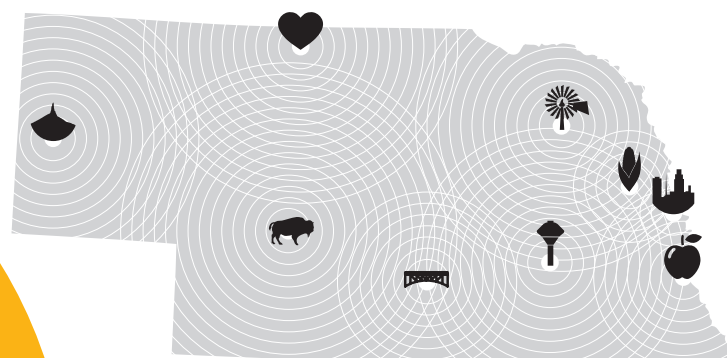




At the end of July, our 7th and 8th students were able to hold their NCMS football camp at Steinhart park. Our team learned about offensive and defensive skills and schemes and participated in drills and other activities. We ended the week with a large game of Husker ball, a fun team based game to end the week! Our high school football staff and team joined in the week with our NCMS team. We are excited for the year ahead and wish them the best of luck this season!







2025 AREA MEMBERSHIP MEETINGS

Leadership - Training - Recognition - Networking - Vision

Valentine - Gering - Kearney - York - Norfolk - North Platte - Omaha - Nebraska City - Fremont

www.NASBonline.org

2025 REGISTRATION

REGISTER NOW FOR THE MEETING NEAREST YOU

Tuesday, August 19	Valentine	Register by Aug 13
Wednesday, August 20	Gering	Register by Aug 13
Thursday, August 21	Kearney	Register by Aug 13
Tuesday, August 26	York	Register by Aug 21
Wednesday, August 27	Norfolk	Register by Aug 21
Wednesday, September 3	North Platte	Register by Aug 28
Tuesday, September 9	Omaha	Register by Sept 4
Wednesday, September 10	Nebraska City	Register by Sept 4
Wednesday, September 24	Fremont	Register by Sept 18

TO REGISTER

Go to www.NASBonline.org, and log in using your email and password. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.

Registration fees for each meeting and dinner are as follows:

NASB Member Registration \$89

Cancellation Fee \$25

No refunds after the registration deadlines.

2025 AGENDA

4:30 PM - REGISTRATION, NETWORKING & EXHIBITORS

5:00 PM - OPENING SESSION

5:10 PM - LEGISLATIVE UPDATE

5:35 PM - BREAK & EXHIBITORS

5:50 PM - TRAINING SESSIONS #1

6:30 PM - BREAK & EXHIBITORS

6:45 PM - TRAINING SESSIONS #2

7:25 PM - NETWORKING DINNER & AWARDS/RECOGNITION

15 AWARDS OF ACHIEVEMENT POINTS WILL BE EARNED FOR ATTENDING



2025 SESSION BREAKDOWN

5:00 PM - WELCOME & OPENING SESSION

JOHN SPATZ, NASB EXECUTIVE DIRECTOR AND MEMBERS OF THE NASB BOARD OF DIRECTORS

5:10 PM - LEGISLATIVE UPDATE

WHAT THEY ATE, WHAT GOT COLD, AND WHAT'S STILL ON THE TABLE

COLBY COASH, NASB ASSOCIATE EXECUTIVE DIRECTOR AND DIRECTOR OF GOVERNMENT RELATIONS

5:50 PM - TRAINING SESSIONS 1

BRAIN SCIENCE – FEAR AND ANXIETY VS EXECUTIVE FUNCTION ... The mental health of students and staff has taken center stage in recent years, especially as social media and other external influences increasingly affect brain development. This session will explore the neuroscience behind fear and anxiety and how they interact with executive function – the brain's ability to manage emotions, focus attention, and make decisions. We will discuss how toxic stress impacts brain development and how we can develop more resilient school districts, school buildings, classrooms, and students. - *John Spatz, Executive Director*

 **WHAT'S NEW WITH SPARQ DATA SOLUTIONS? ...** Learn about our newest product, Sparq Online Publishing. We will walk you through the functionality and how this new application will increase visibility, improve your ability to update your policies quickly and efficiently, and streamline how you receive updates from NASB. Additionally, we will walk through changes and updates to our Sparq Negotiations and Meetings platforms. - *Darion Miller & Nicole Kobus, Sparq Data Solutions*

 **IT'S NOT JUST WHAT YOU DO ... IT'S HOW YOU DO IT: STRATEGIES TO TAKE YOUR GOVERNANCE TEAM TO THE NEXT LEVEL ...** Evaluation of the superintendent and board is the first step toward reciprocal accountability and contributes to a high functioning board-superintendent relationship. Explore board responsibilities, with a focus on cultivating a high-performing leadership team. Whether you are a new board member or an experienced leader, you will gain practical insights and resources to help the board lead with purpose and model accountability through evaluation and self-assessment. - *Members from NASB's Board Leadership team*

6:45 PM - TRAINING SESSIONS 2

 **WHAT MAKES POOLING UNIQUE AND BENEFICIAL FOR SCHOOLS? ...** If you're new to your district, new to serving on the school board, or your district is new to ALICAP, this session is perfect for you! We will cover how being a member owner of a pool is exceptional, but also fiscally savvy, for your public school. Public entities are allowed to self-insure, and ALICAP is a prime example of that permission. Come listen to how pooling works best for you and how your school can maximize membership. - *Megan Boldt, Associate Executive Director, Director of ALICAP/Insurance*

CELL PHONES, DRESS CODES, PARENTAL INVOLVEMENT, AND WHAT!? ... The big topics our Legislature dealt with this year, plus the ones they still aren't done with. We haven't seen the last of a few big ideas that were tabled this time around. - *John Spatz & Colby Coash*

FROM VISION TO IMPACT: DRIVING STRATEGIC ALIGNMENT THROUGH COMMUNITY ENGAGEMENT ... Strategic planning is a visionary roadmap sustained through community trust. We will explore how the board leads and supports a process that is inclusive, transparent, and aligned with district priorities. Learn how to engage stakeholders to ensure goals, initiatives, and resources are connected, and get the tools and strategies to help align vision with action to drive lasting impact. - *Members from NASB's Board Leadership team*



Perfect for a newer School Board Member





1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED



2025 AREA MEMBERSHIP MEETINGS

Leadership - Training - Recognition - Networking - Vision

Valentine - Gering - Kearney - York - Norfolk - North Platte - Omaha - Nebraska City - Fremont



Nebraska Association of School Boards
All Lines Interlocal Cooperative Aggregate Pool

NASB ALICAP PREMIUM CONTRIBUTION BILLING STATEMENT

Original notice for policy year 2025-2026

9/1/25 through 8/31/26

Name of School District/ESU: **Nebraska City Public Schools**

Workers Compensation:

<u>Class Code</u>	<u>Original estimated payroll</u>		<u>9/1/25 Pool Rates</u>	<u>Cost</u>
8868	\$10,583,500	X	.0038	\$40,217
9101	\$326,750	X	.0343	\$11,208
7380	\$17,500	X	.0582	\$1,019
Total	<u>\$10,927,750</u>			

Base premium contribution	\$52,443	
Experience Modifier (<i>times</i>)	<u>1.15</u>	
Modified Premium	\$60,310	
Premium Size Discount (<i>less</i>)	<u>\$6,029</u>	
contribution required per estimated payroll figures		\$54,281

Property, Liability, Boiler and Machinery, Errors and Omissions: **\$142,636**

Contribution Due for 25-26 policy year **\$196,917**

Credits:

Owner Dividend Credit	<u>(\$2,223)</u>
Loss Control Credit	<u>0</u>

Total Credit	<u>(\$2,223)</u>
---------------------	-------------------------

Net Contribution Due for 25/26 Policy Year **\$194,694**

Legend of Classification Codes:

8868 = Professional employees, teachers, administrators, aides and clerical

9101 = Custodians, cooks, and all other employees

7380 = Bus Drivers

PLEASE MAKE CHECKS PAYABLE TO AND REMIT TO

NASB ALICAP

1311 Stockwell Street

Lincoln, NE 68502

Billing is subject to adjustment based upon audited payroll figures or upon any applicable statutory requirement.

Payment due no later than September 30, 2025

4012

Staff Internet and Computer Use

Internet access is an important tool for communicating, keeping up-to-date with current developments in education, and for conducting research to enhance management, teaching and learning skills. The following procedures and guidelines are intended to ensure appropriate use of the Internet at the school by the district's faculty and staff. Staff should also refer to the district's policy on Staff and District Social Media Use.

I. Staff Expectations in Use of the Internet

A. Acceptable Use While on Duty or on School Property

1. Staff shall be restricted to use the Internet to conduct research for instructional purposes.
2. Staff may use the Internet for school-related e-mail communication with fellow educators, students, parents, and patrons.
3. Staff may use the Internet in any other way which serves a legitimate educational purpose and that is consistent with district policy and good professional judgment.
4. Teachers should integrate the use of electronic resources into the classroom. As the quality and integrity of content on the Internet is not guaranteed, teachers must examine the source of the information and provide guidance to students on evaluating the quality of information they may encounter on the Internet.

B. Unacceptable Use While on Duty or on School Property

1. Staff shall not access obscene or pornographic material.
2. Staff shall not engage in any illegal activities on school computers, including the downloading and reproduction of copyrighted materials.

3. Staff shall not use school computers or district internet access to use peer-to-peer sharing systems such as BitTorrent, or participate in any activity which interferes with the staff member's ability to perform their assigned duties.
4. The only political advocacy allowed by staff on school computers or district internet access is that which is permitted by the Political Accountability and Disclosure Act and complies with district policy.
5. Staff shall not share their passwords with anyone, including students, volunteers or fellow employees.

II. School Affiliated Websites

Staff must obtain the permission of the administration prior to creating or publishing any school-affiliated web page which represents itself to be school-related, or which could be reasonably understood to be school-related. This includes any website which identifies the school district by name or which uses the school's mascot name or image.

Staff must provide administrators with the username and password for all school-affiliated web pages and must only publish content appropriate for the school setting. Staff must also comply with all board policies in their school-affiliated websites and must comply with the board's policy on professional boundaries between staff and students at all times and in all contexts.

Publication of student work or personality-identifiable student information on the Internet may violate the Federal Education Records Privacy Act. Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information on the Internet.

III. Enforcement

A. Methods of Enforcement

The district owns the computer system and monitors e-mail and Internet communications, Internet usage, and patterns of Internet usage. Staff members have no right of privacy in any

electronic communications or files, which are stored or accessed on or using school property and these are subject to search and inspection at any time.

1. The district uses a technology protection measure that blocks access to some sites that are not in accordance with the district's policy. Standard use of the Internet utilizes a proxy server-based filter that screens for non-curriculum related pages.
2. Due to the nature of technology, the filter may sometimes block pages that are appropriate for staff research. The system administrator may override the technology protection measures that blocks or filters Internet access for staff access to a site with legitimate educational value that is wrongly blocked.
3. The district will monitor staff use of the Internet by monitoring Internet use history to ensure enforcement of this policy.

B. Any violation of school policy and rules may result in that staff member facing:

1. Discharge from employment or such other discipline as the administration and/or the board deem appropriate;
2. The filing of a complaint with the Commissioner of Education alleging unprofessional conduct by a certified staff member;
3. When appropriate, the involvement of law enforcement agencies in investigating and prosecuting wrongdoing.

IV. Off-Duty Personal Use

School employees may use the internet, school computers, and other school technology while not on duty for personal use as long as such use is (1) consistent with other district policies, (2) consistent with the provisions of Title 92, Nebraska Administrative Code, Chapter 27 (Nebraska Department of Education "Rule 27"), and (3) is reported as compensation in accordance with the Internal Revenue Code of 1986,

as amended, and taxes, if any, are paid. All of the provisions of Rule 27 will apply to non-certificated staff for the purposes of this policy. In addition, employees may not use the school's internet, computers, or other technology to access obscene or pornographic material, sext, or engage in any illegal activities.

Adopted on: December 12, 2016

Revised on: June 11, 2018

Reviewed on: October 10, 2022

4012.R1
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Adopted on: December 12, 2016

Revised on: June 11, 2018

Reviewed on: October 10, 2022

Signature of employee

Date

4013 Grievance Procedure

Definition of Grievance. A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

Procedural Steps. The procedure for handling grievances is as set forth below.

Step 1 - Oral Notice to Principal. The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within seven (7) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Principal. If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

Step 3 - Written Appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination.

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

Step 4 - Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory

to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

Grievance Meetings or Hearings. All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses as necessary.

Association Representation. A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

Reprisals. No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

Withdrawal of a Grievance. A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

Advanced Step Filing. A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

Time Limitations. Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed

to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

Requirement to Grieve. This grievance procedure is not discretionary and cannot be waived except through the express written consent of the board. No administrator or board member, individually, has the authority to waive the requirements of this procedure. Any grievance covered by this procedure but not raised pursuant to the requirements herein, including any grievance abandoned, will be forfeited.

Bad Faith or Serial Filings. The purpose of the grievance procedure is to resolve complaints and grievances regarding covered matters at the lowest level possible within the chain of command. Grievances filed without any intention to attempt to resolve the issues raised; for the purpose of adding administrative burden; or for purposes inconsistent with the professional obligations of district staff members may be dismissed by the superintendent without providing final resolution other than noting the dismissal on a basis in this section.

Adopted on: August 14, 2017

Revised on: June 11, 2018

Reviewed on: October 10, 2022

4030

Evaluation of Certificated Employees

All certificated employees to be evaluated shall be notified annually in writing of the evaluation process. A certificated administrator, with the exception of the local board of education when it is evaluating the superintendent, will observe and evaluate each probationary certificated employee for a full instructional period once each semester and each permanent certificated employee for a full instructional period once each school year. If the probationary certificated employee is a superintendent, he or she shall be evaluated twice during the first year of employment and at least once annually thereafter. The evaluation will include, but not be limited to evaluating the employee's instructional performance, classroom organization and management, personal conduct, and professional conduct. Evaluation of instructional performance and classroom organization and management is applicable to teachers only. The administrator will provide the employee with a written list of deficiencies, suggestions and a timeline for correcting the deficiencies and improving performance, and sufficient time to improve. The evaluation form will include notice that the employee may respond to the evaluation in writing. Evaluations will be completed prior to April 15th.

The school district will train administrators in evaluation annually through meetings with the superintendent or other administrator, attendance at regional, state or national workshops, or any other method approved by the superintendent.

For the purposes of this policy, the terms "actual classroom observation" and "entire instructional period" are defined as follows:

Entire Instructional Period. For certificated employees whose classes are held during defined periods of time (e.g., senior high classes), an entire instructional period consists of one such time period. For those whose time periods are not so defined (e.g., elementary classroom teachers), an entire instructional period consists of 40 minutes. The instructional period for those whose work does not necessarily involve continuous instruction for 40-minute periods (e.g., librarians or speech therapists) consists of no less than 40 minutes total during the semester. The entire instructional period for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual

observation of an administrator's work during the semester for no less than 40 minutes.

Actual Classroom Observation. Actual classroom observation consists of observing the certificated employee in any activities in a classroom setting. When a certificated employee does not have classroom responsibility (e.g., administrators or librarians), the requirement of "actual classroom observation" will be satisfied by observing the certificated employee performing activities that are typical of his or her position.

This policy and the evaluation instrument shall be included in the teacher handbook which will be distributed to staff members upon their employment and annually thereafter.

Adopted on: June 11, 2018

Revised on:

Reviewed on: October 10, 2022

4031

Evaluation of Probationary Certified Employees

A certificated administrator will observe and evaluate each probationary certified employee for a full instructional period once each semester. The administrator will provide each employee with a written list of deficiencies, concrete suggestions for improvement, and sufficient time to improve. Evaluations will be completed prior to April 15th.

For the purposes of this policy, the terms "actual classroom observation" and "entire instructional period" are defined as follows:

Entire Instructional Period. For certified employees whose classes are held during defined periods of time (e.g., senior high classes), an entire instructional period consists of one such time period. For those whose time periods are not so defined (e.g., elementary classroom teachers), an entire instructional period consists of 40 minutes. The instructional period for those whose work does not necessarily involve continuous instruction for 40-minute periods (e.g., librarians or speech therapists) consists of no less than 40 minutes total during the semester. The entire instructional period for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of an administrator's work during the semester for no less than 40 minutes.

Actual Classroom Observation. Actual classroom observation consists of observing the certified employee in any activities in a classroom setting. When a certified employee does not have classroom responsibility (e.g., administrators or librarians), the requirement of "actual classroom observation" will be satisfied by observing the certified employee performing activities that are typical of his or her position.

Adopted on: June 11, 2018

Revised on:

Reviewed on: October 10, 2022

4048
Assessment Administration and Security

The purpose of all testing and assessments is to measure students' knowledge, skills or abilities in the area tested. All staff members are prohibited from engaging in any behavior that adversely affects the validity of test scores as a measure of student achievement. This policy applies to all national, state, and local assessments, including both standardized and general classroom assessments.

1. Assessment Responsibilities

- a. Each building principal, in consultation with the Superintendent and classroom teachers, will be responsible for:
 - overseeing the scheduling of state administered assessments, training all staff who administer assessments, and ensuring that all assessments, including make-up testing, is completed within required testing windows;
 - obtaining Standards, Assessment and Accountability Updates from the Department of Education and circulating the relevant portions of those updates to other staff members;
 - informing the board of education of changes to the Nebraska Student-Centered Assessment System Security Procedures; and
 - signing and enforcing the Nebraska Student-Centered Assessment System Security Agreement.
- b. Every classroom teacher or other staff member who administers assessments is responsible for:
 - complying with the Nebraska Student-Centered Assessment System Security Procedures;
 - taking all reasonable and prudent steps to ensure the accuracy and integrity of all academic testing, including statewide assessments; and
 - ensuring the security of all test materials.

2. Security Violations and Cheating

a. Classroom assessments

Staff members who suspect students of having cheated on a classroom assessment should conduct a reasonable inquiry and impose consequences on the student consistent with classroom rules and the student handbook.

b. State Accountability Tests

Staff members who suspect a breach of security on State Accountability Tests, must promptly report their suspicions to the building principal or superintendent. The superintendent must notify the Department of Education's Statewide Assessment Office and follow the Department's protocol for Reporting and Investigating Test Security Violations.

Staff members who engage in or enable students to engage in academic dishonesty in any testing or assessment will be subject to discipline up to and including the immediate cancellation of their employment contract.

Adopted on: December 12, 2016

Revised on: June 10, 2019

Reviewed on: October 10, 2022

4052

Job References to Prospective Employers

All requests for employment-related references or employment history by prospective employers of current or former employees must be referred to a member of the administrative team. The administrator will either provide a reference in compliance with this policy or will forward the request to the superintendent.

If the school district is subject to a written separation agreement regarding a particular employee, the terms of that agreement will govern the district's response to requests for information, regardless of any written consent provided to the school district.

If the school district is not bound by a separation agreement and receives a legally enforceable written consent to release information, the district may provide the information authorized by that document. The school district may provide additional truthful information to prospective employers of current and former employees in accordance with this policy.

Employees Suspected of Sexual Misconduct Against a Minor or Student

Apart from the routine transmission of administrative and personnel files or unless otherwise permitted by law, the district and any employee, contractor, or agent of the school district is prohibited from providing any employee any assistance in obtaining a new job if the school district or the individual acting for the school district has probable cause to believe said employee has engaged in sexual misconduct with a student or minor in violation of the law.

Adopted on: December 12, 2016

Revised on: June 10, 2019

Reviewed on: October 10, 2022

5003 Admission of Part-Time Students

A student may be permitted to enroll on a part-time basis pursuant to this policy and applicable curricular practices when enrollment is appropriate for reasons that include but are not limited to the following: the student attends another education institution on a **primary part-time** basis; is enrolled for a limited number of credit hours needed to graduate; has a modified schedule because of a disability or as part of an individualized education plan; or is a student who ~~resides in the school district but~~ attends a private, denominational, or parochial school or a school that elects not to meet accreditation or approval requirements (referred to herein as an exempt school student or an exempt school, respectively).

Eligibility and Application for Enrollment. A student may be eligible for part-time enrollment if the student:

~~The parent or guardian of an exempt school student who~~

- 1) is of appropriate age to attend school;
- 2) is a resident of ~~this the~~ school district **or a resident of another school district attending a private, denominational, parochial, or exempt school.** For residents of another school district, the student is only eligible to part-time enroll if
 - a. this school district is the closest to the student's residence that offers the extracurricular sport or activity they desire to participate in, and their resident school district does not offer that sport or activity, or
 - b. the school building the student would attend if accepted for part-time enrollment is closer than the school building the student attends or would attend at the resident district;
- 3) has not graduated from high school; and
- 4) has not received a graduate equivalency diploma.

The **parent or guardian** must meet all of the district's admission requirements and file an application for enrollment on forms provided by the school district by August 1 ~~prior to~~ **of** the year of enrollment. For second semester high school courses, the application must be filed by December 1. For students who move into the district mid-semester, the application must be filed within 20 days of moving into the district. The administration shall review the application, determine whether to approve or deny it, notify the parent or guardian, and schedule enrollment at an educationally appropriate time in the building or attendance center of the administration's choice. Enrollment does not carry over from one school year to the next, and the parent or guardian ~~of an exempt school student~~ must apply for enrollment each school year.

Limitations Based on Resources. The ~~part-time~~ enrollment of ~~exempt school~~ students is subject to limitations ~~established by the district~~ for grades, classes, courses, and programs based on the limited resources available to the school district. Full-time students shall be given priority for enrollment in grades, classes, courses, and programs.

Placement of Students. ~~Exempt school students~~ ~~Students accepted for part-time enrollment~~ shall be placed in courses for which they have adequate preparation and which are determined to be educationally appropriate based on criteria that include, but are not limited to the student's age, achievement test scores, academic record, evaluation by school personnel and any other standards used by the district for the placement of students.

Grades and Academic Honors. ~~Exempt school students~~ ~~Students accepted for part-time enrollment~~ shall receive grades, report cards, and transcripts, but shall not be eligible to graduate, receive a diploma or qualify for class ranking unless they meet all district requirements ~~for such~~ including earning a sufficient number of credit hours and semesters of attendance.

Applicability of School Rules. ~~Exempt school students~~ ~~Students accepted for part-time enrollment~~ are subject to all rules and standards of the board of education and administration as set forth in policy, handbooks or other communications, as well as the rules and directives of the building administration and ~~staff teaching personnel~~. They must remain on the school campus during scheduled classes but must leave the school campus when not engaged in a course, ~~or~~ ~~course-related activity, or an extracurricular activity or sport,~~ unless ~~the course or course activity requires their presence or~~ the building principal approves their presence. Students who violate school policies, rules, or directives shall be subject to disciplinary procedures up to and including suspension and expulsion.

Extracurricular Sports and Activities. ~~[OPTION 1: accredited private school students can't participate]~~ ~~Students who are enrolled in a private, denominational, or parochial school may not participate in extracurricular sports and activities sponsored by the school district.~~

~~[OPTION 2: accredited private school students can participate]~~. ~~Students who are enrolled in a private, denominational, or parochial school may not participate in extracurricular sports and activities sponsored by the school district if they participate in extracurricular sports and activities at any other public, private, denominational, or parochial school. Any such students who desire to participate in extracurricular sports and activities regulated by an athletics or activities association in which this school district is a member~~

must be enrolled in 5 credit hours in this school district to participate. [Choice A: let them participate non-regulated activities without enrolling in classes] Students seeking to participate in extracurricular sports and activities not regulated by such an entity may participate without enrolling in any classes at the school district but must still fill out the application form. ~~[Choice B: require some number of credit hours from the district to participate in non-regulated activities].~~ ~~Students seeking to participate in extracurricular sports and activities not regulated by such an entity may only participate if they enroll in at least [insert your number here] credit hours on a part-time basis.~~

Exempt school students may only participate in extracurricular sports and activities if they are enrolled in at least 20 credit hours per semester and enrolled in the number of credit hours at this school district set out below. Exempt school students are not eligible to participate in extracurricular sports and activities sponsored by the school district if they participate in any sport or activity sponsored by any other public, private, denominational, or parochial school. Any such students who desire to participate in extracurricular sports and activities regulated by an athletics or activities association in which this school district is a member must be enrolled in 5 credit hours in this school district to participate. [Choice A: let them participate non-regulated activities without enrolling in classes] Students seeking to participate in extracurricular sports and activities not regulated by such an entity may participate without enrolling in any classes at the school district but must still fill out the application form. ~~[Choice B: require some number of credit hours from the district to participate in non-regulated activities].~~ ~~Students seeking to participate in extracurricular sports and activities not regulated by such an entity may only participate if they enroll in at least [insert your number here] credit hours on a part-time basis.~~

All students permitted to participate in extracurricular sports and activities under this policy must also meet all other eligibility requirements set by the board, administration, and coach/sponsor prior to participating and for continued participation in the sport or activity. This includes but is not limited to rules for completing courses; up/down lists for deficient grades and/or incompletes; and all eligibility and other requirements of the Nebraska School Activities Association and any other governing bodies for the activity or sport. ~~Students who are enrolled in a private, denominational or parochial school may not participate in extracurricular sports and activities sponsored by the public school district if they participate in extracurricular sports and activities offered by the private, denominational or parochial school. Exempt school students may participate in extracurricular sports and activities if they are enrolled in at least 20 credit hours per semester, with at least 5 credit hours of enrollment in the public school~~

~~district. All part-time students must also meet all other eligibility requirements set by the board, administration and coach/sponsor prior to participating and for continued participation in the sport or activity. This includes all eligibility and other requirements of the Nebraska School Activities Association and any other governing bodies for the activity.~~

Transportation. Part-time school students are not entitled to transportation or reimbursement for transportation to and from the school for class attendance purposes, unless required by law. Eligible part-time students are entitled to transportation to and from practices and extracurricular events to the same extent as the school district's full-time students, but part-time students must arrange their own transportation and arrive timely to the designated pick-up point for such transportation.

Option Enrollment. Students may not enroll on a part-time basis pursuant to the school's option enrollment program.

Adopted on: December 21, 2016

Revised on: July 10, 2017; July 10, 2023; July 14, 2025

Reviewed on: September 13, 2021; December 11, 2023



Nebraska City Public Schools Policy 3022-Volunteers

Updated July 2025

3022 Volunteers

Volunteers provide valuable assistance to school district staff and enrich the education program. Community members are encouraged to volunteer their services to the district under the conditions set forth below.

1. Volunteers must provide the district with directory information including their name, address, and telephone number.
2. Upon request by the district, volunteers must promptly execute a Volunteer Services Agreement.
3. The district may, but is not required to, conduct a criminal background check on any volunteer. A potential volunteer who refuses to undergo a background check will not be permitted to volunteer for the district.
4. Volunteers shall not perform the duties of a teacher as that term is defined in Nebraska statutes or regulations.
5. Volunteers do not have any property right in or to a volunteer assignment. The school district may deny or terminate a volunteer assignment for any reason that is not unconstitutional or unlawful. The superintendent's decision shall be final.

Adopted on: November 14, 2016
Revised on: June 11, 2018
Reviewed on: November 14, 2022

3022.R2
Volunteer Request Form
Classroom or School-Sponsored Activity

Teacher/Sponsor: _____ Date: _____

Class/Activity: _____

Proposed Date/Time/Season: _____

Volunteer Name: _____

Volunteer Affiliation: _____

Purpose and Support of Volunteer:

Volunteer Qualifications:

I have read school district Policy 3022-Volunteers and have complied or will comply with all of its requirements including 3022.R2 Volunteer Request Form, 3022.R1 Volunteer Services Agreement and Background Check. I understand the volunteer will not begin service until the approval process is completed.

Teacher/Sponsor

Date

Principal

Date

Superintendent

Date

Approved: _____ Denied: _____

Reason: _____

3022.R1 Volunteers

Nebraska City Public Schools Volunteer Services Agreement

This volunteer services agreement, referred to herein as the "Agreement," is made by and between Nebraska City Public Schools, (School District 111), (the "District") and _____, (the "Volunteer").

The District agrees to allow the Volunteer to perform the duties of _____ and the Volunteer agrees to perform such duties subject to the terms and conditions set forth below.

1. **Purpose of the Agreement.** The purpose of this Agreement is to describe the conditions for a person who wishes to act as unpaid volunteer providing services to the District. This Agreement does not establish any employer-employee relationship between the parties.

2. **Nature of Relationship; Duties of Volunteer.** The Volunteer's provision of services to the District under this Agreement is charitable. The Volunteer's duties and services are subject to approval by the Superintendent or the Volunteer's supervisor. The Volunteer agrees at all times to perform all of his or her duties faithfully, industriously, as directed and to the best of his or her ability, experience and talents.

3. **Days and Hours of Service.** The Volunteer's days and hours of service shall be agreed upon and approved by the Superintendent or the Volunteer's supervisor.

4. **Compensation.** The Volunteer shall not receive any compensation for his/her services. District representatives have not made and shall not make any promises or inducements to the Volunteer for providing his/her services. Further, as the Volunteer is not an employee, the District will not provide him/her with unemployment compensation insurance, or any fringe benefits.

5. **Expense Reimbursement.** The District may reimburse the Volunteer for actual expenses which he/she incurs in providing services as long as the expenses were pre-approved by the Superintendent or the Volunteer's supervisor. Any expenses claimed that were not pre-approved may not be processed. All approved reimbursements will be processed using the District Reimbursement Guidelines outlined in Appendix A of the Staff Handbook.

6. **Policies, Rules and Regulations.** The Volunteer shall be governed by Board of Education policies, District's rules and regulations, and supervisors' directives. Board of Education policies and District rules and regulations may be changed at any time, with or without notice to the Volunteer.

7. **Termination of Services.** This Agreement creates no property right for the Volunteer. Either may terminate services, with or without cause and without a hearing, upon giving notice. The Superintendent may, act upon his or her own initiative; terminate the Volunteer's services and this Agreement. Such termination will be effective upon the date of the issuance of the notice. Provision or receipt of notice by the Superintendent shall be reduced to writing and attached to the District's copy of this Agreement.

8. **Background Check.** The Volunteer asserts that she or he has never been charged with or convicted of any misdemeanor involving moral turpitude or any felony, or has disclosed in writing to the District administration details about any such change or conviction. The Volunteer consents to, and agrees to cooperate fully in, any background check conducted by the District. This background check may include obtaining a report from a reporting agency that may include information concerning my criminal history. By

providing the information requested below and signing this Agreement, I consent to the District conducting a background check.

9. Mandatory Reporting. Volunteers are required to report to the Superintendent the next working day or the next scheduled time for volunteering any violation, arrest, charge, or ticket relating to abuse, neglect, or endangerment of a minor, or when a minor was allegedly a victim or a witness, or any crime relating to alleged violence, force, coercion, or any acts of sexual misconduct.

10. Confidential Information. The Volunteer may have access to certain student information while providing services under this Agreement. The Volunteer understands that state and federal law prohibits the disclosure of student records or information about students to any person other than the student's parents or the District's teachers, counselors, or administrators. The Volunteer understands that unauthorized access, use, disclosure, or modification of student records or confidential information will result in the immediate termination of this Agreement and may result in other consequences imposed by law.

11. Entirety of Agreement and Amendments. The Volunteer has read the entirety of this Agreement, fully understand in terms and conditions, and agrees that this Agreement constitutes the entire agreement, and that no representations, promises, agreements or undertakings, written or oral, not herein contained shall be of any force or effect. This Agreement shall be subject to modifications only by a written instrument signed by the Volunteer and the Superintendent.

12. Applicable Law. This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

Volunteer (Signature)

Superintendent or School Representative (Signature)

Date

Date

Name (Please Print)

Date of Birth

Address

Telephone Number

E-mail Address

Temporary Employment/Volunteer Agreement

To help ensure the safety of our students and staff members, any individual who is interested in accepting temporary employment or interested in serving in a voluntary, non-paid capacity with the Nebraska City Public Schools is asked to complete the following agreement.

By signing this document, I understand the district will conduct a background check with law enforcement agencies and the Nebraska Department of Health and Human Services upon receipt of this agreement. This information will be used for background screening purposes only and will not be used as hiring criteria.

I further understand that the results of my background check must be satisfactory to the district before accepting any temporary employment or agreeing to service in a voluntary, non-paid capacity with the Nebraska City Public Schools.

Applicant/Volunteer Printed Name

Applicant/Volunteer Signature

Signature of Witness

Adopted: October 14, 2024

Reviewed:

Revised:

APPLICANT DISCLOSURE AND AUTHORIZATION FORM

[IMPORTANT -- PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION]

DISCLAIMER: *This is an end user obligation under the FCRA. This document is intended for instructional purposes only and is not intended as legal advice. We recommend you consult with an attorney to review this document and the attached state notices to ensure your compliance with applicable state laws related to background screening and consumer notices and disclosures.*

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

[Employer] ("The Company") may obtain information about you from a consumer reporting agency for employment purposes. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living, which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security verification, motor vehicle records ("driving records"), verification of your education or employment history including current position, worker's compensation injuries, or other background checks. The scope of this notice and authorization is allowing the Company to obtain from any outside organization all manners of consumer reports and investigative consumer reports now and throughout the course of your employment to the extent permitted by law. I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents.

ACKNOWLEDGMENT AND AUTHORIZATION

I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by the Company at any time after receipt of this authorization and throughout my employment, if applicable. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

PLEASE PRINT LEGIBLY

Last Name: _____ First Name: _____ Middle: _____

Other Legal Names/Alias: _____

Social Security #: _____ Date of Birth (MM/DD/YYYY): _____

Driver's License #: _____ State of Driver's License: _____

Current Address: _____ Phone: _____

City: _____ State: _____ Zip: _____

Email Address: _____

All Previous Full Addresses in the Last Seven (7) Years

Signature: _____ Date: _____

**This information will be used for background screening purposes only and will not be used for any other purpose.*

A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street NW, Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment or to take another adverse action against you must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer report agency (your "file disclosure"). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identity theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete, or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.

- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt out with the nationwide credit bureaus at 1-888-567-8688.
- The following FCRA right applies with respect to nationwide consumer reporting agencies:

CONSUMERS HAVE THE RIGHT TO OBTAIN A SECURITY FREEZE

You have a right to place a “security freeze” on your credit report, which will prohibit a consumer reporting agency from releasing information in your credit report without your express authorization. The security freeze is designed to prevent credit, loans, and services from being approved in your name without your consent. However, you should be aware that using a security freeze to take control over who gets access to the personal and financial information in your credit report may delay, interfere with, or prohibit the timely approval of any subsequent request or application you make regarding a new loan, credit, mortgage, or any other account involving the extension of credit.

As an alternative to a security freeze, you have the right to place an initial or extended fraud alert on your credit file at no cost. An initial fraud alert is a 1-year alert that is placed on a consumer’s credit file. Upon seeing a fraud alert display on a consumer’s credit file, a business is required to take steps to verify the consumer’s identity before extending new credit. If you are a victim of identity theft, you are entitled to an extended fraud alert, which is a fraud alert lasting 7 years.

A security freeze does not apply to a person or entity, or its affiliates, or collection agencies acting on behalf of the person or entity, with which you have an existing account that requests information in your credit report for the purposes of reviewing or collecting the account. Reviewing the account includes activities related to account maintenance, monitoring, credit line increases, and account upgrades and enhancements.

- You may seek damages from violators. If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- Identity theft victims and active-duty military personnel have additional rights. For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

TYPE OF BUSINESS:**CONTACT:**

1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates

a. Consumer Financial Protection Bureau
1700 G Street NW
Washington, DC 20552

1.b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the CFPB:

b. Federal Trade Commission
Consumer Response Center
600 Pennsylvania Avenue NW
Washington, DC 20580
(877) 382-4357

2. To the extent not included in item 1 above:

a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks

a. Office of the Comptroller of the Currency
Customer Assistance Group
P.O. Box 53570
Houston, TX 77052

b. State member banks, branches, and agencies of foreign banks (other than federal branches, federal agencies, and Insured State Branches of Foreign Banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act.

b. Federal Reserve Consumer Help Center
P.O. Box 1200
Minneapolis, MN 55480

c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations

c. Division of Depositor and Consumer Protection
National Center for Consumer and Depositor Assistance
Federal Deposit Insurance Corporation
1100 Walnut Street, Box #11
Kansas City, MO 64106

d. Federal Credit Unions

d. National Credit Union Administration
Office of Consumer Financial Protection
1775 Duke Street
Alexandria, VA 22314

3. Air carriers

Assistant General Counsel for Office of Aviation Consumer Protection
Department of Transportation
1200 New Jersey Avenue SE
Washington, DC 20590

4. Creditors Subject to the Surface Transportation Board

Office of Public Assistance, Governmental Affairs, and Compliance
Surface Transportation Board
395 E Street SW Washington, DC 20423

5. Creditors Subject to the Packers and Stockyards Act, 1921

Nearest Packers and Stockyards Administration area supervisor

6. Small Business Investment Companies

Associate Administrator, Office of Capital Access
United States Small Business Administration
409 Third Street SW, Suite 8200
Washington, DC 20416

7. Brokers and Dealers

Securities and Exchange Commission
100 F Street, NE
Washington, DC 20549

8. Institutions that are members of the Farm Credit System

Farm Credit Administration
1501 Farm Credit Drive
McLean, VA 22102-5090

9. Retailers, Finance Companies, and All Other Creditors Not Listed Above

Federal Trade Commission
Consumer Response Center
600 Pennsylvania Avenue NW
Washington, DC 20580
(877) 382-4357

3022.R2
Volunteer Request Form
Classroom or School-Sponsored Activity

Teacher/Sponsor: _____ Date: _____

Class/Activity: _____

Proposed Date/Time/Season: _____

Volunteer Name: _____

Volunteer Affiliation: _____

Purpose and Support of Volunteer:

Volunteer Qualifications:

I have read school district Policy 3022-Volunteers and have complied or will comply with all of its requirements including 3022.R2 Volunteer Request Form, 3022.R1 Volunteer Services Agreement and Background Check. I understand the volunteer will not begin service until the approval process is completed.

Teacher/Sponsor

Date

Principal

Date

Superintendent

Date

Approved: _____ Denied: _____

Reason: _____



Nebraska City Public Schools

Continuous Improvement Framework: 2025–2029

MISSION

Inspiring a culture of excellence that engages all students in lifelong learning.

GUIDING PRINCIPLES

1. High-Quality Instruction and Learning Experiences
2. Culture, Connectedness, and Personnel Effectiveness
3. Whole Child Focused Learning
4. Communication and Stakeholder Engagement
5. District Resources

PRIORITY THEMES 2025–2029

READING

Goal:

Every student will show measurable growth in reading each year, with grade-level average growth exceeding national norms.

ATTENDANCE

Goal:

Each school will reduce the percentage of students who are chronically absent, with building-level attendance rates improving from the previous year.

COMMUNITY

Goal:

Each school will build and strengthen partnerships with families and local organizations through intentional, ongoing engagement efforts.



**Alternative School
Handbook
2025-2026**

STUDENTS ATTENDING THE DISTRICT ALTERNATIVE SCHOOL ARE SUBJECT TO THE HANDBOOKS OF NEBRASKA CITY MIDDLE SCHOOL OR NEBRASKA CITY HIGH SCHOOL FIRST. THIS ALTERNATIVE SCHOOL HANDBOOK IS SPECIFICALLY DESIGNED FOR THE DISTRICT ALTERNATIVE SCHOOL AND IS AN EXTENSION OF THE BUILDING HANDBOOKS.

NEBRASKA CITY PUBLIC SCHOOLS

Alternative Education Program

MISSION STATEMENT: The mission of the NCPS Alternative Education Program is to empower all students with the knowledge, skills and attitudes to meet the challenges of our changing world. All educational planning will be facilitated with the support and cooperation of the student, family, community and educational staff. The Nebraska City Public School Alternative Education program will provide individualized alternative learning opportunities for students at risk of not completing school.

PHILOSOPHY: The philosophy is based upon the belief that students have a right to a free, appropriate, public education; and students, when offered the appropriate environment, can experience educational success. The traditional educational model, effective as it may be for the majority of our students, does not provide the right environment for all students.

COURSE OF STUDY: The academic program offers online credit recovery and course replacement in core subject areas and electives. The program is structured in a manner that promotes course completion and credit acceleration. For High School students, credits are earned when passing a class.

TARGET POPULATION: Below are characteristics of at-risk students whose needs may be met through the Nebraska City Public School Alternative Education Program. Students who:

- Are at risk of dropping out of school
- Have a demonstrated need for consistency in curriculum and/or scheduling
- Have demonstrated a need for instructional pacing that is different from a traditional classroom
- Have needs outside the classroom that require more flexible scheduling
- Are entering the district from a similar setting in another district
- Whose behavior disrupts the regular education setting
- Have frequent absenteeism that has resulted in loss of credits

EXPECTED OUTCOMES:

- Increase in acquired student knowledge
- Increased student productive behavior
- Increased student attendance
- Daily completed course work

BUILDING RULES:

- I will respect school property
- I will arrive at school no earlier than ten minutes before my session begins
- Upon arrival at school, I will enter the building immediately
- I will turn over my cell phone upon entering the building
- I will not loiter around other school facilities
- If I drive to school, I will not loiter in the parking lot. I will not return to my car until school is dismissed unless I have permission to do so

STUDENT BEHAVIOR:

- I will attend school everyday, unless I am ill or am out of town
- If I am going to be absent or tardy for any reason, a parent or myself will call or text the Alternative School cell phone number (402-209-0253) to explain the absence
- I will behave in an appropriate manner at all times. I will remember that aggressiveness and inappropriate gesturing are unacceptable
- I will use appropriate language. I will remember that profanity and inappropriate innuendos are not acceptable
- I will treat staff members, fellow students and visitors with respect
- I will respect others' privacy
- I will respect my own and other's personal space
- I will not interrupt others when they are speaking
- I will dress appropriately
- I will not use, or have in my possession, tobacco, alcohol, weapons, ecigerattes, or any illegal substances while on the premises of the NCPS Alternative Education Program or any other Nebraska City Public Schools facility.

CLASSROOM EXPECTATIONS:

- I will show up on time and be prepared
- I will complete daily assignments to the best of my ability and I understand that any grade below 70% will need to be redone.
- I will contribute creatively and productively to any independent or group activity.

INDIVIDUALIZED EXPECTATIONS:

- Students admitted to the NCPS Alternative Education Program will have an Individualized Student Contract developed for them. The Contracts will be individualized with specific student expectations that reflect each student's abilities and specific needs. A careful analysis of each students' transcripts or team meetings will determine which courses will be assigned.

COURSE WORK:

- Students are expected to complete at least, 5 lessons a day
- A score of 70% or lower is not considered passing and needs to be redone
- Students earning a score of 70% or higher will pass the lesson
- A score of 70% or better for an entire class will mean that class has been passed. High School students earn 5 credits for each class passed

PERSONAL BELONGINGS:

- Students are responsible for the safekeeping of all their personal belongings. Any valuable items should not be brought to school or kept in the teacher's office.

CELL PHONES:

- Student cell phones must be turned into the teacher upon entering the building. (Cell phone usage may be earned if a student passes 5 lessons a day for two consecutive weeks)

PARENT/TEACHER CONFERENCES:

- Parent/teacher conferences will follow the school calendar and occur on the designated dates using the scheduled dismissal times. Parents are encouraged to contact NCPS Alternative Education staff for an appointment anytime they have a question or concern regarding their student.

EMERGENCY OPERATIONS:

- Nebraska City School Board is committed to providing all students and staff a safe environment. Emergency Operations teams are in place to: perform threat assessment, provide safety training, and respond in times of crisis.
- Threat Assessment: The Emergency Operations team is responsible for investigating all reported threats to school safety, evaluating the significance of each threat, and devising an appropriate response. The threat assessment team shall work closely with the crisis team in planning for crisis situations.

Safety Training: Provide information and training to students and staff including, but not limited to:

- Evacuate and Bus Drills - Evacuate and Bus evacuation drills at regular intervals are required by law and are an important safety precaution. It is essential that when the first signal is given everyone obeys orders promptly and clears the building or vehicles by the prescribed route as quickly as possible. The teacher in each classroom or vehicle will give the students instructions.

- Lockdown Procedures - A lockdown may be called by the building principal or other designee if he or she has reason to believe that the students and staff may be in danger. In such cases, students and staff will remain in a locked classroom. They must move away from windows and doors. Students and staff must remain quiet at all times. In the event of a lockdown, for their safety, students will not be allowed to leave the building. Parents will not be free to pick up their child during the lockdown. The Nebraska City Police Department will be notified of the school lockdown and required to offer assistance.
- Secure Procedures – A lockout may be called by the building principal or other designee if he or she has reason to believe that a threat is possible from outside the building. In such cases, all exterior doors will be locked with no one (including parents and staff) being allowed to enter or exit the building. All classes will proceed as normal within the building.
- Shelter Drill- The alarm for an adverse weather drill will be an announcement. Students will proceed to the designated area. At all times during the drill, THERE WILL BE SILENCE so as to hear approaching danger and to be able to hear instructions. Once in the designated area, students must remain quiet until the “ALL CLEAR” is sounded. A verbal announcement will send students back to classes.

ATTENDANCE POLICY/SICK LEAVE:

- Students are expected to attend school everyday class is in session. If a student is going to be absent, he/she or student parent will call or text the Alternative School Cell phone number to inform school personnel.
- Communication is the key to our success with attendance. When in doubt, talk to school personnel.

CLASS TIMES:

- Alternative School will offer two different sessions where students may take classes. Session one is 9:00-11:30 AM. Session two is 12:00-2:30 PM. Students are only enrolled for one session unless two sessions are approved by administration.

CURRICULUM DELIVERY SYSTEM:

- The Apex online courseware offers over 100 NCAA approved online courses. Flexible course scheduling and 24/7 access. Ability to work at your own pace each week. Engaging, interactive curriculum.
- Class sessions may be canceled for the day in the event the internet is not working.

CONDITIONS FOR SUCCESS:

- **ABILITY TO WORK INDEPENDENTLY:** In order to accomplish the goals of our program, the NCPS Alternative Education Program students need to demonstrate the ability to work independently in the program. This includes being able to set daily, weekly and long term goals and being able to achieve these goals.

RETURN TO BUILDING PLANS WILL BE DETERMINED ON AN INDIVIDUAL BASIS FOR EACH STUDENT.

Memorandum of Understanding

Facility Use Agreement Between Nebraska City Public Schools and
Lourdes Central Catholic Schools. Date: 2025-2026 School Year

1. Purpose

This Memorandum of Understanding (MoU) is established between Nebraska City Public Schools (NCPS) and Lourdes Central Catholic Schools (LCC) to outline the terms and conditions governing Lourdes Central Catholic Schools' usage of facilities owned by Nebraska City Public Schools for extracurricular activities.

2. Scope of Agreement

2.1. Facility Usage: Nebraska City Public Schools agrees to allow Lourdes Central Catholic Schools to use its outdoor facilities for extracurricular activities per Nebraska City Public Schools Board Policy 3014 Use of School Property and per this Memorandum of Understanding. This Memorandum of Understanding replaces the Board Policy Form 3014.R1 Rental Charges.

2.2. Schedule: The schedule for LCC facility usage shall be determined through communication between both schools' administrations. NCPS activities have priority for facility usage. The administration from both schools will work together for activities to occur while ensuring a safe environment is maintained for students and staff.

2.3. Responsibilities: Any damages incurred during LCC's usage of the facilities, they will be billed accordingly, including but not limited to NCPS' employee's time to repair or clean. NCPS employees' billable wages will be \$35.00 per hour per person.

2.4. Rental Charges:

Use of Football Field and/or Track for Varsity competition	\$350.00
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NCPS will provide an NCPS employee on duty during competitions for emergency situations and maintenance concerns. LCC is responsible for all set up and clean up for the event. NCPS will not provide additional supplies, other than those currently and normally available for events. Requests for additional equipment prior to an event or additional clean up after the event will be billed to LCC at \$35.00 per hour/per person for the NCPS employee's .

Use of Football Field and/or Track for non-Varsity competition

If Stadium Lights are turned on	\$200.00
If NCPS employee is called to the facility	\$35.00/hr

Use of Football Field and/or Track for practices No charge

NCPS Administration must approve the use of the facility to ensure there are no conflicts with NCPS activities and ensure a safe environment.

3. Terms and Conditions

3.1. Duration: This MoU shall be effective from the date of signing and shall remain in force for a period of one academic school year, 2025-2026. It may be renewed by mutual agreement in writing.

3.2. Termination: Either party may terminate this MoU with 60 days' written notice to the other party.

3.3. Modification: Any modification to this MoU shall be made in writing and signed by both parties.

4. Indemnification: LCC agrees to defend, indemnify, and hold harmless NCPS its employees and agents for any expense, cost, loss, damage, claim, judgment or claims bill incurred or rendered against same, including attorneys' fees and investigation expenses (pre-suit, suit, trial, appeal, and post appeal proceedings) on account of any intentional or negligent acts or omissions of LCC or its employees, agents, or servants arising out of the use of any facility under this agreement.

5. Insurance. LCC shall provide a certificate of insurance evidencing general liability coverage under an occurrence basis policy, with minimum limits of \$1,000,000.00 per occurrence and \$5,000,000.00 aggregate, combined single limit covering bodily injury, property damage, personal injury, premises, operations, products, completed operations, independent contractors, and contractual liability. There shall be no exclusions for contracted liability. Coverage must be written by a carrier approved by NCPS. NCPS shall be named as an additional insured for claims arising out of any facility use under this policy.

6. Alcohol Use at the Facility. The parties acknowledge that NEB. REV. STAT. § 53-186 makes it unlawful for any person to consume alcoholic liquor upon property owned or controlled by NCPS unless authorized by NCPS's Board of Education. LCC agrees to prohibit the possession, distribution, sale,

dispensation, or use of any alcoholic liquor at the facility unless NCPS's Board of Education has authorized such use.

7. Condition at Termination. At the end of the term hereof, LCC shall surrender the Facility to NCPS in the same condition as when received, exempting ordinary wear and tear.

8. Assignment. LCC shall not assign this MoU in whole or in part and shall not allow any other non-LCC agent or servant to use the facility.

9. Signatures

This Memorandum of Understanding is executed by the duly authorized representatives of both parties on the date first above written.

For Nebraska City Public Schools:

Signature: _____
Print Name: _____
Title: _____
Date: _____

For Lourdes Central Catholic Schools:

Signature: _____
Print Name: _____
Title: _____
Date: _____



This agreement is between EDGE Nebraska City, a program of Partners for Otoe County, and Nebraska City Public Schools for the 2025-26 academic year.

EDGE Nebraska City is under the 501c3 umbrella of Partners for Otoe County and exists to provide programming and support to Nebraska City children and their families. Program delivery primarily happens during the school day in a full classroom setting, program volunteers provide literacy activities and books to students.

Programs/Sites:

Northside: **Book Besties** for PreK-2nd, **Kindergarten Ready Bags** for Kdg Roundup
Hayward: **Super Citizens 3.0** for 3rd Gr., **Super Citizens 4.0** for 4th (includes off-site visits) **Money Managers** for 5th Gr.

EDGE Nebraska City will

- Communicate with schools and staff, both formally and informally to ensure program delivery is meeting the mission objectives of both EDGE and NCPS.
- Maintain general liability coverage through Partners for Otoe County
- Conduct and confirm completion of background checks on all regular program volunteers.
- Provide programming that supports: relationships, basic literacy, financial literacy, community service, and citizenship skills.
- Provide trained volunteers for program delivery, ensuring volunteers understand the importance of maintaining strict confidentiality of all information about individual students.
- Share all book selections with district staff prior to use in the classroom or sending home with students
- Provide an annual update and report to the district and Board of Education, if requested.

Nebraska City Public Schools will

- Communicate with EDGE staff and volunteers both formally and informally to ensure program delivery is meeting the mission objectives of both EDGE and NCPS.
- Allow scholastic shipments to be delivered to NCPS Central Office
- Provide reasonable and relevant reading data to EDGE program leaders to aid EDGE in program development.
- Require a staff member to remain in the classroom during EDGE program times.
- Support "off site" programming to MJP Library, Nebraska City Food Pantry and Arbor Lodge Park
- Assist in sending materials (book and parent information) home with students
- Support the arrangement between EDGE and the NCHS Life Skills program for labeling of program books.

NCPS Representative

EDGE Nebraska City Representative

Title

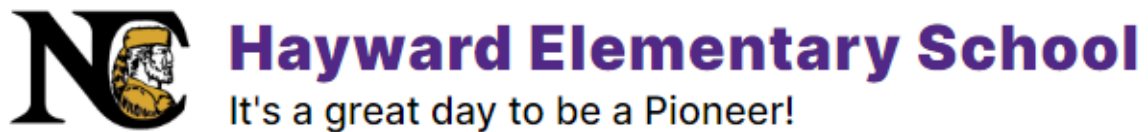
Title

Date

Date



Proposal for



Nebraska City Public Schools
Heyward Elementary RM503 Heat Pump

Compressor Replacement
or
Heat Pump Replacement

May 9, 2025

Confidential & Proprietary Proposal

Mechanical Scope of Work: Replace compressor in Heat Pump for RM 503. Heat Pump has a manufacture date of 2009.

- Isolate electrical power and loop water from unit.
- Remove existing ceiling tile for access to heat pump. Replace when complete.
- Recover refrigerant from the unit.
- Disconnect refrigerant piping and remove failed compressor.
- Install new OEM compressor and reconnect refrigerant piping.
- Remove old filter drier and install new one.
- Pressurize with nitrogen and leak test system.
- Evacuate to below 500 microns.
- Charge system with recovered refrigerant and add approximately 3 lbs to top off system.
- Install new compressor contractor.
- Startup unit and check for proper operation.
- All labor, material and freight are included

Exclusions:

- Temporary HVAC equipment or rental equipment

Clarifications:

- New compressor and parts have a lead time of 3-4 days at time of proposal.
- Replacement compressor comes with a 1 year parts and labor warranty on the installation.
- Work to be performed during normal working hours of 8:00 am thru 5:00 pm, Monday-Friday.
- Proposal does not include State and City sales tax.
- Proposal is valid for 30 days..

Mechanical Scope of Work: Replace Heat Pump for RM 503. Heat Pump has a manufacture date of 2009.

- Open ceiling grid for removal of unit. Replace when done.
- Isolate electrical power and waterside piping.
- Disconnect ducting, electrical wiring, control wiring, control wiring, drain line and piping.
- Provide a material lift and remove unit.
- Install new Daikin Enfinity 3.5 ton WSHP with R32 refrigerant and new supports.
- Fabricate and install new duct transitions from new unit to existing ducting.
- Install new hose kits with ball valves, strainer, flow regulator and motorized isolation valve to exiting loop.
- Reconnect electrical wiring from disconnect switch to unit.
- Install new drain piping from unit to existing piping.
- Startup and check operation of system.
- Provide disposal of old heat pump.
- All labor, material and freight are included.

Controls Note: A new room sensor will be installed and connected to new Heat Pump. A BACnet card will be installed in the new unit and will need to be connected to the building automation system by others.

Exclusions:

- Connecting this unit up to the exiting controls
- Temporary HVAC equipment or rental equipment
- Controls integration, communication wiring, water balancing or any other work other than proposed.

Clarifications:

- New has a lead time of 6-8 weeks days at time of proposal.
- Includes a factory startup with a 1 year labor allowance and a 5 year extended compressor and refrigeration circuit warranty and 1 year parts.
- Work to be performed during normal working hours of 8:00 am thru 5:00 pm, Monday-Friday.
- Proposal does not include State and City sales tax.
- Proposal is valid for 30 days..

Please select one of the following options:

☐ Heat Pump Compressor Replacement

Pricing \$5,480

☐ Heat Pump Unit Replacement

Pricing \$15,382

ACCEPTANCE:

**AGREEMENT IS SUBJECT TO CUSTOMER'S ACCEPTANCE OF THE ATTACHED TERMS AND CONDITIONS
AND IS VALID 30 DAYS FROM PROPOSAL DATE:**

<i>Dave Raymond</i>	
Customer Acceptance	Dave Raymond
Printed Name	Principal
Title	
Purchase Order	5/9/2025
Acceptance Date	Signature Date

TERMS AND CONDITIONS

By accepting this proposal, purchaser agrees to be bound by the following terms and conditions.

1. **Performance.** Company shall perform the Services in accordance with industry standards generally applicable in the state or province where the Services are performed under similar circumstances when Company performs the Services. Company may refuse to perform where working conditions could endanger property or put people at risk.
2. **INVOICING & PAYMENTS:** Facility Advocates will invoice per the payment term listed in the pricing schedule. Waivers of lien, if applicable, will be furnished upon request, as the work progresses; to the extent payments are received. If our invoice is not paid within 30 days of its issuance, it is delinquent. Invoices not paid within 60 days will bear interest at the rate of 1 ½% per month (18% annum).
3. **WARRANTY:** Facility Advocates warrants that the installation shall be free from defects in workmanship for one (1) year from the date of installation. Facility Advocates will repair installation defects at no charge to the customer. Any and all warranties upon any equipment shall be those of the manufacturer, subject to any limitations thereon. Facility Advocates will assist purchaser in any warranty claims mad to manufacturer. This warranty does not cover damage caused by misuse or negligence and does not apply to the equipment installed nor work done by others. This warranty shall be voided if the work performed by Facility Advocates is repaired by others or in any way abused, altered or misused or which has not been properly and seasonably maintained. THIS WARRANTY SHALL BE IN LIEU OF ALL OTHER WARRANTIES, EXPRESSED OR IMPLIED, INCLUDING, BUT NOT LIMITED TO THOSE OF MERCHANTABILITY AND FITNESS FOR A SPECIFIC PURPOSE.
4. **LIABILITY:** Facility Advocates shall not be liable for any special, indirect or consequential damages arising in any manner from the equipment or material furnished or the work performed pursuant to this agreement.
5. **TAXES:** The price of this proposal does not include duties, sales, use, excise, or other similar taxes unless required by federal, state or local law. Purchaser shall pay in addition to the stated price, all taxes not legally required to be paid by Facility Advocates or, alternatively, shall provide Facility Advocates with acceptable tax exemption certificates. Facility Advocates shall provide purchaser with any tax payment certificate upon request and after completion and acceptance of the work.
6. **PERMITS & FEES:** The price of the proposal does not include any amount for local or state fees, permits, or drawings, unless otherwise indicated on the contract.
7. **DELAYS:** Facility Advocates shall not be liable for any delay in the performance of the work resulting from or attributed to acts or circumstances beyond Facility Advocates' control, including, but not limited to, acts of God, fire, riots, labor disputes, acts or omissions of the purchaser, owner or other contractors or delays caused by suppliers or subcontractors of FACILITY ADVOCATES, etc.
8. **COMPLIANCE WITH LAWS:** Facility Advocates shall comply with all applicable federal, state and local laws and regulations and shall obtain all temporary licenses and permits required for the prosecution of the work. This proposal does not include the amount for local or state permit fees or drawings, unless otherwise specified.
9. **ATTORNEY'S FEES:** Purchaser agrees that they will pay and reimburse Facility Advocates for any and all reasonable attorney's fees which are incurred by Facility Advocates in the collection of amounts due and payable hereunder.
10. **INSURANCE:** Insurance coverage in excess of Facility Advocates' standard limits will be furnished when requested and required. No credit will be given or premium paid by Facility Advocates for insurance afforded by others.
11. **INDEMNITY:** The parties hereto agree to indemnify each other from any and all liabilities, claim, expenses losses or damages, including attorney's fees, which may arise in connection with the execution of the work herein specified and which are caused, in whole or in part, by the negligent act or omission of the indemnifying party.
12. **OCCUPATIONAL SAFETY AND HEALTH:** The parties hereto agree to notify each other immediately upon becoming aware of an inspection under, or any alleged violation of, the Occupational Safety and Health Act relating in any way to the project or project site.
13. **ENTIRE AGREEMENT:** This proposal, upon acceptance, shall constitute the entire agreement between the parties and supersedes any prior representations or understandings.
14. **CHANGES:** No change or modification of any of the terms and conditions stated herein shall be binding upon Facility Advocates unless accepted by Facility Advocates in writing.
15. **LIEN NOTICE:** Upon acceptance of this proposal you will be sent the appropriate lien notice, if applicable. This lien notice will be for Facility Advocates' payment protect.