

Board of Education Regular Meeting
Monday, December 15, 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. Reading Initiative / CLSD Grant; Continuous Improvement Report
 - 2.2. Principal's Reports – “What’s Happening With The PIONEERS!
 - 2.3. Committee Reports
 - 2.3.1. Education, Americanism and Civics
 - 2.3.2. Buildings and Grounds
 - 2.3.3. Finance
 - 2.3.4. Policy
 - 2.4. Superintendent's Report
3. Business
 - 3.1. Non-Action Items
 - 3.1.1. New Policy Cycle 2026-2027-2028
 - 3.1.2. Superintendent Evaluation
 - 3.2. Action Items
 - 3.2.1. Approve Semester Graduates
 - 3.2.2. Policy 4070-Early Voluntary Separation Offer
 - 3.2.3. Northside Roof
 - 3.2.4. HS Old Gym Floor
 - 3.2.5. Soccer Athletic COOP renewal with LCC and JCC
 - 3.2.6. Coop / contract with NCECBVI for activities
 - 3.2.7. Bound
 - 3.2.8. Superintendent's Contract
 - 3.2.9. Executive Session
 - 3.2.10. Reconvene Regular Meeting
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, November 10, 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, October 31, 2025 and on the Nebraska City Public Schools website on Tuesday, October 14, 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, October 31, 2025 and Tuesday, October 14, 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 6:02 PM.

1.1. Roll Call

Kent Blum: Present
Lisa Chaney: Present
John Hodges: Present
Rob Elson: Present
Stacie Higgins: Present
Jim Nemecek: Present
Pattie Lant: Present
Brent Shanholtz: Present
Sally Schreiner: Present
Present: 9, Absent: 0

1.2. Pledge of Allegiance

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

1.4. Welcome to Visitors and Public

President Chaney welcomed the visitors and public to the open meeting.

1.5. Approval of Agenda

Order #17440-Motion Passed: Motion to approve the agenda for this meeting on November 10, 2025 passed with a motion by Kent Blum and a second by Pattie Lant. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 9, Nay: 0, Absent: 0

1.6. Public Comment Time

Pat Harpster and Andrea Hincapie addressed the Board during Public Comment Time.

1.7. Approval of Minutes

Order #17441-Motion Passed: Motion to approve the minutes from the Regular Meeting on October 13, 2025 passed with a motion by Pattie Lant and a second by Stacie Higgins. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 9, Nay: 0, Absent: 0

1.8. Claims and Accounts

Order #17442-Motion Passed: Motion to approve the claims and accounts as presented passed with a motion by Lisa Chaney and a second by Kent Blum. Lisa Chaney reviewed the bills and found everything to be in order. Brent Shanholtz clarified some questions about a few bills.

General Fund: \$241,316.20; **Pavroll Fund:** \$1,333,892.26; **Pavroll Benefits Fund:** \$220,583.88; **School Nutrition Fund:** \$50.80; **Depreciation Fund:** \$45,060.00

Kent Blum: Yea
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 9, Nay: 0, Absent: 0

1.9. Financial Report

Order #17443-Motion Passed: Motion to approve the financial report as presented passed with a motion by Brent Shanholtz and a second by Jim Nemecek. The current balance in the treasury being \$3,505,281.46. Mr. Shanholtz gave a review of the financial reports highlighting only \$15,000 in GMS reimbursements are still pending from the 2024-2025 school year. Expenses are ahead of last year due to additional purchases using AWARE grant funds, HVAC projects and hiring four new paras. Cashflow is following projections with the change to the timing of the tax receipts. Mr. Fritch shared that the recalculation of state aid from the 2024-2025 school year was primarily due to updated student enrollment.

Kent Blum: Yea
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 9, Nay: 0, Absent: 0

2.0. Reports

2.1. Principal's Reports- "What's Happening with the Pioneers!"

Principal Pellatz answered questions from the Board about exciting events that the Middle School students have participated in recently.

2.2. Committee Reports

2.2.1. Education, Americanism and Civics Committee

Stacie Higgins gave the report of the committee highlighting that 13 staff members will be able to receive Science of Reading training through the ESU, the Science Curriculum work days and that the committee will be asking staff to present to the Board about the impact new resources and curricular work days are having in their classrooms. Mr. Fritch shared that providing dedicated time for staff to meet, collaborate, learn and plan

has been a valuable investment of time and resources for the district.

2.2.2. Building and Grounds Committee

John Hodges gave the report of the committee highlighting discussion regarding lunch tables at the HS, door access at each building, the new community food pantry project and upcoming agenda items.

2.2.3. Finance Committee

Kent Blum gave the report of the committee highlighting a meeting with Frankel Accounting regarding audit services and a discussion regarding the 7% increase in the BCBS insurance benefits rates next year.

2.2.4. Policy Committee

Jim Nemeec gave the report of the committee highlighting that the focus of the committee has become more academic centered in dedicating district time and resources. They are interested in receiving feedback from the staff in the presentations discussed by the Education Committee.

2.3. Superintendent Report

Mr. Fritch shared information regarding the December Regular Board Meeting being moved to Monday, December 15, the upcoming State Education Conference next week, BCBS premium rate increases, the progress of the Activity Leave and Trips Report for 2024-2025, the 2-factor authentication requirement and gave a staffing update including advertising for the 2026-2027 school year.

3.0. Business

3.1. Non-Action Items

3.1.1. Policy Reviews

3.1.1.1. Policy Cycle Review

The Policy Committee and Administration recommended the Board of Education review the following policies as outlined in the policy review cycle.

- 3047 Data Breach Response
- 3048 Communicable Diseases
- 3049 Drones and Unmanned Aircraft
- 3050 Technology in the Classroom
- 3053 Nondiscrimination

3.1.1.2. Annual Policy Review of 4070 and 4070.R1 Early Voluntary Separation Agreement

The Board reviewed and discussed this policy prior to December Regular Meeting and possible agenda action item. They will continue to update and notify staff of their intentions in regards to Policy 4070. ■

3.1.2. Rule 10 Checklist

Kate Sherwin gave an update on the progress of the Rule 10 checklist. It is essential to the district that this is constantly evaluated and documented.

3.1.3. Superintendent Evaluation

Per his contract the superintendent must notify the board of education in writing prior to the November board meeting of the Superintendent Evaluation to be an agenda item for the December regular board meeting. Written notice was provided to the Board via email on October 29, 2025. The Board discussed the evaluation tool they use and would like to review their options and see what else NASB has to offer.

3.1.4. Snow Removal Pricing

Mr. Fritch shared the 2025-2026 Snow Removal and Sanding price list from Mr. L'Heureux.

3.1.5. Northside Roof

The Request for Proposals for the Northside Roof is currently on the district website and is scheduled for publication in the Nov 7 and 14 editions of the NewsPress. A mandatory Pre-bid Conference is scheduled for November 18 at 10:00 AM at Northside Elementary.

3.2. Action Items

3.2.1. Housing Study

Order #17444-Motion Passed: Motion to approve the participation in the Nebraska City Area Economic Development Housing Study as presented passed with a motion by Kent Blum and a second by Stacie Higgins. Superintendent Fritch serves on the NCAED Board and has shared that this type of survey information would be beneficial to the district.

Kent Blum: Yea
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 9, Nay: 0, Absent: 0

3.2.2. Early Graduation Request

Order #17445-Motion Passed: Motion to approve the early graduation request from Alvaro Torres pending completion of all requirements prior to the end of the 2025-2026 school year passed with a motion by Kent Blum and a second by Jim Nemecek. Mr. Torres was present and congratulated by the Board as they wished him well with his continued educational path.

Kent Blum: Yea
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 9, Nay: 0, Absent: 0

3.2.3. High School Old Gym Floor

Order #17446-Motion Passed: Motion to approve the bid from Egan to sand, paint and refinish the floor in the HS Old Gym as presented passed with a motion by Jim Nemecek and a second by Pattie Lant. Completion dates will be coordinated around other projects and schedules at the High School.

Kent Blum: Yea
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 9, Nay: 0, Absent: 0

3.2.4. Basket Straps and Pulleys

Order #17447-Motion Passed: Motion to approve estimate 1289 from Sports Facility Maintenance to install safety straps and pulleys to the baskets in the gymnasiums as presented passed with a motion by John Hodges and a second by Rob Elson. Mr. Hodges stated this project has been considered at length and they are moving forward as it is a safety concern.

Kent Blum: Yea
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemecek: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 9, Nay: 0, Absent: 0

3.2.5. Personnel-Hiring

Order #17448-Motion Passed: Motion to approve the hiring of Katie Schreiter, Second Grade Teacher, for the second semester of the 2025-2026 school year pending graduation and certification passed with a motion by Jim Nemeč and a second by Stacie Higgins. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 9, Nay: 0, Absent: 0

3.2.6. Executive Session

Order #17449-Motion Passed: Motion to go into Executive Session for a strategy session with respect to collective bargaining clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual in compliance with the law passed with a motion by Kent Blum and a second by Rob Elson. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 9, Nay: 0, Absent: 0

The Board entered into Executive Session at 7:15 PM.

3.2.7. Reconvene Regular Meeting

Order #17450-Motion Passed: Motion to reconvene the Regular Meeting passed with a motion by Jim Nemeč and a second by Pattie Lant. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 9, Nay: 0, Absent: 0

The Regular Meeting reconvened at 8:20 PM.

4.0. Adjournment

Order #17451-Motion Passed: Motion to adjourn at 8:21 PM passed with a motion by Kent Blum and a second by Sally Schreiner. No discussion.

Kent Blum: Yea
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemeč: Yea

Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 9, Nay: 0, Absent: 0

Submitted by:
Mark Fritch, Secretary

DRAFT

AFFIDAVIT OF PUBLICATION

State of Florida, County of Orange, ss:

I, Ankit Sachdeva, 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:

- Oct 31, 2025

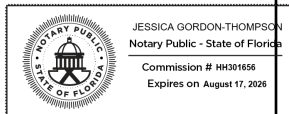
Notice ID: fN17KBPg9W1cXhANV5D7

Notice Name: November Meeting Notice 2025

Publication Fee: \$10.80

Ankit Sachdeva

Agent



VERIFICATION

State of Florida
County of Orange

Signed or attested before me on this: 10/31/2025

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 the **Regular Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00 o'clock P.M., November 10, 2025 at Central Office, 1700 14th Avenue**, Nebraska City, Nebraska, in the Boardroom, which meeting 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. The agenda is not final until 24 hours prior to the meeting. Mark Fritch
Superintendent of Schools
Published in the Nebraska City News Press on October 31, 2025.
3940910 ZNEZ



NOTICE OF REGULAR MEETING-NOVEMBER 10, 2025

Carla Zaroban

October 14, 2025

NOTICE IS HEREBY GIVEN that the **Regular Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00 o'clock P.M., November 10, 2025 at Central Office, 1700 14th Avenue, Nebraska City, Nebraska**, in the Boardroom, which meeting 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. The agenda is not final until 24 hours prior to the meeting.

Mark Fritch
Superintendent of Schools

Nebraska City Public Schools

Board Report - Bill Listing

Nov-25

Vendor Name	Description	Check Total
Checking Account ID		09 QCPUF Fund
BOK FINANCIAL	BOND PAYMENT	227,489.00
Fund Number		<u>227,489.00</u>
Checking Account ID		<u>227,489.00</u>
Checking Account ID		01 General Fund
ACCO BRANDS USA LLC	LAMINATION SUPPLIES	202.32
ALEX MEREDITH	FUEL REIMBURSEMENT	100.00
AMAZON CAPITAL SERVICES	VARIOUS CHARGES	564.30
AMERICAN NATIONAL BANK	LOAN PAYMENT	2,995.50
AMERICAN RECYCLING & SANITATION	TRASH SERVICE	2,667.07
APACE	CONTRACTED SERVICES	2,752.32
BENCHMARK EDUCATION COMPANY	EL CURRICULUM	2,552.00
BIO CORPORATION	MS SCIENCE SUPPLIES	229.42
BISHOP BUSINESS EQUIPMENT	PRINTER SUPPLIES	139.23
BRAVEBE CHILD ADVOCACY CENTER	MILEAGE	71.40
BRETT SALKELD	LCC PD	750.00
CAPITAL BUSINESS SYSTEMS	COPIES	127.73
CAPITAL BUSINESS SYSTEMS	COPIER SERVICE	3,846.21
CAPITAL ONE	VARIOUS CHARGES	50.60
CARD SERVICES	VARIOUS CHARGES	312.90
COLUMN SOFTWARE PBC	LEGAL NOTICE	121.50
DANA F. COLE & COMPANY, LLP	24-25 AUDIT SERVICES	12,160.00
DANA STOVALL	PARKING REIMBURSEMENT	7.50
DAS STATE ACCOUNTING - CENTRAL	DISTANCE LEARNING	317.87
DIETZE MUSIC	BOOKS	86.00
DOUGLAS TIRE	TIRE REPAIRS	15.00
EGAN SUPPLY CO.	CUSTODIAL SUPPLIES	2,343.36
ESU #4	CONTRACTED SERVICES	4,522.85
ESU COORDINATING COUNCIL	POWERSCHOOL SUPPORT	7,761.60
FACILITY ADVOCATES	HVAC REPAIRS	2,235.00
FBG SERVICE CORPORATION	CUSTODIAL SERVICES	29,751.00
FIRST CLASS FLOWERS	CO SUPPLIES	158.00
FIRST STUDENT INC	CONTRACTED SERVICES	33,176.77
GROWING WORDS THERAPY LLC	CONTRACTED SERVICES	1,146.39
HD SUPPLY FORMERLY HOME DEPOT PRO	CUSTODIAL SUPPLIES	179.92
HUMMERT INTERNATIONAL	PLANTING POTS	261.00
JUDY GOERING	ASC SUPPLIES	40.58

JW PEPPER & SON, INC	VOCAL SUPPLIES	485.90
KSB SCHOOL LAW, PC, LLO	LEGAL SERVICES	1,200.00
LANT HARDWARE, INC	VARIOUS CHARGES	203.23
LIFEGUARD AUTO SERVICE CENTER	VEHICLE INSPECTIONS/REPAIRS	2,493.26
LORENA FLORES	MILEAGE	64.68
LUNCHTIME SOLUTIONS, INC.	MS ASC SNACKS	35.11
MADSEN ELECTRIC	OLD GYM	630.07
MATHESON TRI-GAS INC.	BOTTLE RENTAL AND SUPPLIES	480.65
MEAD LUMBER	MS SHOP SUPPLIES	311.09
MENARDS SOUTH	MAINT SUPPLIES	553.95
NACIA	FALL RETREAT	250.00
NASB	FALL ED CONVENTION	3,016.00
NAT'L ASSOC. FOR MUSIC EDUCATION	ANNUAL MEMBERSHIPS	143.00
NATIONAL ART AND SCHOOL SUPPLY	SUPPLIES	4.16
NCSA	ANNUAL MEMBERSHIPS	2,860.00
NCSPEARSON	TESTING SUPPLIES	2,492.83
NEBRASKA CITY NEWS PRESS INC	ANNUAL RENEWAL	83.50
NEBRASKA CITY UTILITIES	UTILITIES	42,913.89
NEBRASKA DEPT OF EDUCATION	REIMB SAFETY AND SECURITY OVRAGE	1.55
NEBRASKA HONOR CHOIR	MS HONOR CHOIR	100.00
O'REILLY AUTO PARTS	VEHICLE REPAIRS	195.28
ONE SOURCE	BACKGROUND CHECKS	198.00
OVERDRIVE, INC	SORA RENEWAL	2,250.00
PAPER TIGER SHREDDING, INC.	SHREDDING SERVICE	80.00
Parco Scientific Company	SCIENCE SUPPLIES	330.00
PAYROLL ACCOUNT-NC PUBLIC SCH	NOV 2025 PAYROLL	1,345,438.51
PERU STATE COLLEGE	JAZZ FESTIVAL ENTRY	100.00
PLANK ROAD PUBLSISHING, INC.	LIBRARY SUPPLIES	80.84
RENAISSANCE LEARNING, INC.	FASTBRIDGE RENEWAL	11,762.00
RIVER VIEW PEST CONTROL, INC.	PEST CONTROL	2,045.00
SARAH ROBERTS	CONTRACTED SERVICES	15,060.22
THERAPY WORKS OF NEBRASKA	CONTRACTED SERVICES	15,278.16
TREVIPAY-WALMART BUSINESS	VARIOUS CHARGES	445.10
TRI-STATE RENTAL	COMPRESSOR RENTAL	160.00
UNO COLLEGE OF COMMUNICATIONS, FINE	JAZZ ENTRY FEE	250.00
VERIZON WIRELESS	CELL PHONES	698.77
VOYAGER FLEET SYSTEMS	FUEL CHARGES	4,866.30
WESTLAKE ACE HARDWARE	MAINT SUPPLIES	41.76
WINDSTREAM	PHONE	1,113.69
ZULTYS INC	PHONE	4,184.60

Fund Number

1,574,546.44

Checking Account ID		<u>1,574,546.44</u>
Checking Account ID		<u>1,574,546.44</u>
01	General Fund	
BLUE CROSS BLUE SHIELD	NOV HEALTH AND DENTAL	211,847.71
HARTFORD, THE	OCT/NOV LTD AND LIFE	7,935.71
TRANSAMERICA LIFE INS COMPANY	NOV SUPPLEMENTAL INS	4,917.73
VSP, INC	NOV VISION INS	1,955.10
Fund Number		<u>226,656.25</u>
Checking Account ID		<u>226,656.25</u>
02	Depreciation Fund	
Checking Account ID		
HEARTLAND SEATING	OLD GYM BLEACHERS	66,485.00
Fund Number		<u>66,485.00</u>
Checking Account ID		<u>66,485.00</u>
06	Nutrition Services	
Checking Account ID		
HOBART SERVICE	GARBAGE DISPOSAL GUARD	231.95
LUNCHTIME SOLUTIONS, INC.	OCT AND NOV FOOD SERVICE	203,203.64
RESTAURANT DESIGN EQUIPMENT AND	MS GARBAGE DISPOSAL	3,960.00
Fund Number		<u>207,395.59</u>
Checking Account ID		<u>207,395.59</u>
07	Bond Fund	
Checking Account ID		
BOK FINANCIAL	BOND PAYMENT	1,504,958.75
Fund Number		<u>1,504,958.75</u>
Checking Account ID		<u>1,504,958.75</u>

Nebraska City Public Schools
 November 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 2025-26 .823244

	2025	2024
Balance Forward	3,285,509.50	
Revenue	374,576.03	
Expenses	<u>1,574,673.39</u>	
Balance	2,085,412.14	1,424,519.90

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 2025-26 .025148

	2025	2024
Balance Forward	688,104.68	
Revenue	6,240.24	
Expenses	<u>0.00</u>	
Balance	694,344.92	61,182.99

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 2025-26 .017640

	2025	2024
Balance Forward	364,577.26	
Revenue	3,051.01	
Expenses	<u>227,489.00</u>	
Balance	140,139.27	163,514.24

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	3,860,238.57	
Revenue	637.28	
Expenses	<u>66,485.00</u>	
Balance	3,794,390.85	3,473,834.83

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	490,078.53	
Revenue	98,865.03	
Expenses	<u>207,395.59</u>	
Balance	381,647.97	515,298.46

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	47,826.34	
Revenue	1,344,272.98	
Expenses	<u>1,345,438.51</u>	
Balance	46,660.81	41,458.67

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	46,916.22	
Revenue	4,402.07	
Expenses	<u>5,835.56</u>	
Balance	45,482.73	35,692.94

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 2025-26 0.125739

	2025	2024
Balance Forward	3,061,316.72	
Revenue	25,600.33	
Expenses	<u>1,504,958.75</u>	
Balance	1,581,958.30	1,467,438.60

NEBRASKA CITY PUBLIC SCHOOLS 66-0111							25-26	24-25
GENERAL FUND MONTHLY FINANCIAL REPORT			REC'D MONTH	REC'D THRU:	REC'D THRU		% OF BUDGET TO	% OF BUDGET TO
	RECEIPTS:	BUDGETED	NOVEMBER	11/30/2025	11/30/2024	DIFFERENCE	BE RECEIVED	BE RECEIVED
	LOCAL PROPERTY TAXES	7,307,650.00	98,076.66	2,017,508.14	2,762,760.67	(745,252.53)	72.39%	
	CARLINE TAX	10,000.00		1,186.99	1,023.92	163.07	88.13%	
	IN LIEU OF TAX, 5% GROSS	6,500.00				0.00	100.00%	
	MOTOR VEHICLE TAX	925,000.00	80,455.58	242,116.02	227,804.30	14,311.72	73.83%	
	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	900.00	10,095.00	600.00	9,495.00	-236.50%	
	RENTAL OF SCHOOL FACILITIES	2,000.00	245.00	245.00	1,610.00	(1,365.00)	87.75%	
	OTHER LOCAL REVENUE	1,500.00				0.00	100.00%	
	COUNTY FINES & LICENSE FEES	140,000.00	11,997.92	33,086.74	40,853.27	(7,766.53)	76.37%	
	ESU RECEIPTS					0.00		
	OTHER COUNTY SOURCES	1,200.00			1,177.60	(1,177.60)		
	STATE AID	3,771,120.00		754,224.00	937,232.00	(183,008.00)	80.00%	
	SPECIAL EDUCATION PROGRAM	2,425,000.00				0.00	100.00%	
	SPECIAL EDUCATION TRANSP.	25,000.00				0.00	100.00%	
	HOMESTEAD EXEMPTION	335,000.00				0.00	100.00%	
	RELIEF TO PROPERTY TAXPAYERS	3,651,350.00				0.00	100.00%	
	PERSONAL PROPERTY TAX CREDIT					0.00		
	HIGH ABILITY LEARNERS	9,000.00		7,051.00	7,159.00	(108.00)	21.66%	
	RULE 4 TEXTBOOK LOAN					0.00		
	PRO-RATE MOTOR VEHICLE	25,000.00	1,960.74	2,119.37	3,308.09	(1,188.72)	91.52%	
	STATE APPORTIONMENT	280,000.00				0.00	100.00%	
	IN LIEU OF SCHOOL LAND TAX					0.00		
10,588.00	STATE EARLY CHILDHOOD	62,950.00			9,541.00	(9,541.00)	100.00%	
	CTE EXTENSION GRANT	9,520.00				0.00	100.00%	
	SAFETY AND SECURITY GRANT					0.00		
	PEAK GRANT	10,000.00	9,709.75	9,709.75				
76,719.88	PROJECT AWARE	150,000.00		14,102.41	8,827.50	5,274.91	90.60%	
97,145.00	TITLE I	400,000.00	31,550.00	31,550.00	185,208.00	(153,658.00)	92.11%	
11,973.00	TITLE II PART A	60,515.00	4,369.00	8,738.00	60,365.00	(51,627.00)	85.56%	
102,543.00	IDEA BASE	367,275.00	16,643.00	33,993.00	110,756.00	(76,763.00)	90.74%	
2,124.00	IDEA PRESCHOOL BASE	8,416.00	625.00	1,319.00		1,319.00	84.33%	
7,231.00	IDEA NON PUBLIC	39,309.00	861.00	1,722.00	17,142.00	(15,420.00)	95.62%	
	IDEA PRESCHOOL BASE-ARP					0.00		
	IDEA BASE-ARP					0.00		
	IDEA NON PUBLIC -ARP					0.00		
	MEDICAID IN PUBLIC SCHOOLS	35,000.00	21,880.82	32,821.23	30,360.23	2,461.00	6.23%	
	MAAPS RECEIPTS	40,000.00		5,688.32		5,688.32	85.78%	
	HOMELESS GRANT				1,696.00	(1,696.00)		
	CLSD LITERACY GRANT	518,000.00	88,800.00	88,800.00		88,800.00		
	ESSERS III				62,605.00	(62,605.00)		
	N-SPDG GRANT					0.00		
50,780.00	TITLE IV, PART B, NCLB 21ST CENTURY	165,000.00		6,357.00	10,777.00	(4,420.00)	96.15%	
	SUMMER CLUB EXTENSION (6989)					0.00		
	CLUBS EXTENSION (6988)				26,858.00	(26,858.00)		
	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 RECEIP	20,784,305.00	368,074.47	3,302,432.97	4,507,664.58	(1,205,231.61)	84.11%	77.83%
	NON PROGRAM RECEIPTS							
359,103.88	GRAND TOTAL	20,784,305.00	368,074.47	3,302,432.97	4,507,664.58			

			DISB. MONTH	DISB. THRU:	DISB. THRU:		% OF BUDGET TO	% OF BUDGET TO
	DISBURSEMENTS:	BUDGETED	NOVEMBER	11/30/2025	11/30/2024	DIFFERENCE	BE SPENT	BE SPENT
1100	INSTRUCTION	6,280,510.00	436,064.59	1,334,835.76	1,316,742.25	18,093.51	78.75%	
1150	ELL	432,500.00	33,068.95	101,289.08	100,610.84	678.24	76.58%	
1160	POVERTY	2,523,520.00	197,939.16	592,532.67	666,303.72	(73,771.05)	76.52%	
1190	PRESCHOOL LOCAL FUNDS	284,025.00	26,016.39	74,304.40	78,962.44	(4,658.04)	73.84%	
1200	SPECIAL EDUCATION	2,929,125.00	271,676.56	759,578.00	676,534.48	83,043.52	74.07%	
1300	DRIVER'S ED/SUMMER SCHOOL	13,455.00			1,740.23	(1,740.23)	100.00%	
2120	GUIDANCE	326,950.00	26,073.84	78,221.52	75,953.00	2,268.52	76.08%	
2130	HEALTH/NURSE	90,175.00	7,055.98	21,453.11	22,988.18	(1,535.07)	76.21%	
2140	PSYCHOLOGY	248,400.00	22,009.02	61,971.18	60,822.70	1,148.48	75.05%	
2150	SPEECH/AUDIOLOGY	403,500.00	45,208.51	116,956.91	96,746.61	20,210.30	71.01%	
2160	OCCUPATIONAL THERAPY	400.00				-	100.00%	
2170	PHYSICAL THERAPY	71,150.00	4,747.30	14,302.80	14,277.55	25.25	79.90%	
2180	VISION	3,900.00				-	100.00%	
2190	OTHER SUPPORT SERVICES	119,000.00	2,074.93	4,376.62	3,801.89	574.73	96.32%	
2212	CURRICULUM DIRECTOR	113,500.00	9,925.77	28,441.33	35,634.90	(7,193.57)	74.94%	
2214	STANDARDS DIRECTOR	5,000.00				-	100.00%	
2220	LIBRARY	189,310.00	15,669.13	42,340.38	38,981.70	3,358.68	77.63%	
2290	EARLY RETIREMENT	105,000.00		105,000.00	105,000.00	-	0.00%	
2310	SCHOOL BOARD	130,500.00	16,365.50	32,705.03	10,723.30	21,981.73	74.94%	
2320	SUPERINTENDENT	345,000.00	28,990.72	85,661.83	82,936.84	2,724.99	75.17%	
2410	PRINCIPALS	991,800.00	86,070.86	251,399.06	275,464.51	(24,065.45)	74.65%	
2510	BUSINESS OFFICE	279,950.00	18,728.68	62,502.91	61,847.37	655.54	77.67%	
2580	TECHNOLOGY	435,300.00	15,756.22	62,371.88	76,086.57	(13,714.69)	85.67%	
2610	PLANT OPERATION	1,198,500.00	79,980.24	490,104.01	477,012.35	13,091.66	59.11%	
2620	MAINTENANCE	958,800.00	42,259.92	180,230.00	172,054.19	8,175.81	81.20%	
2700	PUPIL TRANSPORTATION	403,025.00	42,761.00	109,989.84	90,037.06	19,952.78	72.71%	
3535	HIGH ABILITY LEARNERS	2,525.00	152.10	456.30	902.64	(446.34)	81.93%	
3540	STATE EARLY CHILDHOOD	63,700.00	5,295.18	16,041.63	6,743.07	9,298.56	74.82%	
3551	CTE EXTENSTION GRANT	9,520.00		3,565.75	1,430.00	2,135.75	62.54%	
3552	SAFETY AND SECURITY GRANT	0.00			3,825.00			
5000	DEBT SERVICES	40,000.00	2,995.50	8,986.50	8,986.50	-	77.53%	
6200	TITLE I	388,250.00	32,847.16	97,148.88	95,801.73	1,347.15	74.98%	
6301	CLSD LITERACY GRANT	518,000.00		88,800.00		88,800.00	82.86%	
6310	TITLE II PART A	57,910.00	4,741.75	12,725.25	26,528.04	(13,802.79)	78.03%	
6406	IDEA PART B PRESCHOOL	8,400.00	709.37	2,128.11	2,121.21	6.90	74.67%	
6408	IDEA BASE/ENROLLMENT/POVERTY	341,575.00	45,264.36	106,822.28	98,031.36	8,790.92	68.73%	
6412	NON-PUBLIC SPED	39,309.00	2,451.37	7,233.71	7,038.51	195.20	81.60%	
6418	PEAK GRANT	10,000.00			9,637.75	(9,637.75)		
6421	IDEA BASE-ARP	0.00				-		
6423	IDEA NON PUBLIC -ARP	0.00				-		
6700	PERKINS	600.00				-		
6968	TITLE IV, PART B, NCLB 21ST CENTURY	227,230.00	22,521.81	52,807.23	52,971.47	(164.24)	76.76%	
6988	EXTENDED CLUBS					-		
6989	SUMMER CLUBS					-		
6990	PROJECT AWARE	182,340.00	22,749.96	92,114.69	27,166.05	64,948.64	49.48%	
6994	HOMELESS GRANT							
6996	ESSERS/CARES GRANT	0.00				-		
6997	ESSERS II	0.00				-		
6998	ESSERS III	0.00				-		
	SUBTOTAL	20,771,654.00	1,568,171.83	5,099,398.65	4,882,446.01	220,777.64	64.76%	71.40%
	TRANSFER TO FUND							
	TOTAL DISBURSEMENTS:	20,771,654.00	1,568,171.83	5,099,398.65	4,882,446.01			

	Balance on hand District Treasury 8-31-25	5,217,886.47						
	Receipts through: 8-31-2026	3,302,432.97						
	TOTAL BALANCE & RECEIPTS	8,520,319.44						
	Outstanding warrants 8-31-2025	1,335,508.65						
	Warrants issued through: 8-31-2026	5,099,398.65						
	TOTAL WARRANTS	6,434,907.30						
	BALANCE	2,085,412.14						
	Balance in District Treasury	2,273,821.84 *						
	Outstanding warrants	188,409.70						
	BALANCE	2,085,412.14						

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2025 - 11/2025

Regular; Beginning Month 11/2025; Processing Month 11/2025; Accounts to Include Accounts with Activity; Fund Balance Account 120 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	HS FOOTBALL BALANCE	3,361.19	293.00	1,721.00	0.00	4,789.19
05 704 0003	MS FOOTBALL BALANCE	324.80	28.00	0.00	0.00	296.80
05 704 0004	HS BOYS BASKETBALL BALANCE	1,000.00	297.18	28.00	0.00	730.82
05 704 0007	MS BOYS BASKETBALL BALANCE	0.00	980.00	1,259.00	0.00	279.00
05 704 0008	HS TRACK BALANCE	37.40	0.00	0.00	0.00	37.40
05 704 0009	NC INVITATIONAL TRACK BALANCE	4,698.31	0.00	0.00	0.00	4,698.31
05 704 0010	YOUTH GIRLS BB BALANCE	3,220.89	0.00	0.00	0.00	3,220.89
05 704 0012	HS WRESTLING BALANCE	1,149.80	300.00	0.00	0.00	849.80
05 704 0013	MS WRESTLING BALANCE	(23.99)	225.00	0.00	0.00	(248.99)
05 704 0014	HS & MS CROSS COUNTRY BALANCE	1,826.55	450.00	30.00	0.00	1,406.55
05 704 0015	HS UNIFORMS	(6,955.95)	0.00	0.00	0.00	(6,955.95)
05 704 0016	HS GIRLS BASKETBALL BALANCE	1,000.00	240.00	0.00	0.00	760.00
05 704 0018	HS VOLLEYBALL BALANCE	1,527.54	0.00	561.00	0.00	2,088.54
05 704 0019	MS UNIFORMS	(7,128.50)	0.00	0.00	0.00	(7,128.50)
05 704 0020	MS VOLLEYBALL BALANCE	813.00	0.00	0.00	0.00	813.00
05 704 0021	HS BOYS TENNIS BALANCE	416.46	169.09	0.00	0.00	247.37
05 704 0023	UNIFIED ACTIVITIES	1,706.03	0.00	0.00	0.00	1,706.03
05 704 0024	HS BOYS GOLF BALANCE	(175.00)	0.00	0.00	0.00	(175.00)
05 704 0025	FFA BALANCE	10,427.49	1,361.26	1,286.00	0.00	10,352.23
05 704 0026	FCCLA BALANCE	13,383.28	3,313.50	6,453.00	0.00	16,522.78
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	(3,387.83)	0.00	0.00	0.00	(3,387.83)
05 704 0030	MUSICAL BALANCE	9,353.20	0.00	0.00	0.00	9,353.20
05 704 0032	MS CONCESSIONS BALANCE	1,783.44	1,067.86	1,553.35	0.00	2,268.93
05 704 0033	MS STUDENT FEES	10,037.31	0.00	170.00	0.00	10,207.31
05 704 0035	MS POP BALANCE	1,966.35	0.00	0.00	0.00	1,966.35
05 704 0037	MS BAND RESALE BALANCE	4,176.51	236.00	92.00	0.00	4,032.51
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	7,747.87	0.00	0.00	0.00	7,747.87
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 0043	HW BOOK FUND BALANCE	1,552.61	0.00	0.00	0.00	1,552.61
05 704 0045	CHEERLEADERS BALANCE	(8,213.36)	0.00	0.00	0.00	(8,213.36)
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

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2025 - 11/2025

Regular; Beginning Month 11/2025; Processing Month 11/2025; Accounts to Include Accounts with Activity; Fund Balance Account 120 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 0049	DRAMA ACTIVITY BALANCE	1,160.81	0.00	405.00	0.00	1,565.81
05 704 0050	MS STUDENT COUNCIL BALANCE	10,021.88	226.17	1,166.25	0.00	10,961.96
05 704 0051	HS STUDENT COUNCIL BALANCE	2,409.84	0.00	361.75	0.00	2,771.59
05 704 0052	JOURNALISM BALANCE	14,765.30	5,715.92	775.00	0.00	9,824.38
05 704 0054	ART CLUB BALANCE	1,563.81	0.00	0.00	0.00	1,563.81
05 704 0056	NATIONAL HONOR SOCIETY BALANCE	(1,019.05)	0.00	0.00	0.00	(1,019.05)
05 704 0057	DISTRICT ACTIVITY FUND BALANCE	13,941.99	182.08	540.00	0.00	14,299.91
05 704 0058	HS BAND ACTIVITY BALANCE	(1,135.85)	320.00	176.00	0.00	(1,279.85)
05 704 0059	6TH GRADE BAND BALANCE	(985.68)	0.00	0.00	0.00	(985.68)
05 704 0060	HS BOOK SALES BALANCE	4,390.27	0.00	0.00	0.00	4,390.27
05 704 0061	HS SCIENCE GRANT BALANCE	2.02	0.00	0.00	0.00	2.02
05 704 0062	HS QUIZ BOWL BALANCE	250.00	0.00	0.00	0.00	250.00
05 704 0063	MS QUIZ BOWL BALANCE	176.06	0.00	0.00	0.00	176.06
05 704 0064	HS SCIENCE CLUB BALANCE	983.85	313.50	447.00	0.00	1,117.35
05 704 0068	HS CONCESSIONS BALANCE	20,656.22	0.00	3,184.55	0.00	23,840.77
05 704 0069	PRECORDERS BALANCE	695.68	0.00	0.00	0.00	695.68
05 704 0070	VARSITY CLUB BALANCE	30,841.23	2,244.45	0.00	0.00	28,596.78
05 704 0071	WELLNESS BALANCE	11,361.58	0.00	0.00	0.00	11,361.58
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	1,322.03	0.00	0.00	0.00	1,322.03
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	(3,284.53)	0.00	0.00	0.00	(3,284.53)
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	2,114.28	250.69	0.00	0.00	1,863.59
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	(573.58)	0.00	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	434.28	267.99	0.00	0.00	166.29
05 704 0093	FBLA BALANCE	277.96	0.00	0.00	0.00	277.96
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	1,737.82	0.00	0.00	0.00	1,737.82

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2025 - 11/2025

Regular; Beginning Month 11/2025; Processing Month 11/2025; Accounts to Include Accounts with Activity; Fund Balance Account 120 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 0098	BBB SUMMER LEAGUE BALANCE	3,604.17	0.00	0.00	0.00	3,604.17
05 704 0099	DISTRICT WELLNESS BALANCE	3,124.97	0.00	195.00	0.00	3,319.97
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	HS SOCCER BALANCE	1,000.00	0.00	0.00	0.00	1,000.00
05 704 0106	BOYS TENNIS CLUB BALANCE	(219.34)	0.00	0.00	0.00	(219.34)
05 704 0107	HS GIRLS GOLF BALANCE	1,923.78	0.00	790.00	0.00	2,713.78
05 704 0108	EXPRESSIONS BALANCE	4,187.68	0.00	0.00	0.00	4,187.68
05 704 0110	MS VOCAL BALANCE	190.00	0.00	0.00	0.00	190.00
05 704 0111	HS SPED BALANCE	2,089.69	165.42	0.00	0.00	1,924.27
05 704 0112	SUMMER GBB BALANCE	1,696.33	241.00	0.00	0.00	1,455.33
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
05 704 0118	Girls Wrestling Club Balance	3,919.19	0.00	0.00	0.00	3,919.19
05 704 0121	CLASS OF 2026 BALANCE	450.90	0.00	790.00	0.00	1,240.90
05 704 0123	HS SOFTBALL BALANCE	962.47	0.00	0.00	0.00	962.47
05 704 0124	CD/INTEREST BALANCE	(5,285.93)	0.00	369.14	0.00	(4,916.79)
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	7,802.51	1,417.50	0.00	0.00	6,385.01
05 704 0130	HS SOUND SYSTEM BALANCE	846.25	0.00	0.00	0.00	846.25
05 704 0131	SUMMER SCHOOL BALANCE	7,606.02	0.00	260.00	0.00	7,866.02
05 704 0132	HS ART FEES BALANCE	5,675.07	0.00	35.00	0.00	5,710.07
05 704 0133	HS SPANISH FEES BALANCE	278.72	0.00	0.00	0.00	278.72
05 704 0135	MS ART FEES BALANCE	1,905.70	0.00	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	1,226.02	393.83	0.00	0.00	832.19
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	14,704.25	538.15	0.00	0.00	14,166.10
05 704 0141	CO BALANCE	21,346.37	198.25	18.79	0.00	21,166.91
05 704 0144	PIONEER PETE BALANCE	3,054.02	513.05	0.00	0.00	2,540.97
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	1,785.88	75.96	0.00	0.00	1,709.92

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2025 - 11/2025

Regular; Beginning Month 11/2025; Processing Month 11/2025; Accounts to Include Accounts with Activity; Fund Balance Account 120 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 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 0157	TECHNOLOGY BALANCE	26,555.67	0.00	25.00	0.00	26,580.67
05 704 0158	MS LIFE SKILLS BALANCE	3,716.05	0.00	0.00	0.00	3,716.05
05 704 0159	CA CONSTRUCTION BALANCE	6,252.49	0.00	0.00	0.00	6,252.49
05 704 0160	CLASS OF 2029 BALANCE	237.00	0.00	0.00	0.00	237.00
05 704 0161	CA WELDING BALANCE	821.34	0.00	20.00	0.00	841.34
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
05 704 0164	JAG BALANCE	431.61	0.00	0.00	0.00	431.61
05 704 0165	ESPORTS BALANCE	754.63	0.00	0.00	0.00	754.63
05 704 0166	TURF AND DIRT BALANCE	10,350.00	0.00	8,350.00	0.00	18,700.00
Fund Total: 05		<u>340,878.09</u>	<u>22,024.85</u>	<u>31,061.83</u>	<u>0.00</u>	<u>349,915.07</u>


		12/1/2025	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	204788
1/4/2008	2007	CHEVY	VAN	TAN	ES UPLANDER	7	1GNDV23107D159355	6	51495	186338
6/26/2018	2013	FORD	PICKUP	RED	F150	5	1FTFW1EF1DKF26059	8	58436	150179
7/20/2009	2008	CHEVY	VAN	WHITE	UPLANDER-LS	7	1GNDV23118D104608	6	55997	171892
7/22/2009	2008	CHEVY	VAN	RED	UPLANDER LS	7	1GNDV23128D130117	6	51678	198005
8/17/2009	2001	CHEVY	VAN	WHITE	EXPRESS	2	1GCHG35R111152386	6	51494	115810
9/23/2009	2009	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31LX9DA54328	6	53021	99698
11/16/2012	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG9BR628362	6	56540	182795
12/17/2021	2016	CHEVY	SPED BUS	YELLOW	MICRO BIRD	13	1GB3G3BG5F1127886	8	60892	84754
4/25/2022	2014	DODGE VAN	VAN	NAVY	GRAND CARAVAN	6	2C4RDGBG4ER353286	6	60384	100213
6/2022	2019	DODGE VAN (SPED)	VAN	WHITE	GRAND CARAVAN	6	2C4RDGBG6HR735999	6	60884	42523
5/2022	2013	CHEVY VAN	VAN	WHITE	EXPRESS	10	1GAWGPFA7D1176079	6	60382	40622
12/2022	2019	DODGE VAN (Activity)	VAN	WHITE	GRAND CARAVAN	6	2C4RDGEG1KR739509	6	60890	92760
11/1/2023	2021	NISSAN VAN	VAN	SILVER	VAN	10	5BZAF0AA8MN850607	6	60902	78282
11/2023	2023	CHEVY	TRUCK	WHITE	2500 HD	3	1GC0YLE70PF209343	8	60898	24521
12/2023	2023	FORD	VAN	WHITE	TRANSIT	10	1FBAX2C89PKB95953	8	62998	10524
7/2024	2024	FORD	SUV	BLACK	EXPEDITION	6	1FMJK1J83REA51268	8	68001	12790
7/2024	2019	DODGE VAN	VAN	DARK GRAY	GRAND CARAVAN	6	2C4RDGEG2KR571430	6	56539	76653

[1] these numbers here match column F in the 2022-2023 Data Enrollment sheet

NCPS Board of Education Report
Northside Elementary
December 15th, 2025

Reading:

- **Instructional Strategies:**

- **2nd Grade**  **DMG Presentation**
- Ms. Wilcox meets with Dr. Hayes from DMG every week via zoom. She mentors me as I lead the second grade team to focus on data to drive decisions regarding interventions and instruction. She is the ultimate hype girl~she continues to challenge me and build me up.
- Dec. 2~started utilizing paras to lead an enrichment group for 14 1st graders from 1:40-2:10 while Kindergarten students are at PE/Media/Music.
- K/1 continues to divide/conquer, aligning assessments from Benchmark to the state standards. During IPI we are also taking a step back and focusing on engagement strategies as a team.
- ELA IPG discussion points
 - Positive:
 - Student engagement, vocabulary alignment, the overall “feel” of the classrooms (welcoming, mutual respect)
 - Grows:
 - How much instructional time do we actually have/use? When I walk into the room, what evidence will I see that kids are learning?
 - What is the purpose of using the TPT slides and additional worksheets. Is there a resource in Benchmark that gives you the same outcome.
 - Student specific feedback (beyond “good job”) should sound like, “YES! You found a detail that describes the character, that is smart!”

Attendance:

- **Goal: Reduce the number of chronic absences.**

How? Relationships, relationships, relationships.

- The attendance team meets every Tuesday. When we looked at comparative data from July 1-Dec.1 2024 to July 1-Dec. 1 2025 our chronic absenteeism is down 3%.
- Monthly attendance award was given to Mr. DeBilzan’s class for the least amount of absences for the month of November. They received the traveling trophy for the month and they got to eat lunch with Ms. Wilcox. When I asked Mr. DeBilzan what he does in his classroom to engage students in conversations about attendance, this was his response:

“We do several things to stress the importance of attendance. Each day, we put a tally on our board for full class attendance. Per the attendance team, I have increased the communication with families about any absences and stress the importance of coming to school. I also highlight

activities/assignments missed on days their children miss. Every morning, our class discusses the perfect attendance for our class. When a student comes in late from breakfast or tardy to school, I make a big deal about them being at school today!

My students' goal (unprompted by me) is to win the class attendance award in back to back months! They are very proud of the trophy that we display in our window and thoroughly enjoyed lunch in the classroom with Ms. Wilcox! We are very proud to say that we have perfect attendance as of December 8th.”



Community:

- **Veteran's Day Ceremony**

- A local veteran himself, Mayor Bequette told the students about the importance of a uniform and what it means to honor someone for their service. He led the students in the Pledge of Allegiance, and then we celebrated other local veterans with a song, a cheer and thanking them for their service.



- **Turkey Bingo**

- PTO hosted bingo at Northside providing an opportunity to connect with teachers, families, and other students as well as earn some great prizes including Turkeys for Thanksgiving dinner.




- **Staff to Staff:**

- Walking Wednesdays at Arbor Lodge were relocated to the building. We walk from 4:15-4:45.
- Second grade team presented on DMG at our staff meeting (fostering leadership in our building).



- **Staff to Student:**

- Teachers created a Gratitude Video for students.
-  "Grateful".mp4

- Student to Student
 - Purple Apple awards were given to students who consistently demonstrated Gratitude.



December 15, 2025

Hayward Elementary Board Update
Tammy Schaefer

Attendance:

Our building will recognize classes with the highest percentage during Purple Pride Recognition time, at the end of Quarter 2.

We plan to implement a consistent check in system with students/families that are struggling with attendance consistently. We appreciate the work of DMG that has helped us with focusing on students' attendance and laying the foundation for us as we move into the second semester.

Reading:

Ms. Wilcox, Mrs. Sherwin and I teamed up with ESU 4 and did IPG walk-throughs during Reading instruction. This opportunity provided insight into our reading program and the alignment of state standards.

The third grade team presented to all staff how their DMG time has been during Semester 1. The third graders are showing growth, but more importantly the consistency is key for our students to have the opportunity to show growth. As an IPI team, members have worked on aligning assessments to standards to ensure we are giving all students the opportunity to learn.

Community:

Pioneer Pride Showcase will recognize Hayward Heros, whose posters will be displayed in the community.

Held a Veterans Day program in the afternoon. Invited the MS band, a speaker from the community to share the history of the Pledge Allegiance and opened up to the community to attend. We had a full gym. We invited a Veteran to visit with 5th graders following the assembly to answer any questions they had.

Students stocked the food pantry with canned goods. They had a challenge between all classrooms, won by 3rd grade.

NCPS Board of Education Report

Middle School

December 15th, 2025

Instructional Strategies/Reading:

- The NCMS staff met during their PD time on November 12th and December 1st. The focus of these meetings was to continue to narrow the focus for consistency in priority instruction and what strategies are used. Teachers also collaborated on finding trends between attendance, academic performance, and relationships with adults in the building.

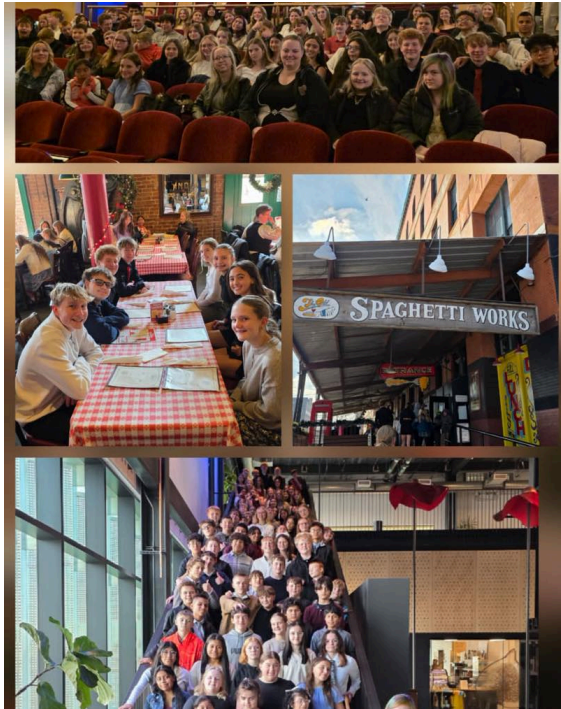
Attendance:

- Our building attendance team continues to meet to implement our tiered strategy on addressing chronic absenteeism at NCMS.
 - Tier I — Universal Practices
 - We have positively recognized 440 students for on-time, every time attendance. This means that they were on-time and present for all classes that day
 - Tier II - Small Group Practices
 - Each staff member has identified a student at-risk for being chronically absent and checks in with them weekly and the day the return to school from an absence. Early returns after 4 week of implementation have seen about a 3% increase in attendance with that group.
 - Year to Year Comparisons:

Through 77 Days (Dec. 11th)	2024-2025	2025-2026
	Percentage of Students	
Perfect Attendance	3.9%	7.6%
Higher than 95%	37.5%	53.5%
Higher than 90%	66.8%	81.10%
Lower than 90%	33.2%	19.90%
Average Daily Attendance (ADA)	91.8%	94.10%
ADA - Class of 2030 (8th Grade)	90.7%	93.5%
ADA - Class of 2031 (7th Grade)	92.8%	92.84%
ADA - Class of 2032 (6th Grade)	91.80%	95.4%

Community Engagement:

- The 8th Grade attended The Nutcracker Ballet at the Orpheum Theater, followed by a meal at Spaghetti Works in the Old Market, then headed to the Kiewit Luminarium for some science fun on Wednesday, December 3rd.



-
- NCMS hosted a family night for parents to come and learn from the BraveBe Child Advocacy Center in connection with student presentations during the school day. Families learned about safe online practices and digital citizenship. This took place on Wednesday, November 19th at the MS. Families that attended were grateful for the opportunity.
- Pioneer Honor Society Hosted a Veterans Day Breakfast at the Memorial building. They estimated over 100 veterans attended over the course of the morning. Veterans in attendance look forward to this opportunity immensely and it brings the Honor Society so much joy to serve them.
- On Tuesday, November 18, Jeffrey Funke, Chief Justice of the Nebraska Supreme Court, visited Nebraska City Middle School for an assembly. The Chief Justice spoke on his background, his appointment to the bench, and his duties as Chief Justice. He discussed the importance of perseverance, utilizing the court system to peacefully resolve conflicts, and the Nebraska probation system as a national model. Chief Justice Funke encouraged students to become informed voters when they become adults and to work hard to achieve their goals.



-
- **Enrollment (Dec. 11, 2025)**
 - **6th Grade: 114 students (+2 from August)**
 - **7th Grade: 85 Students (+0 from August)**
 - **8th Grade: 95 Students (+2 from August)**
 - **6th-8th Grade: 294 Students (+4 from August)**

NCPS Board of Education Report

High School

December 15th, 2025

Instructional Strategies/Reading:

- Mrs. Cunningham took 5 students to an employer engagement with Turner Construction where they learned more about the construction business and what it has to offer. After the presentation, students worked in groups of 5 to create a 2 story building out of spaghetti, marshmallows, toothpicks, paper clips, string, and construction paper. Students had to have: two stories, a front and back door, safety feature, and a roof. Students did a great job representing NCPS! They showed great skills by actively listening, participating, and answering great questions.



- DaVinci Bridge during Physics Class



- Students visiting Bryan College of Health Sciences - Student statement *"My visit helped me get a much clearer understanding of what this career field actually looks like day to day. I appreciated being able to learn about the education and skills required. . After the visit, I feel more confident in exploring this career path further, and I have a better idea of the next steps I should take as I continue planning for my future."*



- Students visit Capitol Beauty School



- Thanks to the work of Mr. Kenter, all the Juniors will take a practice ACT (online version) on January 14th.
- Congratulations to our National Honor Society inductees!



Future educators at Peru State
Young Educators Day!



Attendance:

- Attendance Contracts - All students who currently fall between a 89.9% and 88% attendance rate have been given the opportunity to earn full credit for the 1st semester by agreeing to an “attendance contract” this contract states that the student is aware he/she has not met the 90% attendance requirement for full credit and will be in attendance 90% of the time or more for the year. Essentially, if the student was at 89% for 1st semester then that student needs to be at 91% for Second semester.
- Credit Appeal Forms - All students who currently have an 87% attendance rate or lower have been given a chance to complete a Credit Appeal Form. This form needs to be completed by the student, parent, and a teacher to explain why they were absent and what steps will be taken second semester. The Attendance Team will meet to approve these forms with conditions of attendance improvement for the second semester.
- Credits earned based upon attendance rates if the Attendance Contract/Credit Appeal Form isn't turned in or denied:
 - Above 90% = 5 credits per semester class
 - Between 89.9% and 80% = 4 credits per semester class
 - Below 79.9% = 3 credits per semester class

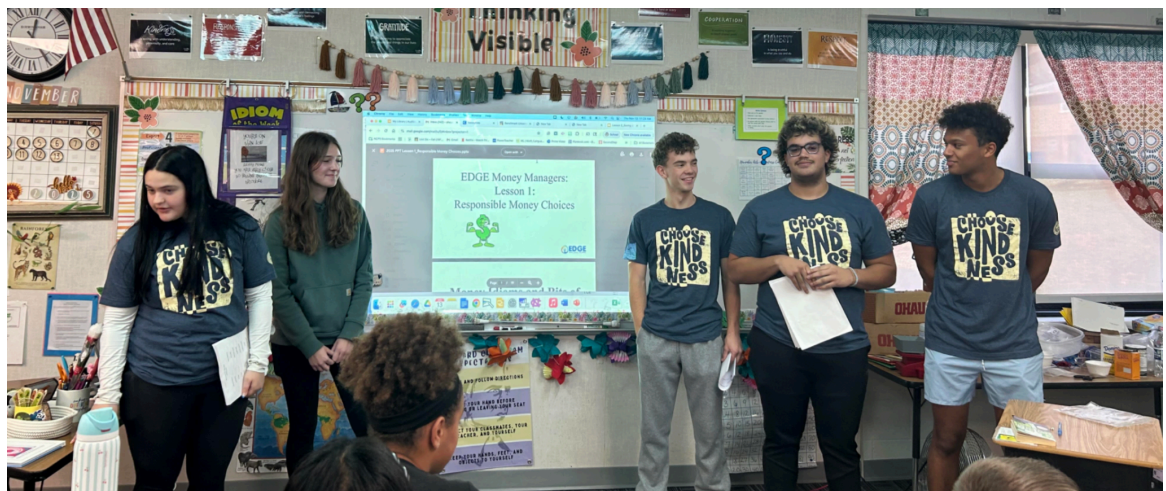
Community Engagement:

- World Kindness Day - over 300 notes of appreciation and compliments were delivered to students and staff today! Thank you to United Against Violence and Traci Reuter for donating the t-shirts! Giving a compliment or expressing thanks is just as good for the giver as it is for the receiver. When you take time to notice and acknowledge the good in others, it shifts your focus toward positivity and gratitude. This simple act can boost your mood, reduce stress, and help you feel more connected to the people around you. Complimenting others strengthens empathy and reminds you that kindness is powerful, not costly. Over time, regularly expressing appreciation can help you develop a more optimistic outlook and a stronger sense of personal well-being.





- The Young educators class filled in at Hayward to assist the EDGE program with their money matters lessons. Hayward students learn lifelong financial lessons and receive a free book along the way.



FFA received a donation to provide food for the Food Pantry and the Pioneer Pantry for the Load the Wagon. Members shopped today to create the most meals they could and provide hygiene items on an allotted budget.

Thanks to [Bernard Real Estate and Auction Company LLC](#) for giving us this opportunity to help out our community.



Nebraska City High School

Wrestling had the awesome opportunity to visit Ambassador Health to share in and serve Thanksgiving dinner to residents! This is a great experience for our student/athletes to be out in the community, meet new people, and have meaningful conversations! Thank you to Ambassador Health for the invitation and thank you to Nebraska City High School for allowing students to participate!



Science Club's

School-wide Food Drive numbers:

🕒 10 Hours

🚚 16 Wagon Sponsors

👤 27 Adults

👧 48 Students

🚗 52 Vehicles

740lbs of goods donated!

Thank you to all our Wagon Sponsors! Thank you to our community! Thank you to the First United Methodist Church Food Bank and the Pioneer Pantries!



- FFA group donating fruit to various NC organizations around town!



NCPS Board of Education Report

High School Activities

December, 2025

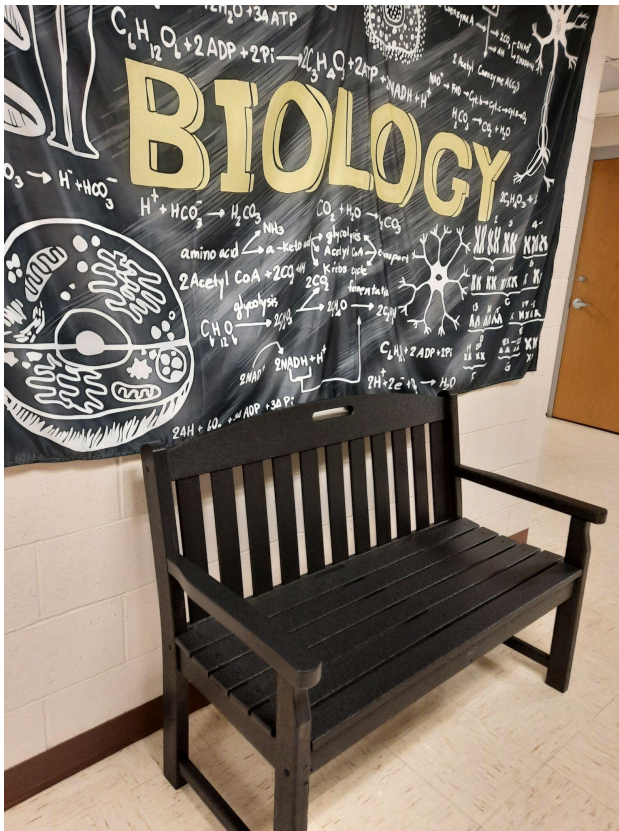
Community Engagement, Attendance

- The Pioneer E-sports had a great first half of the season! Alvaro Torres Hincapie finished the season as a state champion chess player for e-sports in Division 2!
- The choirs are preparing for two concerts with the band next week. This coming Sunday, December 14th is our Annual Winter Concert, which will take place at 2:00 PM in the High School Auditorium. This concert will feature the Concert Band and Varsity Singers. On Friday, December 19, the Cocoa and Carols concert will take place at the Memorial Building at 7:00 PM and will feature the Jazz Band, Expressions, and City Singers.
- The band had two students selected for participation in the All State Band. Junior Jayden Bailey was selected on trumpet for a third consecutive year and senior Lizzie Ely was selected for a second year on flute. The students rehearsed in Lincoln for two days with the commander of the Washington D.C. Air Force Band, Col. Schofield, then put on a wonderful concert. There were about 170 students from all across the state chosen for this ensemble.

The concert band will be performing on the Winter Concert in conjunction with the choir at 2 pm on Sunday, December 14th. The jazz band will be performing several tunes for Cocoa and Carols on the 19th at the Veteran's Memorial Building at 7 pm. You can come dance or just listen!



- One-Act just finished up. It was a good season. The students received a lot of praise from parents and from the directors of our competitors. One Act set out to challenge themselves to try new things this season, and it paid off. This years show had more technical elements than they have ever traveled with before. Mr. Kenter is looking forward to continuing to expand on this. Kenter believes that the program took some big steps forward this year from an overall production standpoint. The next step for the program is to develop acting skills and overall stage presence. The Pioneers received a superior rating at both our conference and district contests. The Pioneer tech crew placed 4th place at both conference and districts. Overall the show was placed 5th at both contests (7 shows at conference and 8 at districts). The Pioneers lost a tie-breaker with Plattsmouth for 4th place at districts. NCHS had six students acknowledged with outstanding performance awards. Most importantly, the program had a lot of students already speaking with me about next year's show, there is a lot of excitement about the program going forward! The Pioneers have also been invited to join another competition next year in Fairbury. This opportunity will help us to improve prior to districts and give our students a better overall experience with one-act at NCHS.
- Pioneer boys wrestling is in full swing to the start of our season. Practice has been going very well. Pace and intensity of practice has been at an all time high. We had our first competition against Elkhorn North where we struggled to find our rhythm. Friday Dec. 5th we attended Fremont Invitational and we competed much better. We came away with 5 medalists (2 Champions) and finished 5th out of 10 teams (Highest Scoring Class B school at the tournament). Coming up we have Syracuse JV Invite on Friday Dec. 12th while the Varsity travels to Holdrege for a Triangular with Holdrege and Scottsbluff. Saturday Dec. 13th we compete in the Holdrege Duster Scramble.
- Science Club (with the aid of the HS Courtesy Committee) earned a second recycled bench from Trex! Student Council will be our partner beginning in January. Keep sending plastics! We also organized a School-wide Food Drive before Thanksgiving - numerous wagon sponsors and students showed up to help. We collected 740lbs of goods! We intend to make this an annual event.



- Winter cages officially began on December 8th, and player sign-up meetings have been held at both Nebraska City High School and Lourdes Central Catholic. Additional sign-up meetings are being scheduled with Johnson-Brock and Johnson County Central to complete our co-op outreach. At this time, we have 28 players committed, and we anticipate adding 10 to 15 more athletes from JB and JCC and those who were unable to attend initial meetings.

NCPS Board of Education Report

Middle School Activities

December 11th, 2025

Attendance:

- NCMS Jazz band traveled to Lincoln to hear the Nebraska Jazz Orchestra! The concert featured lots of familiar Christmas tunes, but presented them in a unique style that the students hadn't heard before, arranged by jazz greats like Duke Ellington. We enjoyed some Rasin' Canes on the way in!





- **Nebraska City Middle School Girls Wrestling**
 - The NCMS Girls Wrestling Team finished 2nd Place in the Trailblazer Conference tournament held in Ashland-Nebraska on Saturday, December 13, 2025. Congratulations to Coach Hobbs and the student-athletes on a successful season!
- **Nebraska City Middle School Boys Basketball**
 - The NCMS Boys basketball team lost to Beatrice Middle School and won against Plattsmouth Middle School in the Trailblazer Conference Basketball tournament on Saturday, December 13, hosted at Nebraska City High School. The boys basketball team will finish their season on the road Monday, December 15 at Louisville and Tuesday, December 16th on the road at Falls City.

- **Nebraska City Middle School Student Council**

- Our student council continues to work within the school sponsoring fun activities and themes throughout the second quarter. NCMS Stuco raised funds by providing middle school students the opportunity to send Holiday-themed “Santa- or BRR-GRAMS” to other students and staff members that were compiled and will be delivered on Friday, December 19th. Stuco also sponsored a Winter Wonderland Dance that was held on Friday, December 12, 2025. The dance sold tickets in advance and we had 109 students in the 7th and 8th grade classes.



-

Community Engagement:

- Nebraska City Middle School hosted the Peru State Women’s basketball team on Friday, December 12th to practice in the gym due to an event on the Peru State campus. We want to wish good luck to Coach Mike Sybrant and the Peru State Women’s basketball team as they continue to move forward through their basketball season!

Threading A Moving Needle



Legislative Issues Conference

January 25-26, 2026

Cornhusker Marriott Lincoln

Stay Informed

Know The Process

Engage



2026 Legislative Issues Conference

TO REGISTER:

Go to <https://nasb.envisiams.com/> 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. You may also access the NASB Events page with the right QR. \$25 cancellation fee by the registration deadline. No refunds after the deadline.



Registration fees for each event are as follows:

- Sunday dinner and program \$80
- Conference Registration \$120
 - On-Site Registration \$150
- Monday Afternoon 101 Wrap-Up (NEW*) \$20

Registration Deadline - January 19, 2026

TO REST:

To reserve your hotel please call 888-236-2427 to book your room in the NASB block by the January 4, 2026, deadline.

TO REDEEM:

Awards of Achievement Points can be earned by attending these events

- 10 points = Sunday dinner and program
- 15 points = Legislative Issues Conference

SUGGESTED AUDIENCE:

- School Board Members, Superintendents, ESU Administrators



Threading A Moving Needle

SUNDAY, JANUARY 25 - AGENDA

In 2025, the Governor signed legislation creating the School Financing Review Commission. With several meetings behind them, goals set, and a report submitted, hear from the K-12 board members and administrators on the Commission as they update us on the goals, progress, discussion, and reports of their work. This panel will be facilitated by NASB's Colby Coash, and Brian Maher, Commissioner of Education.

- 5:30 PM Registration
6:00 PM Reception, Dinner, and Program: "Threading a Moving Needle: A panel with the K-12 representatives of the School Financing Review Commission" Shavonna Holman - Omaha; Keith Runge - Lakeview; Ann Foster - Brady; Aaron Plas - Bennington; John Schwartz - Millard; Liz Standish - Lincoln



Photo courtesy of Zach Wendling/Nebraska Examiner

MONDAY, JANUARY 26 - AGENDA

Weeks into each year's Legislative Session, key committee chairs, senators, and education leaders are invited to share their respective views throughout the morning. Get a firsthand look at the bills which will have an impact on public education in Nebraska. Close the conference by networking over lunch as a majority of Senators join us to discuss key takeaways from the morning.

- 8:00 AM Registration
8:30 AM Welcome and Introductions - NASB Legislative Committee Chair
Bill Review
Speaker Arch - Session Preview
Senator von Gillern - Revenue Committee Update
Senator Bohn - Judiciary Committee/Juvenile Justice Update
Senator Hughes - School Finance Legislation Update
Senator Lonowski - Education Committee Update
Final Talking Points Prior to Your Lunch with the Senators
12:00 PM Lunch with the Senators
1:30 PM Adjournment

(IN NO PARTICULAR ORDER, SPEAKER LIST SUBJECT TO CHANGE)

1:30 to 3:00 PM - NEW*

"Everything You Wanted To Know About The Legislature, But Never Wanted To Ask"

A 101 level review of bill searches, the legislative process, engagement strategies, and more with plenty of time for Q&A. You will leave ready to advocate!



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NCPS Board of Education Policy Actions

2026-2027-2028

Sorted by Month

YEAR ONE	Policy Number	Policy Title	BOE Action Date	NOTES
Jan 2026	2002	Organization of Board		
	2006	Complaint Procedure		
	2014	Relationship with District Legal Counsel		
	5006	Foreign Exchange Students		
	5006.R1	Foreign Exchange Students Procedures		
	5044	Safe Pupil Transportation		
	2012	Board Code of Ethics		
	2013	Violation of Board Ethics		
Feb 2026	4003	Drug Policy Regarding Drivers		
	4037	Reduction in Force		
	4039	Employment of Classified Staff		
	4041	Staff Dress and Appearance		
	4062	Locker Room Supervision		
	5035	Student Discipline		
	5067	Student Assistance Team or Comparable Problem Solving Team		
Mar 2026	3016	Smoking		
	3019	Sale or Disposal of School Property		
	3026	Handbooks		
	3039	Threat Assessment and Response		
	3046	Animals at School		
	3046.R1	Service Animal Request Form		
	3046.R2	Therapy Animal Request Form		
Apr 2026	4024	Teachers' Rights, Responsibilities and Duties		
	4042	Employee Social Security Numbers		
	4043	Professional Boundaries between Employees and Students		
	4057	Superintendent Evaluation		
	6020	Multicultural Education		
	6021	District Criteria for Selecting Evaluators to be Used for Special Education...		
	6033	Restraint and Seclusion of Students		
May 2026	3028	Sex Offenders		

	3035	Chain of Command		
	3056	Guest Speakers		
	3056.R1	Guest Speaker Request Form-Classroom or Activity		
	3056.R2	Guest Speaker Request Form-Assembly		
	4029	Salary Schedule for Certificated Employees		
	4029.R1	Certified Professional Growth Employee Record Form		
June 2026	4002	Drug Free Workplace		
	4004	Employment of Relatives, Domestic Partners and Significant Others		
	4006	Insurance		
	4007	Personnel Records		
	4009	Restrictions on Employees Receiving Gratuities		
	4022	Certification and Endorsements		
	4032	Professional Growth		
	4034	Staff Handbook		
annual	6038	Artificial Intelligence		
July 2026	KSB			
annual	5001	Compulsory Attendance and Excessive Absenteeism		
annual	5001.R1	Collaborative Plan Addressing Barriers to Attendance		
annual	5018	Parent and Guardian Involvement in Educational Practices		
annual	5045	Student Fees		
annual	5054	Student Bullying		
annual	5057	District Title I Parent and Family Engagement Policy		
annual	6004	Curriculum Development		
Aug 2026	4016	Jury Duty and Service as Witness in Court		
	4017	Relations with Employee Collective Bargaining Associations		
	4018	Corporal Punishment		
	4020	Ownership of Copyrighted Works		
	4023	Professional Ethics		
	4045	Milk Expression		
	4056	Resignation of Certificated Staff		
	4059	Suicide Prevention Training		
Sept 2026	4005	Communication Between the Board and District Employees		
	4008	Outside Employment		
	4015	Prohibition Against Employment of Board Members		
	4019	Workplace Injury Prevention and Safety Committee		

	4044	Political Activity by Staff Member		
	4046	Internet Searches Regarding Potential Employees		
	4050	Overtime and Compensatory Time		
	4054	Reporting Child Abuse or Neglect		
annual	5004	Option Enrollment		
Oct 2026	3001	Budget and Property Tax Request		
	3007	Review of Bills		
	3010	Insurance		
	3018	Denying Access to School Premises or Activities		
	3038	Procurement, Suspension and Debarmanet Governed by Federal Procurement.....		
	3042	Construction Management at Risk Contracts		
	3043	Design-Build Contracts		
Nov 2026	4025	Superintendent		
	4027	Part-time Certified Employees		
	4028	Substitute Teachers		
	4038	Classified Staff Defined		
	4058	Confidentiality in Counseling and Guidance		
	6036	Reading Instruction and Intervention Services		
annual	4070	Early Voluntary Separation Program		
annual	4070.R1	Application and Agreement		
Dec 2026	5003	Admission of Part-time Students		
	5009	Adult Education		
	5014	Homeless Students		
	5023	Student Illness		
	5041	Student Government		
	5046	Secret Organizations		
	3059	Audio and Video Recording		
If needed	4070	Early Voluntary Separation Program		
YEAR TWO	Policy Number	Policy Title	BOE Action Date	NOTES
Jan 2027	2001	Role of the Board of Education		
	2003	Development and Education of Board Members		
	2004	Oath of Office		
	2005	Conflict of Interest		
	2011	Membership in Organizations		
	2016	Participation in Insurance Program by Board Members		

annual	2012	Board Code of Ethics		
annual	2013	Violation of Board Ethics		
Feb 2027	3005	School Activities Fund		
	3008	Gifts, Grants and Bequests		
	3009	Audit		
	3015	Time Away from School Activities		
	3021	Operation of School Business Office		
	3027	Resolution of Conflicts Between Parents Over School Issues		
	3029	Distribution of Flyers Advertising Non-School Organization Activities		
Mar 2027	1001	General Policy Statement		
	1002	Creation, Amendment and Distribution of Board of Education Policies		
	1003	Mission Statement		
	2009	Public Participation at Board Meetings		
	2015	Student Member of School Board		
	3002	Deposits		
	3031	Students Electing to Attend School in Adjoining State		
Apr 2027	5028	Initiations and Hazing		
	5030	Dating Violence		
	5031	Student Appearance		
	5032	Closed Campus		
	5033	Student Driving and Parking		
	5034	Handbooks		
	5036	Lockers		
May 2027	3013	Emergency Closings and Dismissals		
	3036	Purchasing (Credit) Card Program		
	3058	Naming School Facilities and Property		
	3058 R.1	School Facility Naming Agreement		
	5019	Communicating with Parents		
	5024	Medication of Students		
	5025	Student Insurance		
June 2027	6001	School Organization		
	6010	Special Education		
	6010 R.1	Special Education Procedures-NDE Updated February 2019		
	6013	Teaching Controversial Issues		

annual	6038	Artificial Intelligence		
	6039	Repeat of Grade at Parent-Guardian Request		
	6040	Preindergarten (Preschool or Early Childhood) Program		
July 2027	KSB			
annual	5001	Compulsory Attendance and Excessive Absenteeism		
annual	5001.R1	Collaborative Plan Addressing Barriers to Attendance		
annual	5018	Parent and Guardian Involvement in Educational Practices		
annual	5045	Student Fees		
annual	5054	Student Bullying		
annual	5057	District Title I Parent and Family Engagement Policy		
annual	6004	Curriculum Development		
Aug 2027	6002	School Calendar		
	6006	Commencement Ceremony		
	6007	Selection of Scholarship Winners		
	6008	Class Rank		
	6009	Grade Placement and Academic Credits of Transfer Students		
	6011	Fire Instruction and Prevention		
	6012	Flag Display and Patriotic Observances		
Sept 2027	6014	School Attendance on Days of Scheduled Activities		
	6015	Summer School		
	6016	Homebound and Off-Campus Instruction		
	6017	Homework		
	6018	Grades		
	5005	Transportation		
annual	5004	Option Enrollment		
Oct 2027	5020	Rights of Custodial and Non-Custodial Parents		
	5039	Fundraising Activities		
	5042	Bulletin Boards		
	5043	School-Sponsored Publications		
	5050	Reporting Related to Exempt (Home) Schools		
	5056	Free Expression by Students		
	5064	Title I Supplement, Not Supplant		
Nov 2027	3017	Press Releases		
	3024	External Booster Clubs and Parent-Teacher Organizations		

	3030	Automatic External Defibrillator (AED) Program		
	3032	Copying Fees for School District Records		
	3041	Crisis Team Duties		
	3060	Firearms and Weapons- Non Students		
annual	4070	Early Voluntary Separation Program		
annual	4070.R1	Application and Agreement		
Dec 2027	5010	Immunizations		
	5011	Physical Evaluations and Visual Examinations of Students		
	5040	Work Permits		
	5048	Emergency Response to Life Threatening Asthma or Systemic Allergic Reaction....		
	5053	Self Management of Diabetes and Asthma/Anaphylaxis		
	5059	Emergency Medical Treatment		
If needed	4070	Early Voluntary Separation Program		
YEAR THREE	Policy Number	Policy Title	BOE Action Date	NOTES
Jan 2028	2007	Reimbursement and Miscellaneous Expenditures		
	2008	Meetings		
	2010	Preparation for Board Meetings		
	4051	Staff and District Social Media Use		
annual	2012	Board Code of Ethics		
annual	2013	Violation of Board Ethics		
Feb 2028	5007	Enrollment of Expelled Students		
	5012	Testing and Assessment Program		
	5016	Student Records		
	5062	Lice and Nits		
	5065	Bed Bugs		
ON TRACK	5066	Early Graduation		
ON TRACK	6005	Academic Credits and Graduation		
Mar 2028	6003	Instructional Program		
	6025	Student Cell Phone and Other Electronic Devices		
	6028	The Extracurricular Activities Program		
	6028.R1	Formation of Extracurricular Activities		
	6029	Activity Trips		
	6030	Public Appearances of School Groups		
	6032	Constitution Day Education		
	6034	Concussion Awareness		

Apr 2028	3003	Bidding for Construction, Remodeling, Repair, or Site Improvement		
	3003.1	Bidding for Construction, Remodeling, Repair, or Related Projects Financed.....		
	3004.1	Fiscal Management for Purchasing and Procurement Using Federal Funds		
	3012	School Meal Program and Meal Charges		
	3037	Petty Cash		
	3057	Title IX		
May 2028	5002	Admission of Students		
	5002.1	Admission of Students Who Reside Out of the State of Nebraska		
	5008	Pregnant or Parenting Students		
	5015	Protection of Pupil Rights		
	5017	Routine Directory Information		
	6027	Field Trips		
	6031	Emergency Exclusion		
June 2028	4010	Inclement Weather		
	4011	Employee Leave Under the Family and Medical Leave Act (FMLA)		
	4011.1	Nebraska Family Military Leave Act		
	5022	Investigations, Arrests and Other Student by Law Enforcement and HHS		
	5037	Student Internet and Computer Access		
	5052	School Wellness		
	5055	Enrollment in Kindergarten		
annual	6038	Artificial Intelligence		
July 2028	KSB			
annual	5001	Compulsory Attendance and Excessive Absenteeism		
annual	5001.R1	Collaborative Plan Addressing Barriers to Attendance		
annual	5018	Parent and Guardian Involvement in Educational Practices		
annual	5045	Student Fees		
annual	5054	Student Bullying		
annual	5057	District Title I Parent and Family Engagement Policy		
annual	6004	Curriculum Development		
Aug 2028	4012	Staff Internet and Computer Use		
	4012.R1	Staff Internet and Computer Use Form		
	4013	Grievance Procedure		
	4030	Evaluation of Certificated Employees		
	4031	Evaluation of Probationary Certified Employees		

	4048	Assessment Administration and Security		
	4052	Job References to Prospective Employers		
Sept 2028	3004	General Purchasing and Procurement		
	3014	Use of School Property		
	3014.R1	Rental Charges		
	3020	Copyright Compliance		
	4053	Conflict of Interest		
	4060	School Vehicle Use		
	4061	Workplace or Non-Workplace Injuries or Illness and Return to Work		
annual	5004	Option Enrollment		
Oct 2028	3022	Volunteers		
	3022.R1	Volunteer Services Agreement		
	3022.R2	Volunteer Request Form		
	3023	Record Management and Retention		
	3025	Returned and Outstanding Checks		
	3040	School Safety and Security		
	3044	Incidental or De Minimis Use of Public Resources		
	3045	Use of Sniffer Dogs		
Nov 2028	3047	Data Breach Response		
	3048	Communicable Diseases		
	3049	Drones and Unmanned Aircraft		
	3050	Technology in the Classroom		
	3051	Opioid Overdose Prevention and Response		
	3053	Nondiscrimination		
annual	4070	Early Voluntary Separation Program		
annual	4070.R1	Application and Agreement		
Dec 2028	6041	Malcolm X Day Education		
	6042	Projection Maps		
	6044	Participation and Assignment of Athletic Teams		
	6045	Behavioral Intervention		
If needed	4070	Early Voluntary Separation Program		

NCPS Board of Education Policy Actions

2026-2027-2028

Sorted by Policy Number

Policy Number	Policy Title	BOE Action Date	NOTES
1000	Overview and Mission Statement		
1001	General Policy Statement		
1002	Creation, Amendment and Distribution of Board of Education Policies		
1003	Mission Statement		
2000	Board of Education		
2001	Role of the Board of Education		
2002	Organization of Board		
2003	Development and Education of Board Members		
2004	Oath of Office		
2005	Conflict of Interest		
2006	Complaint Procedure		
2007	Reimbursement of Miscellaneous Expenditures		
2008	Meetings		
2009	Public Participation at Board Meetings		
2010	Preparation for Board Meetings		
2011	Membership in Organizations		
annual	2012	Board Code of Ethics	
annual	2012	Board Code of Ethics	
annual	2012	Board Code of Ethics	
annual	2013	Violation of Board Ethics	
annual	2013	Violation of Board Ethics	
annual	2013	Violation of Board Ethics	
	2014	Relationship with District Legal Counsel	
	2015	Student Member of School Board	
	2016	Participation in Insurance Program by Board Members	
	3000	Business Operations	
	3001	Budget and Property Tax Request	
	3002	Deposits	
	3003	Bidding for Construction, Remodeling, Repair, or Site Improvement	
	3003.1	Bidding for Construction, Remodeling, Repair, or Related Projects Financed w/ Federal Funds	
	3004	General Purchasing and Procurement	
	3004.1	Fiscal Management for Purchasing and Procurement Using Federal Funds	
	3005	School Activities Fund	
	3007	Review of Bills	
	3008	Gifts, Grants and Bequests	
	3009	Audit	
	3010	Insurance	

3012	School Meal Program and Meal Charges		
3013	Emergency Closings and Dismissals		
3014	Use of School Property		
3014.R1	Rental Charges		
3015	Time Away from School Activities		
3016	Smoking		
3017	Press Releases		
3018	Denying Access to School Premises or Activities		
3019	Sale or Disposal of School Property		
3020	Copyright Compliance		
3021	Operation of School Business Office		
3022	Volunteers		
3022.R1	Volunteers Services Agreement		
3022.R2	Volunteer Request Form		
3023	Record Management and Retention		
3024	External Booster Clubs and Parent-Teacher Organizations		
3025	Returned and Outstanding Checks		
3026	Handbooks		
3027	Resolution of Conflicts Between Parents Over School Issues		
3028	Sex Offenders		
3029	Distribution of Flyers Advertising Non-School Organization Activities		
3030	Automatic External Defibrillator (AED) Program		
3031	Students Electing to Attend School in Adjoining State		
3032	Copying Fees for School District Records		
3035	Chain of Command		
3036	Purchasing (Credit) Card Program		
3037	Petty Cash		
3038	Procurement, Suspension and Debarment Governed by Federal Procurement Regulations		
3039	Threat Assessment and Response		
3040	School Safety and Security		
3041	Crisis Team Duties		
3042	Construction Management at Risk Contracts		
3043	Design-Build Contracts		
3044	Incidental or De Minimus Use of Public Resources		
3045	Use of Sniffer Dogs		
3046	Animals at School		
3046.R1	Service Animal Request Form		
3046.R2	Therapy Animal Request Form		
3047	Data Breach Response		
3048	Communicable Diseases		
3049	Drones and Unmanned Aircraft		
3050	Technology in the Classroom		

3051	Opioid Overdose Prevention and Response		
3053	Nondiscrimination		
3056	Guest Speakers		
3056.R1	Guest Speaker Request Form-Classroom or Activity		
3056.R2	Guest Speaker Request Form-Assembly		
3057	Title IX		
3058	Naming School Facilities and Property		
3058 R.1	School Facility Naming Agreement		
3059	Audio and Video Recording		
3060	Firearms and Weapons Non-Students		
4000	Personnel		
4002	Drug Free Workplace		
4003	Drug Policy Regarding Drivers		
4004	Employment of Relatives, Domestic Partners and Significant Others		
4005	Communication Between the Board and District Employees		
4006	Insurance		
4007	Personnel Records		
4008	Outside Employment		
4009	Restrictions on Employees Receiving Gratuities		
4010	Inclement Weather		
4011	Employee Leave Under the Family and Medical Leave Act (FMLA)		
4011.1	Nebraska Family Military Leave Act		
4012	Staff Internet and Computer Use		
4012.R1	Staff Internet and Computer Use Form		
4013	Grievance and Procedures		
4015	Prohibition Against Employment of Board Members		
4016	Jury Duty and Service as Witness in Court		
4017	Relations with Employee Collective Bargaining Associations		
4018	Corporal Punishment		
4019	Workplace Injury Prevention and Safety Committee		
4020	Ownership of Copyrighted Works		
4022	Certification and Endorsements		
4023	Professional Ethics		
4024	Teachers' Rights, Responsibilities and Duties		
4025	Superintendent		
4027	Part-time Certified Employees		
4028	Substitute Teachers		
4029	Salary Schedule for Certificated Employees		
4029R.1	Certified Professional Growth Employee Record Form		
4030	Evaluation of Certificated Employees		
4031	Evaluation of Probationary Certificated Employees		
4032	Professional Growth		

	4034	Staff Handbook		
	4037	Reduction in Force		
	4038	Classified Staff Defined		
	4039	Employment of Classified Staff		
	4041	Staff Dress and Appearance		
	4042	Employee Social Security Numbers		
	4043	Professional Boundaries between Employees and Students		
	4044	Political Activity by Staff Member		
	4045	Milk Expression		
	4046	Internet Searches Regarding Potential Employees		
	4048	Assessment Administration and Security		
	4050	Overtime and Compensatory Time		
	4051	Staff and District Social Media Use		
	4052	Job References to Prospective Employees		
	4053	Conflict of Interest		
	4054	Reporting Child Abuse or Neglect		
	4056	Resignation of Certificated Staff		
	4057	Superintendent Evaluation		
	4058	Confidentiality in Counseling and Guidance		
	4059	Suicide Prevention Training		
	4060	School Vehicle Use		
	4061	Workplace or Non-Workplace Injuries or Illness and Return to Work		
	4062	Locker Room Supervision		
annual	4070	Early Voluntary Separation Program (Review)		
annual	4070	Early Voluntary Separation Program (Review)		
annual	4070	Early Voluntary Separation Program (Review)		
annual	4070	Early Voluntary Separation Program (Offer?)		
annual	4070	Early Voluntary Separation Program (Offer?)		
annual	4070	Early Voluntary Separation Program (Offer?)		
annual	4070.R1	Application and Agreement		
annual	4070.R1	Application and Agreement		
annual	4070.R1	Application and Agreement		
	5000	Students		
annual	5001	Compulsory Attendance and Excessive Absenteeism		
annual	5001	Compulsory Attendance and Excessive Absenteeism		
annual	5001	Compulsory Attendance and Excessive Absenteeism		
annual	5001.R1	Collaborative Plan Addressing Barriers to Attendance		
annual	5001.R1	Collaborative Plan Addressing Barriers to Attendance		
annual	5001.R1	Collaborative Plan Addressing Barriers to Attendance		
	5002	Admission of Students		
	5002.R1	Admission of Students Who Reside Outside the State of Nebraska		
	5003	Admission of Part-time Students		

annual	5004	Option Enrollment		
annual	5004	Option Enrollment		
annual	5004	Option Enrollment		
	5005	Transportation		
	5006	Foreign Exchange Students		
	5006.R1	Foreign Exchange Students Procedures		
	5007	Enrollment of Expelled Students		
	5008	Pregnant or Parenting Students		
	5009	Adult Education		
	5010	Immunizations		
	5011	Physical Evaluations and Visual Examinations of Students		
	5012	Testing and Assessment Program		
	5014	Homeless Students		
	5015	Protection of Pupil Rights		
	5016	Student Records		
	5017	Routine Directory Information		
annual	5018	Parent and Guardian Involvement in Educational Practices		
annual	5018	Parent and Guardian Involvement in Educational Practices		
annual	5018	Parent and Guardian Involvement in Educational Practices		
	5019	Communicating with Parents		
	5020	Rights of Custodial and Non-Custodial Parents		
	5022	Investigations, Arrests, and Other Student by Law Enforcement and HHS		
	5023	Student Illness		
	5024	Medication of Students		
	5025	Student Insurance		
	5028	Initiations and Hazing		
	5030	Dating Violence		
	5031	Student Appearance		
	5032	Closed Campus		
	5033	Student Driving and Parking		
	5035	Student Discipline		
	5036	Lockers		
	5037	Student Internet and Computer Access		
	5039	Fundraising Activities		
	5040	Work Permits		
	5041	Student Government		
	5042	Bulletin Boards		
	5043	School-Sponsored Publications		
	5044	Safe Pupil Transportation		
annual	5045	Student Fees		
annual	5045	Student Fees		
annual	5045	Student Fees		

	5046	Secret Organizations		
	5048	Emergency Response to Life Threatening Asthma or Systemic Allergic Reaction (ANAPHYLAXIS)		
	5050	Reporting Related to Exempt (Home) Schools		
	5052	School Wellness		
	5053	Self Management of Diabetes and Asthma/Anaphylaxis		
annual	5054	Student Bullying		
annual	5054	Student Bullying		
annual	5054	Student Bullying		
	5055	Enrollment in Kindergarten		
	5056	Free Expression by Students		
annual	5057	District Title I Parent and Family Engagement Policy		
annual	5057	District Title I Parent and Family Engagement Policy		
annual	5057	District Title I Parent and Family Engagement Policy		
	5059	Emergency Medical Treatment		
	5062	Lice		
	5064	Title I Supplement, Not Supplant		
	5065	Bed Bugs		
	5066	Early Graduation		
	5067	Student Assistance Team or Comparable Problem Solving Team		
	6000	Curricular and Academic Matters		
	6001	School Organization		
	6002	School Calendar		
	6003	Instructional Program		
annual	6004	Curriculum Development		
annual	6004	Curriculum Development		
annual	6004	Curriculum Development		
	6005	Academic Credits and Graduation		
	6006	Commencement Ceremony		
	6007	Selection of Scholarship Winners		
	6008	Class Rank		
	6009	Grade Placement and Academic Credits of Transfer Students		
	6010	Special Education		
	6010 R.1	Special Education Procedures-Updated February 2019		
	6011	Fire Instruction and Prevention		
	6012	Flag Display and Patriotic Observances		
	6013	Teaching Controversial Issues		
	6014	School Attendance on Days of Scheduled Activities		
	6015	Summer School		
	6016	Homebound and Off-Campus Instruction		
	6017	Homework		
	6018	Grades		
	6020	Multicultural Education		

	6021	District Criteria for Selecting Evaluators to be Used for Special Education Evaluation and Verification and Independent Educational Evaluations		
	6025	Student Cell Phone and Other Electronic Devices		
	6027	Field Trips		
	6028	The Extracurricular Activities Program		
	6028.R1	Formation of Extracurricular Activities		
	6029	Activity Trips		
	6030	Public Appearances of School Groups		
	6031	Emergency Exclusion		
	6032	Constitution Day Education		
	6033	Restraint and Seclusion of Students		
	6034	Concussion Awareness		
	6036	Reading Instruction and Intervention Services		
annual	6038	Artificial Intelligence		
annual	6038	Artificial Intelligence		
annual	6038	Artificial Intelligence		
	6039	Repeat of Grade at Parent-Guardian Request		
	6040	Prekindergarten (Preschool or Early Childhood) Program		
	6041	Malcolm X Day		
	6042	Projection Maps		
	6044	Participation and Assignment of Athletic Teams		
	6045	Behavioral Intervention		

NCPS Board of Education Policy Actions

2023-2024-2025

Sorted by Month

YEAR ONE	Policy Number	Policy Title	BOE Action Date	NOTES
Jan 2023	2002	Organization of Board	1/16/2023	Reviewed
	2006	Complaint Procedure	1/16/2023	Reviewed
	2014	Relationship with District Legal Counsel	1/16/2023	Reviewed
	5006	Foreign Exchange Students	1/16/2023	Reviewed
	5006.R1	Foreign Exchange Students Procedures	1/16/2023	Reviewed
	5044	Safe Pupil Transportation	1/16/2023	Reviewed
	annual 2012	Board Code of Ethics	1/16/2023	Reviewed
	annual 2013	Violation of Board Ethics	1/16/2023	Reviewed
	annual 5004	Option Enrollment		Moved to ANNUAL in September
Feb 2023	4003	Drug Policy Regarding Drivers	2/13/2023	Revised per contract
	4037	Reduction in Force	2/13/2023	Reviewed
	4039	Employment of Classified Staff	2/13/2023	Reviewed
	4041	Staff Dress and Appearance	2/13/2023	Reviewed
	4062	Locker Room Supervision	2/13/2023	Reviewed
	5035	Student Discipline	2/13/2023	Reviewed
	5067	Student Assistance Team or Comparable Problem Solving Team	2/13/2023	Reviewed
Mar 2023	3013	Emergency Closings and Dismissals	3/13/2023	Reviewed-Moved to Y2-M5
	3016	Smoking	3/13/2023	Reviewed
	3019	Sale or Disposal of School Property	3/13/2023	Reviewed
	3026	Handbooks	3/13/2023	Reviewed
	3039	Threat Assessment and Response	3/13/2023	Reviewed
	3046	Animals at School	3/13/2023	Reviewed
	3046.R1	Service Animal Request Form	3/13/2023	Reviewed
	3046.R2	Therapy Animal Request Form	3/13/2023	Reviewed
Apr 2023	4024	Teachers' Rights, Responsibilities and Duties	4/10/2023	Reviewed
	4042	Employee Social Security Numbers	4/10/2023	Reviewed
	4043	Professional Boundaries between Employees and Students	4/10/2023	Reviewed
	4057	Superintendent Evaluation	4/10/2023	Reviewed
	6020	Multicultural Education	4/10/2023	Reviewed
	6021	District Criteria for Selecting Evaluators to be Used for Special Education and Verification and Independent Educational Evaluations	4/10/2023	Reviewed
	6033	Restraint and Seclusion of Students	4/10/2023	Reviewed
May 2023	3028	Sex Offenders	5/8/2023	Reviewed
	3035	Chain of Command	5/8/2023	Reviewed
	3056	Guest Speakers	5/8/2023	Reviewed
	3056.R1	Guest Speaker Request Form-Classroom or Activity	5/8/2023	Reviewed
	3056.R2	Guest Speaker Request Form-Assembly	5/8/2023	Reviewed

	4029	Salary Schedule for Certificated Employees	5/8/2023	Reviewed
	4029.R1	Certified Professional Growth Employee Record Form	5/8/2023	Reviewed
June 2023	4002	Drug Free Workplace	6/12/2023	Reviewed
	4004	Employment of Relatives, Domestic Partners and Significant Others	6/12/2023	Reviewed
	4006	Insurance	6/12/2023	Reviewed
	4007	Personnel Records	6/12/2023	Reviewed
	4009	Restrictions on Employees Receiving Gratuities	6/12/2023	Reviewed
	4022	Certification and Endorsements	6/12/2023	Reviewed
	4032	Professional Growth	6/12/2023	Reviewed
	4034	Staff Handbook	6/12/2023	Reviewed
July 2023				
	3001	Budget and Property Tax Request	7/10/2023	Revised per KSB
	3003.1	Bidding for Construction, Remodeling, Repair, or Related Projects Financed.....	7/10/2023	Revised per KSB
	3004.1	Fiscal Management for Purchasing and Procurement Using Federal Funds	7/10/2023	Revised per KSB
	3033	Lending Textbooks to Children Enrolled in Private Schools	7/10/2023	Revised per KSB
	3036	Purchasing (Credit) Card Program	7/10/2023	Revised per KSB
	4003	Drug Policy Regarding Drivers	7/10/2023	Revised per KSB
	4045	Milk Expression	7/10/2023	Revised per KSB
	4059	Suicide Prevention Training	7/10/2023	Revised per KSB
	5004	Option Enrollment	7/10/2023	Revised per KSB
	5035	Student Discipline	7/10/2023	Revised per KSB
	5049	Firearms and Weapons	7/10/2023	Revised per KSB
	5052	School Wellness	7/10/2023	Revised per KSB
	5062	Lice	7/10/2023	Revised per KSB
	5063	Audio and Video Recording	7/10/2023	Revised per KSB/Now 3059
	5064	Title 1 Supplement, Not Supplant	7/10/2023	Revised per KSB
	6003	Instructional Program	7/10/2023	Revised per KSB
annual	5001	Compulsory Attendance and Excessive Absenteeism	7/10/2023	Reviewed
annual	5001.R1	Collaborative Plan Addressing Barriers to Attendance	7/10/2023	Reviewed
annual	5018	Parent and Guardian Involvement in Educational Practices	7/10/2023	Reviewed
annual	5045	Student Fees	7/10/2023	Revised per KSB
annual	5054	Student Bullying	7/10/2023	Reviewed
annual	5057	District Title I Parent and Family Engagement Policy	7/10/2023	Reviewed
annual	6004	Curriculum Development	7/10/2023	Revised per KSB-Moved to July
Aug 2023	4016	Jury Duty and Service as Witness in Court	8/14/2023	Reviewed
	4017	Relations with Employee Collective Bargaining Associations	8/14/2023	Reviewed
	4018	Corporal Punishment	8/14/2023	Reviewed
	4020	Ownership of Copyrighted Works	8/14/2023	Reviewed
	4023	Professional Ethics	8/14/2023	Reviewed
	4045	Milk Expression	7/10/2023	Revised per KSB
	4056	Resignation of Certificated Staff	8/14/2023	Revised on 9/11/23

annual	4059	Suicide Prevention Training	7/10/2023	Revised per KSB
	6038	Artificial Intelligence	8/14/2023	NEW-ANNUAL in June
Sept 2023	4005	Communication Between the Board and District Employees	9/11/2023	Reviewed
	4008	Outside Employment	9/11/2023	Reviewed
	4015	Prohibition Against Employment of Board Members	9/11/2023	Reviewed
	4019	Workplace Injury Prevention and Safety Committee	9/11/2023	Reviewed
	4044	Political Activity by Staff Member	9/11/2023	Reviewed
	4046	Internet Searches Regarding Potential Employees	9/11/2023	Reviewed
	4050	Overtime and Compensatory Time	9/11/2023	Reviewed
	4054	Reporting Child Abuse or Neglect	9/11/2023	Reviewed
annual	5004	Option Enrollment	10/9/2023	Moved from ANNUAL in January
Oct 2023	3001	Budget and Property Tax Request	10/9/2023	Reviewed
	3007	Review of Bills	10/9/2023	Reviewed
	3010	Insurance	10/9/2023	Reviewed
	3011	Transportation	10/9/2023	Reviewed
	3018	Denying Access to School Premises or Activities	10/9/2023	Reviewed
	3038	Procurement, Suspension and Debarment Governed by Federal Procurement.....	10/9/2023	Reviewed
	3042	Construction Management at Risk Contracts	10/9/2023	Reviewed
	3043	Design-Build Contracts	10/9/2023	Reviewed
Nov 2023	4025	Superintendent	11/13/2023	Reviewed
	4027	Part-time Certified Employees	11/13/2023	Reviewed
	4028	Substitute Teachers	11/13/2023	Reviewed
	4038	Classified Staff Defined	11/13/2023	Reviewed
	4058	Confidentiality in Counseling and Guidance	11/13/2023	Reviewed
	6036	Reading Instruction and Intervention Services	11/13/2023	Reviewed
annual	4070	Early Voluntary Separation Program	11/13/2023	Reviewed
annual	4070.R1	Application and Agreement	11/13/2023	Reviewed
Dec 2023	5003	Admission of Part-time Students	12/11/2023	Reviewed
	5009	Adult Education	12/11/2023	Reviewed
	5014	Homeless Students	12/11/2023	Reviewed
	5023	Student Illness	12/11/2023	Reviewed
	5041	Student Government	12/11/2023	Reviewed
	5046	Secret Organizations	12/11/2023	Reviewed
	5063	Audio and Video Recording	7/10/2023	REVOKED
	3059	Audio and Video Recording	7/10/2023	NEW-Added to Cycle here
	4070	Early Voluntary Separation Program	12/11/2023	Revised/offered
YEAR TWO	Policy Number	Policy Title	BOE Action Date	NOTES
Jan 2024	2001	Role of the Board of Education	1/15/2024	Reviewed
	2003	Development and Education of Board Members	1/15/2024	Reviewed

annual annual	2004	Oath of Office	1/15/2024	Reviewed
	2005	Conflict of Interest	1/15/2024	Reviewed
	2011	Membership in Organizations	1/15/2024	Reviewed
	2016	Participation in Insurance Program by Board Members	1/15/2024	Reviewed
	2012	Board Code of Ethics	1/15/2024	Reviewed
	2013	Violation of Board Ethics	1/15/2024	Reviewed
Feb 2024	3005	School Activities Fund	2/12/2024	Reviewed
	3008	Gifts, Grants and Bequests	2/12/2024	Reviewed
	3009	Audit	2/12/2024	Reviewed
	3015	Time Away from School Activities	2/12/2024	Reviewed
	3021	Operation of School Business Office	2/12/2024	Reviewed
	3027	Resolution of Conflicts Between Parents Over School Issues	2/12/2024	Reviewed
	3029	Distribution of Flyers Advertising Non-School Organization Activities	2/12/2024	Reviewed
Mar 2024	1001	General Policy Statement	3/11/2024	Reviewed
	1002	Creation, Amendment and Distribution of Board of Education Policies	3/11/2024	Reviewed
	1003	Mission Statement	3/11/2024	Reviewed
	2009	Public Participation at Board Meetings	3/11/2024	Reviewed
	2015	Student Member of School Board	3/11/2024	Reviewed
	3002	Deposits	3/11/2024	Reviewed
	3031	Students Electing to Attend School in Adjoining State	3/11/2024	Reviewed
	6005	Academic Credit and Graduation	3/11/2024	Revised
Apr 2024	5028	Initiations and Hazing	4/8/2024	Reviewed
	5030	Dating Violence	4/8/2024	Reviewed
	5031	Student Appearance	4/8/2024	Reviewed
	5032	Closed Campus	4/8/2024	Reviewed
	5033	Student Driving and Parking	4/8/2024	Reviewed
	5034	Handbooks	4/8/2024	Reviewed
	5036	Lockers	4/8/2024	Reviewed
	3051	Opiod Overdose Prevention and Response	4/8/2024	Adopted
May 2024	3036	Purchasing (Credit) Card Program	5/13/2024	Reviewed
	3058	Naming School Facilities and Property	5/13/2024	Reviewed
	3058 R.1	School Facility Naming Agreement	5/13/2024	Reviewed
	5019	Communicating with Parents	5/13/2024	Reviewed
	5024	Medication of Students	5/13/2024	Reviewed
	5025	Student Insurance	5/13/2024	Reviewed
	3013	Emergency Closings and Dismissals	5/13/2024	Revised
June 2024	2008	Meetings	6/10/2024	Revised per KSB
	2009	Public Participation at Board Meetings	6/10/2024	Revised per KSB

	3003.1	Bidding with Federal Funds	6/10/2024	Revised per KSB
	3004.1	Purchasing with Federal Funds	6/10/2024	Revised per KSB
	3011	Transportation	6/10/2024	Revoked per KSB
	3017	Press Releases	6/10/2024	Revised per KSB
	3032	Fees for School District Records	6/10/2024	Revised per KSB
	3033	Lending Textbooks	6/10/2024	Revoked per KSB
	3053	Nondiscrimination	6/10/2024	Revised per KSB
	3059	Audio and Video Recording	6/10/2024	Revised per KSB
	4053	Conflict of Interest	6/10/2024	Revised per KSB
	5005	(Option) Transportation	6/10/2024	Revised per KSB
	5008	Pregnant or Parenting Students	6/10/2024	Revised per KSB
	5052	School Wellness	6/10/2024	Revised per KSB
	6036	Reading Instruction	6/10/2024	Revised per KSB
	6041	Malcolm X Day	6/10/2024	Adopted per KSB
	6042	Projection Maps	6/10/2024	Adopted per KSB
	6010	SPED and Procedures	6/10/2024	Reviewed per KSB
	6001	School Organization	6/10/2024	Reviewed
	6004	Curriculum Development		Moved to ANNUAL in July
	6010	Special Education	6/10/2024	Reviewed
	6010 R.1	Special Education Procedures-NDE Updated February 2019	6/10/2024	Reviewed
	6013	Teaching Controversial Issues	6/10/2024	Reviewed
annual	6038	Artificial Intelligence	6/10/2024	Reviewed
	4070	Early Voluntary Separation Program	6/10/2024	Revised
	4070.R1	Early Voluntary Separation Program Application and Agreement	6/10/2024	Revised
July 2024				
	2006	Complaint Procedure	7/8/2024	Revised per KSB
	3057	Title IX	7/8/2024	Revised per KSB
	4011	Employee Leave Under the Family and Medical Leave Act FMLA	7/8/2024	Revised per KSB
	5001	Compulsory Attendance and Excessive Absenteeism	7/8/2024	Revised
	5001.R1	Collaborative Plan Addressing Barriers to Attendance	7/8/2024	Revised
	5004	Option Enrollment	7/8/2024	Revised per KSB
	5035	Student Discipline	7/8/2024	Revised per KSB
	6031	Emergency Exclusion	7/8/2024	Revised per KSB
	6040	Prekindergarten (Preschool or Early Childhood) Program	7/8/2024	Adopted per KSB
	3060	Firearms and Weapons-Non Students	7/8/2024	Adopted per KSB
	6039	Repeat of Grade at Parent-Guardian Request	7/8/2024	Adopted per KSB
	5049	Firearms (and Weapons)	7/8/2024	Revoked per KSB
annual	5001	Compulsory Attendance and Excessive Absenteeism	7/8/2024	Revised
annual	5001.R1	Collaborative Plan Addressing Barriers to Attendance	7/8/2024	Revised
annual	5018	Parent and Guardian Involvement in Educational Practices	7/8/2024	Reviewed
annual	5045	Student Fees	7/8/2024	Revised
annual	5054	Student Bullying	7/8/2024	Reviewed
annual	5057	District Title I Parent and Family Engagement Policy	7/8/2024	Reviewed

annual	6004	Curriculum Development	7/8/2024	Revised
Aug 2024	6002	School Calendar	8/12/2024	Reviewed
	6006	Commencement Ceremony	8/12/2024	Reviewed
	6007	Selection of Scholarship Winners	8/12/2024	Reviewed
	6008	Class Rank	9/9/2024	Revised
	6009	Grade Placement and Academic Credits of Transfer Students	8/12/2024	Reviewed
	6011	Fire Instruction and Prevention	8/12/2024	Reviewed
	6012	Flag Display and Patriotic Observances	8/12/2024	Reviewed
	3014	Use of School Property	8/12/2024	Revised
	3014.R1	Rental Charges	8/12/2024	Revised
Sept 2024	6014	School Attendance on Days of Scheduled Activities	9/9/2024	Reviewed
	6015	Summer School	9/9/2024	Reviewed
	6016	Homebound and Off-Campus Instruction	9/9/2024	Reviewed
	6017	Homework	9/9/2024	Reviewed
	6018	Grades	9/9/2024	Reviewed
	5005	Transportation of Option Students	9/9/2024	Reviewed
annual	5004	Option Enrollment	9/9/2024	Reviewed
Oct 2024	5020	Rights of Custodial and Non-Custodial Parents	10/14/2024	Reviewed
	5039	Fundraising Activities	10/14/2024	Reviewed
	5042	Bulletin Boards	10/14/2024	Reviewed
	5043	School-Sponsored Publications	10/14/2024	Reviewed
	5050	Reporting Related to Exempt (Home) Schools	10/14/2024	Reviewed
	5056	Free Expression by Students	10/14/2024	Reviewed
	5064	Title I Supplement, Not Supplant	10/14/2024	Reviewed
Nov 2024	3017	Press Releases	11/11/2024	Reviewed
	3024	External Booster Clubs and Parent-Teacher Organizations	11/11/2024	Revised 12-9-24
	3030	Automatic External Defibrillator (AED) Program	11/11/2024	Revised 5-12-25
	3032	Copying Fees for School District Records	11/11/2024	Reviewed
	3041	Crisis Team Duties	11/11/2024	Reviewed-Reported
annual	4070	Early Voluntary Separation Program	11/11/2024	Reviewed
annual	4070.R1	Application and Agreement	11/11/2024	Reviewed
Dec 2024	5010	Immunizations	12/9/2024	Reviewed
	5011	Physical Evaluations and Visual Examinations of Students	12/9/2024	Reviewed
	5040	Work Permits	12/9/2024	Reviewed
	5048	Emergency Response to Life Threatening Asthma or Systemic Allergic Reaction....	12/9/2024	Reviewed
	5053	Self Management of Diabetes and Asthma/Anaphylaxis	12/9/2024	Reviewed
	5059	Emergency Medical Treatment	12/9/2024	Reviewed
	3004.1	Purchasing with Federal Funds	12/9/2024	Revised per KSB
	2008	Meetings	12/9/2024	Revised per KSB

YEAR THREE	Policy Number	Policy Title	BOE Action Date	NOTES
Jan 2025	2007	Reimbursement and Miscellaneous Expenditures	1/13/2025	Reviewed
	2008	Meetings	1/13/2025	Reviewed
	2010	Preparation for Board Meetings	1/13/2025	Reviewed
	4051	Staff and District Social Media Use	1/13/2025	Reviewed
	2012	Board Code of Ethics	1/13/2025	Reviewed
	2013	Violation of Board Ethics	1/13/2025	Reviewed
Feb 2025	5007	Enrollment of Expelled Students	2/10/2025	Reviewed
	5012	Testing and Assessment Program	2/10/2025	Reviewed
	5016	Student Records	2/10/2025	Reviewed
	5062	Lice and Nits	2/10/2025	Reviewed
	5065	Bed Bugs	2/10/2025	Reviewed
	5066	Early Graduation	2/10/2025	Reviewed
	6005	Academic Credits and Graduation	2/10/2025	Reviewed
Mar 2025	6003	Instructional Program	3/10/2025	Reviewed
	6025	Student Cell Phone and Other Electronic Devices	3/10/2025	Reviewed per KSB 6-9-25
	6028	The Extracurricular Activities Program	3/10/2025	Reviewed
	6028.R1	Formation of Extracurricular Activities	3/10/2025	Reviewed
	6029	Activity Trips	3/10/2025	Reviewed
	6030	Public Appearances of School Groups	3/10/2025	Reviewed
	6032	Constitution Day Education	3/10/2025	Reviewed
	6034	Concussion Awareness	3/10/2025	Reviewed
Apr 2025	3003	Bidding for Construction, Remodeling, Repair, or Site Improvement	4/14/2025	Reviewed
	3003.1	Bidding for Construction, Remodeling, Repair, or Related Projects Financed.....	4/14/2025	Reviewed
	3004.1	Fiscal Management for Purchasing and Procurement Using Federal Funds	4/14/2025	Reviewed
	3012	School Meal Program and Meal Charges	4/14/2025	Reviewed
	3033	Lending Textbooks to Children Enrolled in Private Schools	4/14/2025	REVOKED per KSB 6-10-24
	3037	Petty Cash	4/14/2025	Reviewed
	3057	Title IX	4/14/2025	Reviewed
May 2025	5002	Admission of Students	5/12/2025	Reviewed
	5002.R1	Admission of Students Who Reside Out of the State of Nebraska	5/12/2025	Reviewed
	5008	Pregnant or Parenting Students	5/12/2025	Reviewed
	5015	Protection of Pupil Rights	5/12/2025	Reviewed
	5017	Routine Directory Information	5/12/2025	Reviewed
	6027	Field Trips	5/12/2025	Reviewed
	6031	Emergency Exclusion	5/12/2025	Reviewed
June 2025	4010	Inclement Weather	6/9/2025	Reviewed
	4011	Employee Leave Under the Family and Medical Leave Act (FMLA)	6/9/2025	Reviewed

annual	4011.1	Nebraska Family Military Leave Act	6/9/2025	Reviewed
	5022	Investigations, Arrests and Other Student by Law Enforcement and HHS	6/9/2025	Reviewed
	5037	Student Internet and Computer Access	6/9/2025	Reviewed
	5052	School Wellness	6/9/2025	Reviewed
	5055	Enrollment in Kindergarten	6/9/2025	Reviewed
	6038	Artificial Intelligence	6/9/2025	Reviewed
	1002	Creation, Amendment and Distribution of Board of Education Policies	6/9/2025	Revised per KSB
	2006	Complaint Procedure	6/9/2025	Revised per KSB
	3003	Bidding for Construction, Remodeling, Repair, or Site Improvement	6/9/2025	Revised per KSB
	3004.1	Fiscal Management for Purchasing and Procurement Using Federal Funds	6/9/2025	Revised per KSB
	3023	Record Management and Retention	6/9/2025	Revised per KSB
	3026	Handbooks	6/9/2025	Revised per KSB
	3036	Purchasing (Credit) Card Program	6/9/2025	Revised per KSB
	3043	Design-Build Contracts	6/9/2025	Revised per KSB
	4051	Staff and District Social Media Use	6/9/2025	Revised per KSB
	4059	Suicide Prevention Training	6/9/2025	Revised per KSB
	5016	Student Records	6/9/2025	Revised per KSB
	5031	Student Appearance	6/9/2025	Revised per KSB
	5034	Handbooks	6/9/2025	Revoked per KSB
July 2025	3047	Data Breach Response	7/14/2025	Revised per KSB
	3057	Title IX	7/14/2025	Revised per KSB
	2008	Meetings	7/14/2025	Revised per KSB
	5002	Admission of Students	7/14/2025	Revised per KSB
	5015	Protection of Pupil Rights	7/14/2025	Revised per KSB
	5031	Student Appearance	7/14/2025	Revised per KSB
	6031	Emergency Exclusion	7/14/2025	Revised per KSB
	6034	Concussion Awareness	7/14/2025	Revised per KSB
	6044	Participation and Assignment of Athletic Teams	7/14/2025	Adopted per KSB
	6045	Behavioral Intervention	7/14/2025	Adopted per KSB
annual	5001	Compulsory Attendance and Excessive Absenteeism	7/14/2025	Revised per KSB
annual	5001.R1	Collaborative Plan Addressing Barriers to Attendance	7/14/2025	Reviewed
annual	5018	Parent and Guardian Involvement in Educational Practices	7/14/2025	Revised per KSB
annual	5045	Student Fees	7/14/2025	Reviewed
annual	5054	Student Bullying	7/14/2025	Reviewed
annual	5057	District Title I Parent and Family Engagement Policy	7/14/2025	Reviewed
annual	6004	Curriculum Development	7/14/2025	Reviewed
Aug 2025	4012	Staff Internet and Computer Use	8/11/2025	Reviewed
	4012.R1	Staff Internet and Computer Use Form	8/11/2025	Reviewed
	4013	Grievance Procedure	8/11/2025	Reviewed
	4030	Evaluation of Certificated Employees	8/11/2025	Reviewed
	4031	Evaluation of Probationary Certified Employees	8/11/2025	Reviewed
	4048	Assessment Administration and Security	8/11/2025	Reviewed

	4052	Job References to Prospective Employers	8/11/2025	Reviewed
	5003	Admission of Part Time Students	8/11/2025	Revised per KSB
Sept 2025	3004	General Purchasing and Procurement	9/8/2025	Reviewed
	3014	Use of School Property	9/8/2025	Reviewed
	3014.R1	Rental Charges	9/8/2025	Reviewed
	3020	Copyright Compliance	9/8/2025	Reviewed
	4053	Conflict of Interest	9/8/2025	Reviewed
	4060	School Vehicle Use	9/8/2025	Reviewed
	4061	Workplace or Non-Workplace Injuries or Illness and Return to Work	9/8/2025	Reviewed
annual	5004	Option Enrollment	9/8/2025	Reviewed
Oct 2025	3022	Volunteers	10/13/2025	Reviewed
	3022.R1	Volunteer Services Agreement	10/13/2025	Reviewed
	3022.R2	Volunteer Request Form	10/13/2025	Reviewed
	3023	Record Management and Retention	10/13/2025	Reviewed
	3025	Returned and Outstanding Checks	10/13/2025	Reviewed
	3040	School Safety and Security	10/13/2025	Reviewed
	3044	Incidental or De Minimis Use of Public Resources	10/13/2025	Reviewed
	3045	Use of Sniffer Dogs	10/13/2025	Reviewed
Nov 2025	3047	Data Breach Response	11/10/2025	Reviewed
	3048	Communicable Diseases	11/10/2025	Reviewed
	3049	Drones and Unmanned Aircraft	11/10/2025	Reviewed
	3050	Technology in the Classroom	11/10/2025	Reviewed
	3051	Opioid Overdose Prevention and Response	11/10/2025	Reviewed
	3053	Nondiscrimination	11/10/2025	Reviewed
	3060	Firearms and Weapons-Non Students	11/10/2025	Reviewed
annual	4070	Early Voluntary Separation Program	11/10/2025	Reviewed
annual	4070.R1	Application and Agreement	11/10/2025	Reviewed
Dec 2025	CONGRATS!			
if needed	4070	Early Voluntary Separation Program	12/15/2025	Offered

NCPS Board of Education Policy Actions

2023-2024-2025

Sorted by Policy Number

Policy Number	Policy Title	BOE Action Date	NOTES
1001	General Policy Statement	3/11/2024	Reviewed
1002	Creation, Amendment and Distribution of Board of Education Policies	3/11/2024	Reviewed
1002	Creation, Amendment and Distribution of Board of Education Policies	6/9/2025	Revised per KSB
1003	Mission Statement	3/11/2024	Reviewed
2001	Role of the Board of Education	1/15/2024	Reviewed
2002	Organization of Board	1/16/2023	Reviewed
2003	Development and Education of Board Members	1/15/2024	Reviewed
2004	Oath of Office	1/15/2024	Reviewed
2005	Conflict of Interest	1/15/2024	Reviewed
2006	Complaint Procedure	1/16/2023	Reviewed
2006	Complaint Procedure	6/9/2025	Revised per KSB
2007	Reimbursement of Miscellaneous Expenditures	1/13/2025	Reviewed
2008	Meetings	1/13/2025	Reviewed
2008	Meetings	6/10/2024	Revised per KSB
2008	Meetings	12/9/2024	Revised per KSB
2008	Meetings	7/14/2025	Revised per KSB
2009	Public Participation at Board Meetings	3/11/2024	Reviewed
2009	Public Participation in Board Meetings	6/10/2024	Revised per KSB
2010	Preparation for Board Meetings	3/11/2024	Reviewed
2010	Preparation for Board Meetings	1/13/2025	Reviewed
2011	Membership in Organizations	1/15/2024	Reviewed
annual 2012	Board Code of Ethics	1/16/2023	Reviewed
annual 2012	Board Code of Ethics	1/15/2024	Reviewed
annual 2012	Board Code of Ethics	1/13/2025	Reviewed
annual 2013	Violation of Board Ethics	1/16/2023	Reviewed
annual 2013	Violation of Board Ethics	1/15/2024	Reviewed
annual 2013	Violation of Board Ethics	1/13/2025	Reviewed
2014	Relationship with District Legal Counsel	1/16/2023	Reviewed
2015	Student Member of School Board	3/11/2024	Reviewed
2016	Participation in Insurance Program by Board Members	1/15/2024	Reviewed
3001	Budget and Property Tax Request	10/9/2023	Reviewed
3001	Budget and Property Tax Request	7/10/2023	Revised per KSB
3002	Deposits	3/11/2024	Reviewed
3003	Bidding for Construction, Remodeling, Repair, or Site Improvement	4/14/2025	Reviewed
3003	Bidding for Construction, Remodeling, Repair, or Site Improvement	6/9/2025	Revised per KSB
3003.1	Bidding for Construction, Remodeling, Repair, or Related Projects Financed with Federal Funds	7/10/2023	Revised per KSB
3003.1	Bidding for Construction, Remodeling, Repair, or Related Projects Financed with Federal Funds	4/14/2025	Reviewed
3004	General Purchasing and Procurement	8/8/2025	Reviewed

3004.1	Fiscal Management for Purchasing and Procurement Using Federal Funds	7/10/2023	Revised per KSB
3004.1	Fiscal Management for Purchasing and Procurement Using Federal Funds	12/9/2024	Revised per KSB
3004.1	Fiscal Management for Purchasing and Procurement Using Federal Funds	4/14/2025	Reviewed
3004.1	Fiscal Management for Purchasing and Procurement Using Federal Funds	6/9/2025	Revised per KSB
3005	School Activities Fund	2/12/2024	Reviewed
3007	Review of Bills	10/9/2023	Reviewed
3008	Gifts, Grants and Bequests	2/12/2024	Reviewed
3009	Audit	2/12/2024	Reviewed
3010	Insurance	10/9/2023	Reviewed
3011	Transportation	10/9/2023	Reviewed
3012	School Meal Program and Meal Charges	4/14/2025	Reviewed
3013	Emergency Closings and Dismissals	3/13/2023	Reviewed
3014	Use of School Property	8/12/2024	Revised
3014	Use of School Property	8/8/2025	Reviewed
3014.R1	Rental Charges	8/12/2024	Revised
3014.R1	Rental Charges	8/8/2025	Reviewed
3015	Time Away from School Activities	2/12/2024	Reviewed
3016	Smoking	3/13/2023	Reviewed
3017	Press Releases	6/10/2024	Revised per KSB
3017	Press Releases	11/11/2024	Reviewed
3018	Denying Access to School Premises or Activities	10/9/2023	Reviewed
3019	Sale or Disposal of School Property	3/13/2023	Reviewed
3020	Copyright Compliance	8/8/2025	Reviewed
3021	Operation of School Business Office	2/12/2024	Reviewed
3022	Volunteers	10/13/2025	Reviewed
3022.R1	Volunteers Services Agreement	10/13/2025	Reviewed
3022.R2	Volunteer Request Form	10/13/2025	Reviewed
3023	Record Management and Retention	6/9/2025	Revised per KSB
3023	Record Management and Retention	10/13/2025	Reviewed
3024	External Booster Clubs and Parent-Teacher Organizations	4/11/2022	Reviewed
3024	External Booster Clubs and Parent-Teacher Organizations	12/9/2024	Revised
3025	Returned and Outstanding Checks	10/13/2025	Reviewed
3026	Handbooks	3/13/2023	Reviewed
3026	Handbooks	6/9/2025	Revised per KSB
3027	Resolution of Conflicts Between Parents Over School Issues	2/12/2024	Reviewed
3028	Sex Offenders	5/8/2023	Reviewed
3029	Distribution of Flyers Advertising Non-School Organization Activities	2/12/2024	Reviewed
3030	Automatic External Defibrillator (AED) Program	5/12/2025	Revised
3031	Students Electing to Attend School in Adjoining State	3/11/2024	Reviewed
3032	Copying Fees for School District Records	6/10/2024	Revised per KSB
3032	Copying Fees for School District Records	11/11/2024	Reviewed
3033	Lending Textbooks to Children Enrolled in Private Schools	7/10/2023	Revised per KSB
3033	REVOKED Lending Textbooks to Children Enrolled in Private Schools	6/10/2024	Revoked per KSB

3034	REVOKED (Former 3034 Disbursements)		
3035	Chain of Command	5/8/2023	Reviewed
3036	Purchasing (Credit) Card Program	7/10/2023	Revised per KSB
3036	Purchasing (Credit) Card Program	6/9/2025	Revised per KSB
3037	Petty Cash	4/14/2025	Reviewed
3038	Procurement, Suspension and Debarment Governed by Pderal Procurement Regulations	10/9/2023	Reviewed
3039	Threat Assessment and Response	3/13/2023	Reviewed
3040	School Safety and Security	10/13/2025	Reviewed
3041	Crisis Team Duties	11/11/2024	Reviewed
3042	Construction Management at Risk Contracts	10/9/2023	Reviewed
3043	Design-Build Contracts	10/9/2023	Reviewed
3043	Design-Build Contracts	6/9/2025	Revised per KSB
3044	Incidental or De Minimus Use of Public Resources	10/13/2025	Reviewed
3045	Use of Sniffer Dogs	10/13/2025	Reviewed
3046	Animals at School	3/13/2023	Reviewed
3046.R1	Service Animal Request Form	3/13/2023	Reviewed
3046.R2	Therapy Animal Request Form	3/13/2023	Reviewed
3047	Data Breach Response	7/14/2025	Revised per KSB
3047	Data Breach Response	11/10/2025	Reviewed
3048	Communicable Diseases	11/10/2025	Reviewed
3049	Drones and Unmanned Aircraft	11/10/2025	Reviewed
3050	Technology in the Classroom	11/10/2025	Reviewed
3051	Opiod Overdose Prevention and Response	4/8/2024	Adopted
3051	Opiod Overdose Prevention and Response	11/10/2025	Reviewed
3053	Nondiscrimination	11/10/2025	Reviewed
3056	Guest Speakers	5/8/2023	Reviewed
3056.R1	Guest Speaker Request Form-Classroom or Activity	5/8/2023	Reviewed
3056.R2	Guest Speaker Request Form-Assembly	5/8/2023	Reviewed
3057	Title IX	7/8/2024	Revised per KSB
3057	Title IX	4/14/2025	Reviewed
3057	Title IX	7/14/2025	Revised per KSB
3058	Naming School Facilities and Property	5/24/2024	Reviewed
3058 R.1	School Facility Naming Agreement	5/24/2024	Reviewed
3059	Audio and Video Recording	7/10/2023	NEW-Added to Cycle
3060	Firearms and Weapons Non-Students	7/8/2024	Adopted
3060	Firearms and Weapons Non-Students	11/10/2025	Reviewed
4002	Drug Free Workplace	6/12/2023	Reviewed
4003	Drug Policy Regarding Drivers	2/13/2023	Revised per Contract
4003	Drug Policy Regarding Drivers	7/10/2023	Revised per KSB
4004	Employment of Relatives, Domestic Partners and Significant Others	6/12/2023	Reviewed
4005	Communication Between the Board and District Employees	9/11/2023	Reviewed
4006	Insurance	6/12/2023	Reviewed
4007	Personnel Records	6/12/2023	Reviewed

4008	Outside Employment	9/11/2023	Reviewed
4009	Restrictions on Employees Receiving Gratuities	6/12/2023	Reviewed
4010	Inclement Weather	6/9/2025	Reviewed
4011	Employee Leave Under the Family and Medical Leave Act (FMLA)	6/9/2025	Reviewed
4011.1	Nebraska Family Military Leave Act	6/9/2025	Reviewed
4012	Staff Internet and Computer Use	8/11/2025	Reviewed
4012.R1	Staff Internet and Computer Use Form	8/11/2025	Reviewed
4013	Grievance and Procedures	8/11/2025	Reviewed
4015	Prohibition Against Employment of Board Members	9/11/2023	Reviewed
4016	Jury Duty and Service as Witness in Court	8/14/2023	Reviewed
4017	Relations with Employee Collective Bargaining Associations	8/14/2023	Reviewed
4018	Corporal Punishment	8/14/2023	Reviewed
4019	Workplace Injury Prevention and Safety Committee	9/11/2023	Reviewed
4020	Ownership of Copyrighted Works	8/14/2023	Reviewed
4022	Certification and Endorsements	6/12/2023	Reviewed
4023	Professional Ethics	8/14/2023	Reviewed
4024	Teachers' Rights, Responsibilities and Duties	4/10/2023	Reviewed
4025	Superintendent	11/13/2023	Reviewed
4027	Part-time Certified Employees	11/13/2023	Reviewed
4028	Substitute Teachers	11/13/2023	Reviewed
4029	Salary Schedule for Certificated Employees	5/8/2023	Reviewed
4029R.1	Certified Professional Growth Employee Record Form	5/8/2023	Reviewed
4030	Evaluation of Certificated Employees	8/11/2025	Reviewed
4031	Evaluation of Probationary Certificated Employees	8/11/2025	Reviewed
4032	Professional Growth	6/12/2023	Reviewed
4034	Staff Handbook	6/12/2023	Reviewed
4036	REVOKED (Former 4036 Certificated Employee Early Voluntary Separation Program)		
4037	Reduction in Force	2/13/2023	Reviewed
4038	Classified Staff Defined	11/13/2023	Reviewed
4039	Employment of Classified Staff	2/13/2023	Reviewed
4041	Staff Dress and Appearance	2/13/2023	Reviewed
4042	Employee Social Security Numbers	4/10/2023	Reviewed
4043	Professional Boundaries between Employees and Students	4/10/2023	Reviewed
4044	Political Activity by Staff Member	9/11/2023	Reviewed
4045	Milk Expression	7/10/2023	Revised per KSB
4046	Internet Searches Regarding Potential Employees	9/11/2023	Reviewed
4048	Assessment Administration and Security	8/11/2025	Reviewed
4050	Overtime and Compensatory Time	9/11/2023	Reviewed
4051	Staff and District Social Media Use	1/13/2025	Reviewed
4051	Staff and District Social Media Use	6/9/2025	Revised per KSB
4052	Job References to Prospective Employees	8/11/2025	Reviewed
4053	Conflict of Interest	8/8/2025	Reviewed
4054	Reporting Child Abuse or Neglect	9/11/2023	Reviewed

	4056	Resignation of Certificated Staff	8/14/2023	Revised on 9/11/23
	4057	Superintendent Evaluation	4/10/2023	Reviewed
	4058	Confidentiality in Counseling and Guidance	11/13/2023	Reviewed
	4059	Suicide Prevention Training	7/10/2023	Revised per KSB
	4059	Suicide Prevention Training	6/9/2025	Revised per KSB
	4060	School Vehicle Use	8/8/2025	Reviewed
	4061	Workplace or Non-Workplace Injuries or Illness and Return to Work	8/8/2025	Reviewed
	4062	Locker Room Supervision	2/13/2023	Reviewed
annual	4070	Early Voluntary Separation Program	11/13/2023	Reviewed
annual	4070	Early Voluntary Separation Program	12/11/2023	Revised/Offered
annual	4070	Early Voluntary Separation Program	6/10/2024	Revised
annual	4070	Early Voluntary Separation Program	11/10/2024	Reviewed
annual	4070	Early Voluntary Separation Program	12/9/2024	Revised/Offered
annual	4070	Early Voluntary Separation Program	11/10/2025	Reviewed
annual	4070	Early Voluntary Separation Program	12/15/2025	Revised/Offered
annual	4070.R1	Application and Agreement	11/13/2023	Reviewed
annual	4070.R1	Application and Agreement	11/10/2024	Reviewed
annual	4070.R1	Application and Agreement	12/15/2025	Revised/Offered
	5001	Compulsory Attendance and Excessive Absenteeism	7/10/2023	Reviewed
	5001	Compulsory Attendance and Excessive Absenteeism	7/8/2024	Reviewed
	5001	Compulsory Attendance and Excessive Absenteeism	7/14/2025	Revised per KSB
	5001.R1	Collaborative Plan Addressing Barriers to Attendance	7/10/2023	Reviewed
	5001.R1	Collaborative Plan Addressing Barriers to Attendance	7/8/2024	Reviewed
	5001.R1	Collaborative Plan Addressing Barriers to Attendance	7/14/2025	Reviewed
	5002	Admission of Students	5/12/2025	Reviewed
	5002	Admission of Students	7/14/2025	Revised per KSB
	5002.R1	Admission of Students Who Reside Outside the State of Nebraska	5/12/2025	Reviewed
	5003	Admission of Part-time Students	8/11/2025	Revised per KSB
annual	5004	Option Enrollment	7/10/2023	Revised per KSB
annual	5004	Option Enrollment	10/9/2023	Moved from ANNUAL in January
annual	5004	Option Enrollment	8/8/2025	Reviewed
	5005	Transportation of Option Students	6/10/2024	Revised per KSB
	5005	Transportation	9/9/2024	Reviewed
	5006	Foreign Exchange Students	1/16/2023	Reviewed
	5006.R1	Foreign Exchange Students Procedures	1/16/2023	Reviewed
	5007	Enrollment of Expelled Students	2/10/2025	Reviewed
	5008	Pregnant or Parenting Students	6/10/2024	Revised per KSB
	5008	Pregnant or Parenting Students	5/12/2025	Reviewed
	5009	Adult Education	12/11/2023	Reviewed
	5010	Immunizations	12/9/2024	Reviewed
	5011	Physical Evaluations and Visual Examinations of Students	12/9/2024	Reviewed
	5012	Testing and Assessment Program	2/10/2025	Reviewed
	5012	Testing and Assessment Program	6/9/2025	Reviewed

annual

5014	Homeless Students	12/11/2023	Reviewed
5015	Protection of Pupil Rights	5/12/2025	Reviewed
5015	Protection of Pupil Rights	7/14/2025	Revised per KSB
5016	Student Records	6/9/2025	Revised per KSB
5016	Student Records	2/10/2025	Reviewed
5017	Routine Directory Information	5/12/2025	Reviewed
5018	Parent and Guardian Involvement in Educational Practices	7/10/2023	Reviewed
5018	Parent and Guardian Involvement in Educational Practices	7/8/2024	Reviewed
5018	Parent and Guardian Involvement in Educational Practices	7/14/2025	Revised per KSB
5019	Communicating with Parents	5/13/2024	Reviewed
5020	Rights of Custodial and Non-Custodial Parents	10/14/2024	Reviewed
5022	Investigations, Arrests, and Other Student by Law Enforcement and HHS	6/9/2025	Reviewed
5023	Student Illness	12/11/2023	Reviewed
5024	Medication of Students	5/13/2024	Reviewed
5025	Student Insurance	5/13/2024	Reviewed
5028	Initiations and Hazing	4/8/2024	Reviewed
5030	Dating Violence	4/8/2024	Reviewed
5031	Student Appearance	4/8/2024	Reviewed
5031	Student Appearance	7/14/2025	Revised per KSB
5032	Closed Campus	4/8/2024	Reviewed
5033	Student Driving and Parking	4/8/2024	Reviewed
5034	Handbooks	4/8/2024	Reviewed
5034	Handbooks	6/9/2025	Revoked per KSB
5035	Student Discipline	2/13/2023	Reviewed
5035	Student Discipline	7/10/2023	Revised per KSB
5036	Lockers	4/8/2024	Reviewed
5037	Student Internet and Computer Access	6/9/2025	Reviewed
5039	Fundraising Activities	10/14/2024	Reviewed
5040	Work Permits	12/9/2024	Reviewed
5041	Student Government	12/11/2023	Reviewed
5042	Bulletin Boards	10/14/2024	Reviewed
5043	School-Sponsored Publications	10/14/2024	Reviewed
5044	Safe Pupil Transportation	1/16/2023	Reviewed
5045	Student Fees	7/10/2023	Revised per KSB
5045	Student Fees	7/8/2024	Reviewed
5045	Student Fees	7/14/2025	Reviewed
5046	Secret Organizations	12/11/2023	Reviewed
5048	Emergency Response to Life Threatening Asthma or Systemic Allergic Reaction (ANAPHYLAXIS)	12/9/2024	Reviewed
5049	Firearms and Weapons	7/10/2023	Revised per KSB
5050	Reporting Related to Exempt (Home) Schools	10/14/2024	Reviewed
5052	School Wellness	7/10/2023	Revised per KSB
5052	School Wellness	6/9/2025	Reviewed
5053	Self Management of Diabetes and Asthma/Anaphylaxis	12/9/2024	Reviewed

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annual	5054	Student Bullying	7/10/2023	Reviewed
annual	5054	Student Bullying	7/8/2024	Reviewed
annual	5054	Student Bullying	7/14/2025	Reviewed
	5055	Enrollment in Kindergarten	6/9/2025	Reviewed
	5056	Free Expression by Students	10/14/2024	Reviewed
annual	5057	District Title I Parent and Family Engagement Policy	7/10/2023	Reviewed
annual	5057	District Title I Parent and Family Engagement Policy	7/8/2024	Reviewed
annual	5057	District Title I Parent and Family Engagement Policy	7/14/2025	Reviewed
	5059	Emergency Medical Treatment	12/9/2024	Reviewed
	5062	Lice	7/10/2023	Revised per KSB
	5062	Lice	2/10/2025	Reviewed
	5063	REVOKED Audio and Video Recording	7/10/2023	Revoked per KSB/Now 3059
	5064	Title I Supplement, Not Supplant	7/10/2023	Revised per KSB
	5065	Bed Bugs	2/10/2025	Reviewed
	5066	Early Graduation	2/10/2025	Reviewed
	5067	Student Assistance Team or Comparable Problem Solving Team	2/13/2023	Reviewed
	6001	School Organization	6/10/2024	Reviewed
	6002	School Calendar	8/12/2024	Reviewed
	6003	Instructional Program	7/10/2023	Revised per KSB
	6003	Instructional Program	3/10/2025	Reviewed
	6004	Curriculum Development	7/10/2023	Revised per KSB-Moved to July
	6004	Curriculum Development	7/8/2024	Revised
	6004	Curriculum Development	10/14/2024	Revised
	6004	Curriculum Development	7/14/2025	Reviewed
	6005	Academic Credits and Graduation	3/11/2024	Revised
	6005	Academic Credits and Graduation	2/10/2025	Reviewed
	6006	Commencement Ceremony	8/12/2024	Reviewed
	6007	Selection of Scholarship Winners	8/12/2024	Reviewed
	6008	Class Rank	9/9/2024	Revised
	6009	Grade Placement and Academic Credits of Transfer Students	8/12/2024	Reviewed
	6010	Special Education	6/10/2024	Reviewed
	6010 R.1	Special Education Procedures-Updated February 2019	6/10/2024	Reviewed
	6011	Fire Instruction and Prevention	8/12/2024	Reviewed
	6012	Flag Display and Patriotic Observances	8/12/2024	Reviewed
	6013	Teaching Controversial Issues	6/10/2024	Reviewed
	6014	School Attendance on Days of Scheduled Activities	9/9/2024	Reviewed
	6015	Summer School	9/9/2024	Reviewed
	6016	Homebound and Off-Campus Instruction	9/9/2024	Reviewed
	6017	Homework	9/9/2024	Reviewed
	6018	Grades	9/9/2024	Reviewed
	6020	Multicultural Education	4/10/2023	Reviewed
	6020	Multicultural Education	4/10/2023	Reviewed
	6021	District Criteria for Selecting Evaluators to be Used for Special Education Evaluation and Verification and Independent Educational Evaluations	4/10/2023	Reviewed

4070
EARLY VOLUNTARY SEPARATION PROGRAM

A. PURPOSE

The Early Voluntary Separation Program ("Program") is intended to benefit qualified certificated teachers who are considering retirement. The Program's objectives include, but are not limited to, the following:

1. Offering financial incentives which will assist long-term teachers who are considering retirement;
2. Reducing costs to the school district by replacing maximum salaried teachers with lesser salaried teachers; and
3. Providing a balance of teacher experience.

B. QUALIFICATIONS

1. Certificated Teachers. To participate in the Program, a person must be a certificated teacher and be employed by the School District in a capacity which requires such certification, and meet eligibility requirements as set forth in this section.

Administrators are not eligible for the Program. For the purposes of this policy, certificated teacher means a certificated employee who is regularly employed for the instruction of pupils in the school district. Certificated teachers include classroom teachers, guidance counselors, media specialists, school psychologists, therapists and speech pathologists. For the purposes of this policy, administrator means any certificated employee such as the superintendent, assistant superintendent, principal, assistant principal, school nurse, or other supervisory or administrative personnel who do not have as a primary duty the instruction of pupils in the school district.

2. Full-Time Equivalency. Certificated teachers who are employed 1.0 full-time equivalency (FTE) in a teaching position that requires a certificate from the Nebraska Department of Education may participate in the Program.

3. Minimum Age and Years of Service. To be eligible for this Program, a certificated teacher must: (a) be fifty-five (55) years of age on or before August 31st after the school year of application; (b) have completed twenty (20) total years of continuous, credited service in the employment of the School District; (c) be within the first four (4) years of eligibility based on the age and years of service requirements (see Section H); and (d) meet any other criteria established by the board of education at the regular December meeting. Credited service shall be defined as continuous employment with the school district as a 1.0 FTE certificated teacher through the employee's last

year of service in a teaching position that requires a certificate from the Nebraska Department of Education. Board-approved leave for military service, for a sabbatical or for a leave of absence, or any leave required to be granted according to law, shall not be included as credited years of service. In determining years of credited service with the district for the purpose of meeting the eligibility requirement of twenty (20) total years of service, less than full-time employment would reduce the teacher's full-time equivalent employment for a school year.

C. ENROLLMENT REQUIREMENTS

1. Resignation. Participants in the Program will resign their positions with the school district effective at the close of the school year in consideration for the benefits outlined in Section D below.

2. Application. A certificated teacher must submit a signed Application and Agreement form to the board of education on or before February 1st of the certificated teacher's last intended school year of employment. The superintendent shall review the certificated teacher's record to determine whether the certificated teacher is eligible for the Program. The Board will notify the applicant on or before March 20th of its action on his or her application.

3. Certificated Teacher's Ineligibility. A certificated teacher who has received written notice of possible contract termination or cancellation shall not be eligible to participate in this Program unless (1) the notice of termination or cancellation is withdrawn by the administration, or (2) after a hearing before the board of education, the board determines that said certificated teacher's employment should not be canceled or terminated. Certificated teachers who are receiving or who have applied to receive long-term disability benefits are also not eligible to participate in the Program.

D. BENEFITS

1. Calculation of Benefits: The total benefit to be paid under this Program shall not exceed \$35,000.

2. Payment of Benefit. The benefit shall be paid in two (2) equal payments unless Medicare eligibility requires an accelerated payment. The first payment shall be made in September of the calendar year of the certificated teacher's resignation, with the remaining payments made in September of the following calendar year. The District will pay the benefit to a non-elective 403(b) fixed annuity. All payments shall be paid within five years after the voluntary termination of employment or prior to the certificated teacher becoming eligible for Medicare, whichever occurs first.

3. Limitation on Payment. The board of education shall, in its sole and unfettered discretion, determine whether to budget and fund any Early Voluntary Separation Program payments in a particular year, and shall determine the total amount of such payments, if any, that will be made available for such payments.

4. Source of Funds. The school district shall pay the entire cost of the plan.

5. Administration of Program. This Program shall be administered by the board of education by and through the administration of the school district.

6. Beneficiary Designation. In order for the application to be considered complete, a beneficiary must be designated.

7. Income Tax Consequences. Payments pursuant to this plan have been determined to be taxable income for state and federal income tax purposes, and will be treated as such. The school district will withhold such sums as are required by law, and payments will be reported as a taxable income.

8. COBRA Rights. A separating certificated teacher will have the opportunity to continue health insurance benefits as may be permitted by the provisions of the Comprehensive Omnibus Budget Reconciliation Act or other applicable law. The certificated teacher shall be responsible for any payments required to participate in the COBRA program.

E. ADMINISTRATION OF PROGRAM

Application and Waiver. A certificated teacher who elects to participate in the Program, and the school district, through its board of education, shall execute the Application and Agreement, Exhibit "A" attached hereto. That Application and Agreement shall inform the certificated teacher that the Voluntary Separation Program is totally voluntary in nature and provides each certificated teacher at least twenty-one (21) days to consider the ramifications of participation in the Program before making a decision. An certificated teacher may waive the twenty-one (21) day consideration period. The Application and Agreement shall also include a specific Waiver and Release of Claims of the participants' rights under the Age Discrimination and Employment Act (ADEA), 29 USC § 621-63 and the Act Prohibiting Unjust Discrimination in Employment Because of Age, NEB. REV. STAT. § 48-1001 *et seq.*, the Employee Separation Income Security Act of 1974 (ERISA), 29 USC § 1001 *et seq.*, and all other state and federal constitutions, statutes and

regulations that relate to the validity of the Program, and allows the employee to revoke the Release or Waiver at any time within seven (7) days after submitting the Application and Agreement, and advises the employee to consult with an attorney before signing the Application and Agreement.

A certificated teacher who submits an application to participate in the Program may withdraw the application within seven (7) days after submitting it, but not afterward without the written consent of the board of education. Each application will be reviewed on an individual basis. The board shall, in its sole discretion, determine the number of applications to be approved in any given year. If the Board receives more applications for voluntary separation than it approves, the Board shall approve the applications as follows:

- a. The Board will approve the application of the certificated teacher whose salary is higher.
- b. If the salaries of those involved are exactly the same, the Board will approve the application of the certificated teacher who first signed and returned his or her employment contract for the then current contract year.
- c. If the salaries and signing dates of those involved are exactly the same, the Board will approve the application of the certificated teacher which was submitted earlier.

A certificated teacher's application to participate in the Program is in itself not a resignation of a contract with the School District. However, the Board's approval of a certificated teacher's application will be considered the approval of the certificated teacher's voluntary resignation and termination of the certificated teacher's continuing contract. If the Board does not approve an certificated teacher's application, the certificated teacher's contract will continue in effect, and the certificated teacher will remain an employee by the School District unless he or she otherwise resigns or his or her contract is terminated for just cause.

F. TERM OF PROGRAM

This policy shall generally be reviewed annually and its availability terminated at any time at the Board's sole discretion. The Board will generally determine no later than its regular December meeting the number of early retirement applications that will be accepted in the then current school year and any other eligibility limitations or requirements (such as building or department requirements). In the event that no such determination is made, the program will not be available for that school year. This Program shall be offered only to eligible certificated teachers as defined herein, who satisfy the Program

requirements prior to the applicable deadline, and who submit an Application and Agreement prior to the applicable deadline.

G. LIMITATIONS OF APPLICATIONS

The Board reserves the right to limit the number of voluntary separation applications granted during any single school year if the number of requests results in separation payments that exceed budget constraints and/or if multiple requests from certificated teachers within a single department could, in the opinion of the school administration, result in the excessive loss of continuity of instruction and effectiveness of that department. If multiple certificated teachers from the same department submit requests in the same school year, the priority of applicants granted will be determined in accordance with paragraph E.

H. ELIGIBILITY WINDOW

The “eligibility window” requirement shall be administered as follows:

- ~~For the program approved by the Board of Education on December 13, 2021 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2022, and who have 20 years of continuous, credited service (or will have upon the completion of the 2021-22 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2025.~~
- For the program approved by the Board of Education on December 12, 2022 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2023, and who have 20 years of continuous, credited service (or will have upon the completion of the 2022-23 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2026.
- For the program approved by the Board of Education on December 11, 2023 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2024, and who have 20 years of continuous, credited service (or will have upon the completion of the 2023-24 school

year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2027.

- For the program approved by the Board of Education on December 9, 2024 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2025, and who have 20 years of continuous, credited service (or will have upon the completion of the 2024-25 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2028.
- For the program approved by the Board of Education on December 15, 2025 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2026, and who have 20 years of continuous, credited service (or will have upon the completion of the 2025-26 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2029.

I. MODIFY OR SUSPEND

The Board of Education reserves the right to modify the various requirements, provisions, definitions, conditions, limitations, and benefits associated with this Program, or to suspend the Program. Separated certificated teachers participating in the Program will be governed by the requirements, provisions, definitions, conditions, limitations, and benefits of the Program that exist at the time of their approval by the Board to participate in the Program.

Approved: December 9, 2019

Reviewed: November 13, 2023; November 11, 2024, November 10, 2025

Revised: December 14, 2020; December 13, 2021; December 12, 2022;
December 11, 2023; June 10, 2024; December 9, 2024, **December 15, 2025**

4070.R1
EARLY VOLUNTARY SEPARATION PROGRAM
APPLICATION AND AGREEMENT

This Agreement is made this _____ day of _____, 20____,
between Nebraska City Public Schools (School District) and
_____ (Certificated Teacher).

RECITALS

1. The School District has established an Early Voluntary Separation Program (hereinafter referred to as the "Program") for the purpose of rewarding eligible certificated teachers who are considering early separation or retirement in their employment plans;
2. Certificated Teacher desires to participate voluntarily in the Program;
3. Certificated Teacher has a full-time equivalency of 1.0 for the current school year;
4. Certificated Teacher has completed at least 20 consecutive years of credited service in the employment of the School District;
5. Certificated Teacher is now 55 years of age or will be prior to August 31st after the school year of application (i.e. August 31, 2020 of the 2019-20 school year); and
6. Certificated Teacher has met all other eligibility and all other requirements for the Program pursuant to policy 4070-Early Voluntary Separation Program.

TERMS OF AGREEMENT

The parties, in consideration of the mutual covenants and stipulations set forth above, hereby agree as follows:

1. INCORPORATION OF BOARD POLICY: This Agreement is made pursuant to policy 4070-Early Voluntary Separation Program of the Board of Education. The provisions of that policy existing at the time this Agreement is signed are incorporated by this reference and made a part of this Agreement.

2. CERTIFICATED TEACHER RESIGNATION: Subject only to the Board of Education's approval of the Certificated Teacher's application to participate in the Program, the Certificated Teacher voluntarily, unconditionally, and irrevocably (1) resigns his/her teaching position with the School District effective at the end of the current school year; (2) waives any and all further notice or action by the Board of Education to terminate the Certificated Teachers continuing contract; and (3) waives any and all rights the Certificated Teacher may have under NEB. REV. STAT. §79-824 to §842, as those statutes now exist or as they may be amended. The Certificated Teacher further authorizes the Board of Education to advertise for and contract with a replacement certificated employee for the Certificated Teacher's position for the next school year. Approval of this Agreement by the Board of Education shall constitute an acceptance of the Certificated Teacher's resignation. The Certificated Teacher agrees that he/she may not be eligible for part-time or full-time employment at the School District if the Board approves Certificated Teachers application to participate in the Program. While the School District may decide to employ the Certificated Teacher in some capacity after retirement, the Certificated Teacher agrees that the School District has no obligation to rehire the Certificated Teacher in any capacity at the School District. NOTE: Returning to work anywhere that participates in the Nebraska Public Employees' Retirement System (NPERS) within 180 days of your retirement may impact your ability to receive payments through NPERS. Please contact NPERS for further information.

3. BENEFITS: In consideration for the Certificated Teacher's resignation set forth in paragraph 2 above, the Certificated Teacher shall receive the following benefits:

(a) **TOTAL AMOUNT OF BENEFITS:** \$35,000.

(b) **PAYMENT OF BENEFITS:** All payments must be paid within five years after the voluntary termination of employment or prior to the employee becoming eligible for Medicare, whichever occurs first. With this understanding, payments shall be made as follows:

Installment 1: \$17,500

Installment 2: \$17,500

The School District shall pay the first installment in September of the calendar year in which the Certificated Teacher resigns, and the second installment shall be paid in September of the following year. The District will pay the benefit to a non-elective 403(b) fixed annuity.

5. BENEFICIARY DESIGNATION: In the event of the Certificated Teacher's death after the effective date of resignation, any sum of money

otherwise due to the Certificated Teacher under the terms of this Agreement will be paid to the following designated beneficiary pursuant to the provisions of this Agreement.

Beneficiary: _____

Address: _____

Social Security Number: _____

6. TAX CONSEQUENCES: Payments provided for under the Program have been determined to be taxable income for state and federal income tax purposes, will be treated as such, and will be reported as taxable retirement pay. The social security percentage and any other required state and federal withholdings will be subtracted from each payment to the participant in the Program.

7. CERTIFICATED TEACHERS VOLUNTARY ACT. The Certificated Teacher acknowledges that he/she has had twenty-one (21) or more days to consider the ramifications of participation in the Program or hereby waives the same; that his/her participation in the Program is voluntary; and that he/she was not coerced in any manner to participate in the Program. The Certificated Teacher acknowledges having been advised in writing by this Agreement to consult an attorney regarding his/her participation in the Program and execution of this Agreement.

8. WAIVER AND RELEASE OF CLAIMS: In consideration of the promises and payments specified in this Agreement, Certificated Teacher releases the School District and its officers, board members, administrators, employees, agents, representatives, successors, and assigns from all claims, demands, and actions, past or present, known or unknown, arising out of and/or related in any way, either directly or indirectly, to his or her employment with the School District, the termination of his or her employment, and/or any actions or occurrences taking place up to and including the date of execution of this Agreement, including but not limited to claims or rights under the Nebraska Wage Payment and Collection Act, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Civil Rights Act of 1866 and 1871, or any other Civil Rights Acts as amended, claims or rights under 42 U.S.C. § 1981, through and including 42 U.S.C. § 1988, the Americans with Disabilities Act, § 504 of the Rehabilitation Act, the Family Medical Leave Act of 1993, the Nebraska Act Prohibiting Unjust Discrimination Because of Age, all claims or rights relating to discrimination on the basis of age, race, color, religion, sex,

disability, handicap, or national origin before the federal Equal Employment Opportunity Commission, the Nebraska Equal Opportunity Commission, and any state or federal court under any state or federal constitution, law, rule, or regulation, or claims or rights of whatever nature arising under any other state, federal, or local constitution, executive order, statute, regulation, or ordinance arising from his or her employment or contractual relations with the School District or his or her resignation of employment. Certificated Teacher represents that no claims have now been filed against the School District. Certificated Teacher acknowledges that nothing in this agreement prohibits Employees from filing a Complaint with the Equal Employment Opportunity Commission or any other similar state agency, the Occupational Safety and Health Administration, the Secretary of Labor or otherwise participating in matters pending before those agencies. However, in the event Certificated Teacher files such a charge or complaint, he or she shall be entitled to no relief, no reinstatement, no remuneration, no damages, no back pay, no front pay and no compensation whatsoever from the School District as a result of such charge or complaint, since Certificated Teacher has released and extinguished any right to such relief under this agreement. Certificated Teacher also releases all contract, tort, and common law claims, and claims for attorney's fees, costs and expenses. Certificated Teacher covenants not to institute any complaints or proceedings against the School District or any of the above-mentioned persons in the future with respect to any of the claims, demands, causes of action, or rights hereby released.

The Certificated Teacher understands and acknowledges that, by giving up claims against the School District, he/she also gives up any claims that he/she may have against its predecessors, successors, subsidiaries, and affiliates, and any and all officers, directors, employees, and agents of the School District arising out of any actions, conduct, decisions, behavior, omissions, or events occurring up to the date hereof. Such waiver and release of claims does not cover rights or claims arising after the date of the execution of this contract. This Waiver and Release is given in exchange for consideration in addition to what the Certificated Teacher is already entitled to receive from the School District. The Certificated Teacher acknowledges having been advised in writing to consult with an attorney before signing this Voluntary Early Retirement Incentive Program Agreement. The Certificated Teacher further acknowledges having had sufficient time to decide whether or not to execute this Agreement, including the Waiver and Release of Claims.

9. REVOCATION AND CANCELLATION OF AGREEMENT: The Certificated Teacher may revoke this Agreement for a period of seven (7) days following its execution. In order to revoke the Agreement, the Certificated Teacher must submit a written statement to the Superintendent indicating that he/she is exercising his/her right to cancel the Agreement.

This Agreement shall not become effective or enforceable until the revocation period has expired.

[The Next Page is the Signature Page]

	Independent	Boone Brothers	Weathercraft
Base Bid	\$782,000	\$675,000	\$838,580
Add Alt #1 (gym, utility)	\$365,000	\$308,000	\$461,331
Add Alt #2 (entrance, south)	\$169,000	\$162,000	\$221,691
Totals	\$1,316,000	\$1,145,000	\$1,521,602
estimated per square foot	\$27 / sf	\$24 / sf	\$32 / sf
Cost of Wet/Damaged Insulation	\$8 / sf	\$5 / sf	\$1.75 / sf per inch
Cost of Damaged Drain	\$3,500	\$2,500	\$2,000

EGAN SUPPLY CO.

"It's Service After The Sale That Counts"

13838 Industrial Road • Omaha, NE 68137

PRICE QUOTE

Phone 402-346-0597

Fax 402-346-5076

Page 1

Printed 10/15/25 CB2

Quoted
 NEBRASKA CITY PUBLIC SCHOOLS
 1700 14TH AVE
 NEBRASKA CITY NE 68410
 Tel:402-873-6033 Fax:402-873-6030

Ship To
 HIGH SCHOOL MAINT SHOP
 Attn: JENNY GAWART
 141 STEINHART PARK RD
 NEBRASKA CITY NE 68410

Quote # Q043921	Quote Date 11/11/2024	Exp Date 03/05/2026	Customer # 0001448	Customer P/O #	Ship Via	Writer CB2
Job ID			Customer Terms Net 30 Days		Salesman CHRIS BAMBERY	

Product	Description	UM	Quant	Unit Price	Extension
	***** * BOTTOM OF HIGH SCHOOL PARKING * * LOT IS MAINT SHOP * * JENNY 402-209-1862 * * deliver 6am-2pm * *****				
GYM FLOOR	SAND GYM FLOOR This quote is for sanding the floor, applying two coats of seal, repainting all existing gyme lines, and applying two coats of high solids gym finish. Additional graphics quoted separately.	EA	1	22695.00	22695.00
GRAPHICS	GYM FLOOR GRAPHICS 275 feet of border and 12 outside corners	EA	1	3450.00	3450.00
REPAIRS	REPAIRS TO GYM FLOOR REPAIR COST IS FOR FACEPLATING EACH DAMAGED BOARD. QUANTITY MAY CHANGE	EA	15	60.00	900.00
GRAPHICS	GYM FLOOR GRAPHICS PRICE TO PAINT 2 PICKLE BALL COURTS AND ONE BADMINTON COURT	EA	1	2000.00	2000.00

X: _____ (Accepted by)	Sub Total	\$29,045.00	T o t a l
	Freight	\$0.00	
	Misc Charges	\$0.00	
	Tax Amount	\$0.00	
			\$29,045.00

MESSAGE	TERMS
FOB Destination, Freight Collect	

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Job ID			Customer Terms Net 30 Days		Salesman CHRIS BAMBERY	

Product	Description	UM	Quant	Unit Price	Extension
	***** * Quote to S/O 409447 12/04/25 * * BOTTOM OF HIGH SCHOOL PARKING * * LOT IS MAINT SHOP * * JENNY 402-209-1862 * * deliver 6am-2pm * *****				
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GRAPHICS	GYM FLOOR GRAPHICS PRICE TO PAINT 2 PICKLE BALL COURTS AND ONE BADMINTON COURT	EA	1	2000.00	2000.00
FLOOR LABOR	LABOR -GYM FLOORS REMOVE OLD BORDER AND INSTALL NEW BORDER	EA	1	1950.00	1950.00
FLOOR LABOR	LABOR -GYM FLOORS INSTALL ROUND STANDARD COVER	EA	1	300.00	300.00

Continue...

ACTIVITIES AGREEMENT

This Agreement is made and entered into by Nebraska City Public Schools ("NCPS"), legally known as Otoe County School District 66-0111, and the Nebraska Center for the Education of Children who are Bilind or Visually Impaired ("NCECBVI").

1. Duration and Termination. This Agreement shall have a duration of one year, commencing on _____, and ending on _____. Subsequently, this Agreement shall automatically renew from year to year for an additional one-year term unless one of the parties gives written notice to the other on or before **March 1st** of its intention to terminate the Agreement at the conclusion of the then-current contract term. The parties' governing boards may terminate this Agreement at any time by mutual formal board action and written agreement.

2. Purposes. The parties wish to cooperatively sponsor sports and other activity opportunities for students in grades ____ through ____.

3. Host School. NCPS will be the host school.

4. Organization. This Agreement does not create any separate legal or administrative entity. The NCPS Superintendent of Schools is responsible for administering the cooperative undertaking described in this Agreement and overseeing the implementation of its terms. At his or her discretion, the NCPS Superintendent of Schools may delegate responsibilities to another administrator or to the NCPS Activities Director.

5. Coaches. Coaches and sponsors will oversee and direct activities of all sports. All coaches and sponsors shall be NCPS employees. All coaches and sponsors are subject to the assignment, authority, and direction of the NCPS Superintendent of Schools, Principals and Activities Director.

6. Supervision and Accommodations. NCECBVI shall provide one or more individuals to provide supervision for its students who participate in the sports or activities. NCECBVI shall also be responsible for providing any and all services and accommodations required for or by its students under the Individuals with Disabilities Education Act, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, or any other applicable law or regulation.

7. No Joint Employment. This Agreement shall not make the parties joint employers of the coaches, sponsors, or any other individual for purposes of Workers' Compensation, unemployment compensation, liability, or for any other purpose.

8. Team Name, Colors and Mascot. The teams shall be known as Nebraska City Public Schools. The team colors shall be purple and gold and the mascot shall be Pioneer Pete.

9. Contracts. NCPS is responsible for all contracts related to the cooperatively sponsored team or activities with groups such as referee associations, with individuals, or with other schools or school districts.

10. Allocation of Costs. Program costs shall be allocated between NCPS and NCECBVI as follows: _____.

11. Rules and Regulations. All student participants will comply with NCPS rules and behavior guidelines while participating in activities.

12. Uniforms. All student participants will wear any designated or required NCPS uniforms and will be considered representatives of NCPS.

13. Transportation. NCECBVI will provide transportation to and from NCPS Public Schools for practices, contests, and activities during which time it will be responsible for control and supervision of its students. NCPS will provide transportation to and from all contests. All NCECBVI students will ride on NCPS-provided transportation unless the NCPS Activities Director approves other arrangements.

14. Third-Party Beneficiary. Coaches and activity sponsors are not third-party beneficiaries of this Agreement, and it creates no enforceable rights in their favor.

15. Issues Not Addressed. Issues will arise that are not addressed in this Agreement. The NCPS Superintendent of Schools shall work with the NCECBVI Superintendent to resolve such issues.

16. Agreement to Cooperate. The NCPS and NCECBVI governing boards and administrators agree to cooperate in sponsoring the program described in this Agreement and to form an inter-district advisory board, if they feel it appropriate, to work on the improvement of the cooperative program.

17. Entirety of Agreement. This agreement contains the entire agreement between the parties, and fully supersedes any and all prior agreements or understandings between the parties pertaining to the subject matter hereof.

[THE NEXT PAGE IS THE SIGNATURE PAGE]

President, NCPS Board of Education

Date

NCECBVI Representative

Date



Subscription Order Form

Company Address 9815 S Monroe St, STE 204
Sandy, Utah 84070
United States
Created Date 11/20/2025
Prepared By Jennifer McKown
Email jennifer.mckown@arbitersports.com
Billing Schedule One-Time

Quote Number 00694641
Prorated Start Date 1/1/2026
Prorated End Date 6/30/2026
Term (Months) 6

Customer Billing

Account Name NEBRASKA CITY SCHOOL DIST 111
Billing Contact Carla Zaroban
Billing Email czaroban@nebcityps.org
Billing Phone (402) 873-6033
Bill To 215 N 12TH ST
NEBRASKA CITY, Nebraska 68410
United States

Primary Contact Mark Fritch
Primary Title Superintendent of Schools
Primary Email mfritch@nebcityps.org
Primary Phone (402) 209-5746
Address 215 N 12TH ST
NEBRASKA CITY, Nebraska 68410
United States

Subscriptions & Services

Table with 5 columns: Product, Line Item Description, Quantity, Sales Price, Total Price. Rows include 500-Facilities Scheduler, 500-rWorkOrder, and 500-Trip Requests.

Proration

Prorated Year Total \$0.00
Prorated Payment 1/31/2026
Due

Contract Total

Subtotal \$2,097.50
Total Discount \$0.00
Grand Total \$2,097.50

Handwritten signature MF and date 11/21/25

Terms & Conditions

Standard Conditions:

- 1. This Subscription Order Form is governed by Arbitersports website's standard Terms and Conditions...
2. In the event of any conflict or inconsistency between the Special Instructions or Standard Conditions of this Subscription Order Form and any provisions of the Terms and Conditions or the Arbitersports Agreement, this Subscription Order Form shall govern and control.



3. Notwithstanding any provision of the Terms and Condition or the ArbiterPay Agreement, upon a material breach by ArbiterSports which is not cured within 30 days following receipt of written notice, Customer may terminate its subscription and receive the prorated amount paid by Customer for the applicable year.

4. The Terms and Conditions and the ArbiterPay Agreement (if applicable), together with this Subscription Order Form, represent the entire agreement between the parties and cannot be overridden by terms contained in any later received document unless the additional terms are accepted in writing by both parties.

5. All references to monetary values shall mean United States dollars and do not include any taxes that may apply.

6. CUSTOMER MUST PROVIDE ARBITERSPORTS WITH VALID AUTOMATED PAYMENT INFORMATION AS A CONDITION TO RECEIVE OR USE THE SERVICES. BY PROVIDING ARBITERSPORTS WITH AUTOMATED PAYMENT INFORMATION, CUSTOMER AUTHORIZES ARBITERSPORTS TO CHARGE CUSTOMER'S PAYMENT ACCOUNT FOR ANY AMOUNTS ARISING FROM OR RELATING TO THE ABOVE SERVICES WITHOUT FURTHER AUTHORIZATION FROM CUSTOMER. CUSTOMER IS RESPONSIBLE FOR AND AGREES TO UPDATE ARBITERSPORTS WITH ANY CHANGES TO CUSTOMER'S BILLING AND/OR AUTOMATED PAYMENT INFORMATION (E.G., NEW OR UPDATED CREDIT CARD, CREDIT CARD EXPIRATION DATE OR OTHER PAYMENT BANK ACCOUNT INFORMATION).

7. CUSTOMER AUTHORIZES ARBITERSPORTS TO CHARGE CUSTOMER'S ARBITERSPORTS ACCOUNT FOR ANY AMOUNTS ARISING FROM OR RELATING TO THE ABOVE SERVICES WITHOUT FURTHER AUTHORIZATION FROM CUSTOMER.

8. UNLESS CUSTOMER NOTIFIES ARBITERSPORTS IN WRITING (INCLUDING VIA THE ABOVE ARBITERSPORTS EMAIL ADDRESS) 10 DAYS PRIOR TO THE END OF CUSTOMER'S SUBSCRIPTION, CUSTOMER'S SUBSCRIPTION WILL AUTOMATICALLY RENEW FOR AN ADDITIONAL TERM EQUAL TO THE LENGTH OF THE ORIGINAL TERM (FOR EXAMPLE, A TWO-YEAR TERM WILL AUTOMATICALLY RENEW FOR AN ADDITIONAL TWO-YEAR TERM). IF ARBITERSPORTS INCREASES THE ANNUAL SUBSCRIPTION PRICE FOR ANY SERVICES, ARBITERSPORTS WILL NOTIFY CUSTOMER IN WRITING (INCLUDING VIA THE ABOVE CUSTOMER EMAIL ADDRESS) OF SUCH INCREASE AT LEAST 30 DAYS PRIOR TO THE END OF CUSTOMER'S SUBSCRIPTION. IN THE EVENT CUSTOMER DOES NOT TERMINATE, THE RENEWAL WILL BE AT THE INCREASED PRICES.

9. I hereby authorize ArbiterSports, LLC to initiate a withdrawal from my account within ArbiterPay to pay for services as indicated. I also authorize ArbiterSports, LLC to make deposits to this account in the event that an entry is made in error. I agree that no prior notification will be provided unless the date or amount changes, in which case you will receive notice at least 10 days prior to the payment being collected.

Customer to Complete:

Is a Purchase Order required for ArbiterSports to receive payment for the Services in this Subscription Order Form? Please fill in **YES** or **NO** here:

Acknowledgment and Acceptance of Terms

By signing this Subscription Order Form, the individual signing on behalf of Customer is committing and confirming that they are authorized by Customer to execute this Subscription Order Form and to purchase the Service listed above.

Accepted By (Legal Entity): <i>Nebraska City Public Schools</i>	Accepted By (Legal Entity): ArbiterSports, LLC
Signature: <i>Mark Fritch</i>	Signature:
Print Name: <i>Mark Fritch</i>	Print Name: John Hopkins
Title: <i>Superintendent</i>	Title: Chief Financial Officer (CFO)
Date: <i>Nov 21, 2025</i>	Date:

We Understand ADs

And we know you weren't hired to juggle so many jobs.

As an Activities Director, we're confident you are juggling many jobs that keep you from what you need to do. The struggles of an AD are real! From working on schedules, budgets, and fundraising, to dealing with expectations from administration, parents, and or students. Finding enough time can be a challenge!

Let's talk about how Bound can change your life!

➤ **Activities Directors**

➤ **Coaches**

➤ **School Districts**

➤ **Fans**

➤ **Students & Parents**

➤ **Sponsors and Advertisers**



How many Platforms do you live in?...

School Tools



Fundraising



Results



Communication



Social Media



Registration



Youth Club / Tournament



Tickets



Officials



Other



...There's a Better Way!

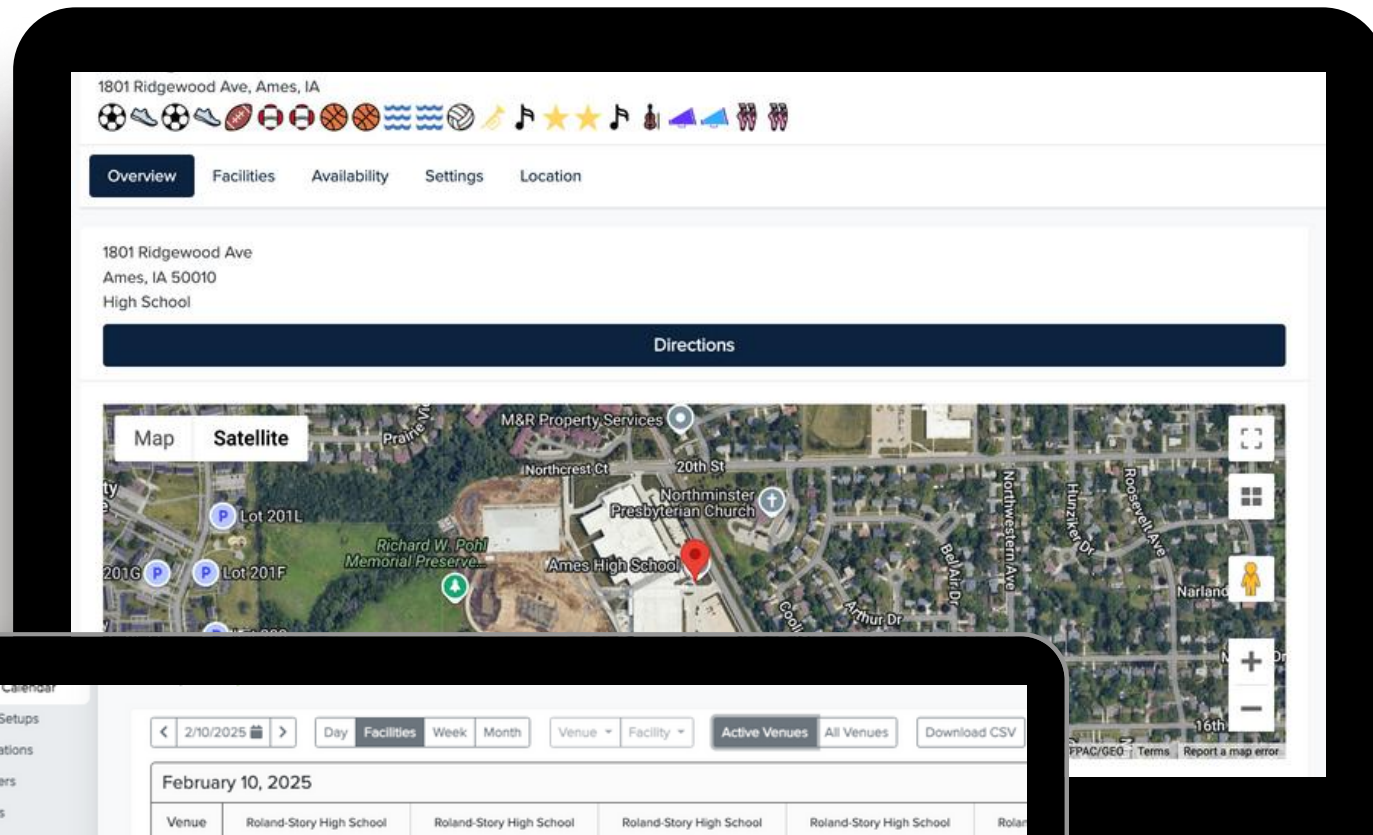


Key Features

- **Event-based scheduling**
- One click to schedule lower-level competitions
- School, conference, and tournament level scheduling
- Transportation, worker, and facility management
- Updates in real time on the public app and web
- Scheduling changes reflected on all participants' schedules
- Electronic game contracts, officials, and more...

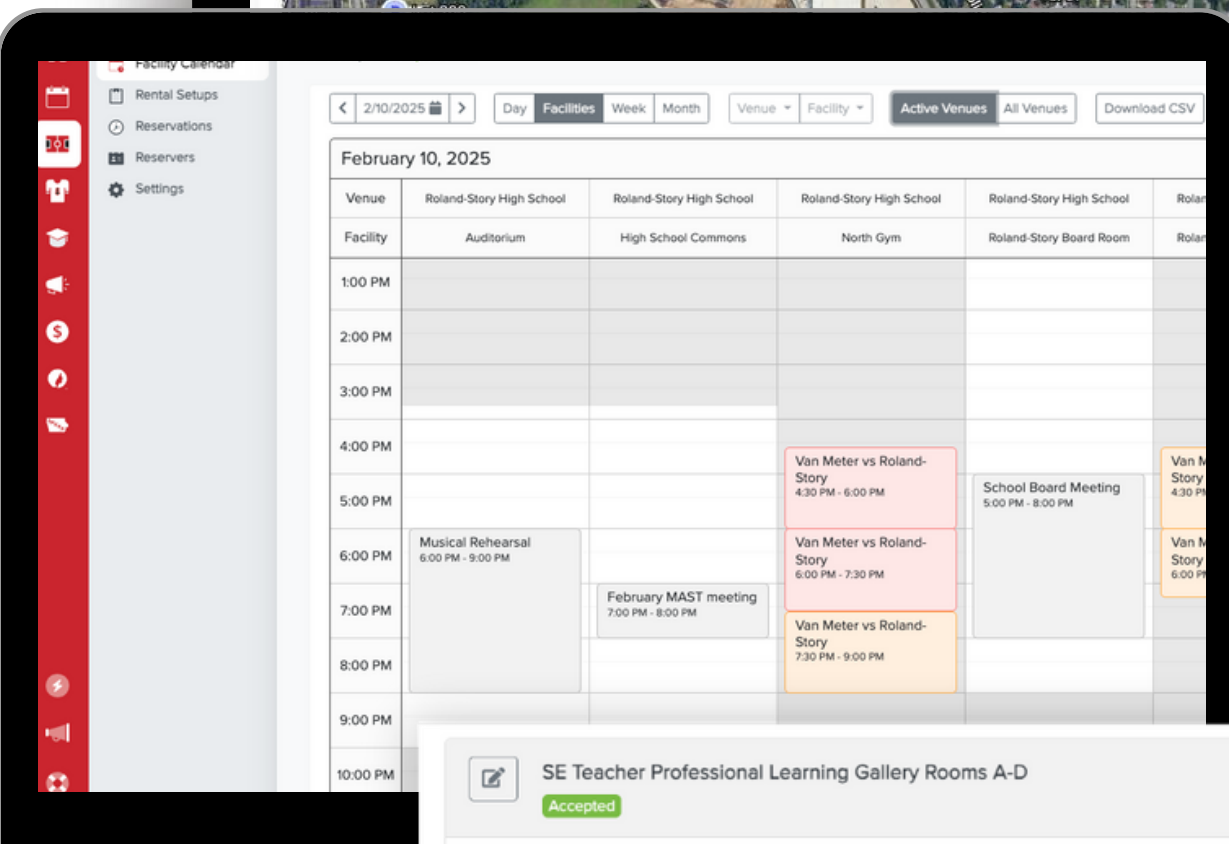


VENUES & FACILITIES



Key Features

- Facility management connected to your schedule
- **Manage one calendar** for all venues, facilities, & spaces
- Oversee rentals, rental applications, payments, contracts, policy agreements, and more



SE Teacher Professional Learning Gallery Rooms A-D Date Range: May 12, 25 - May 12, 25 [Recent Activity](#)

Accepted

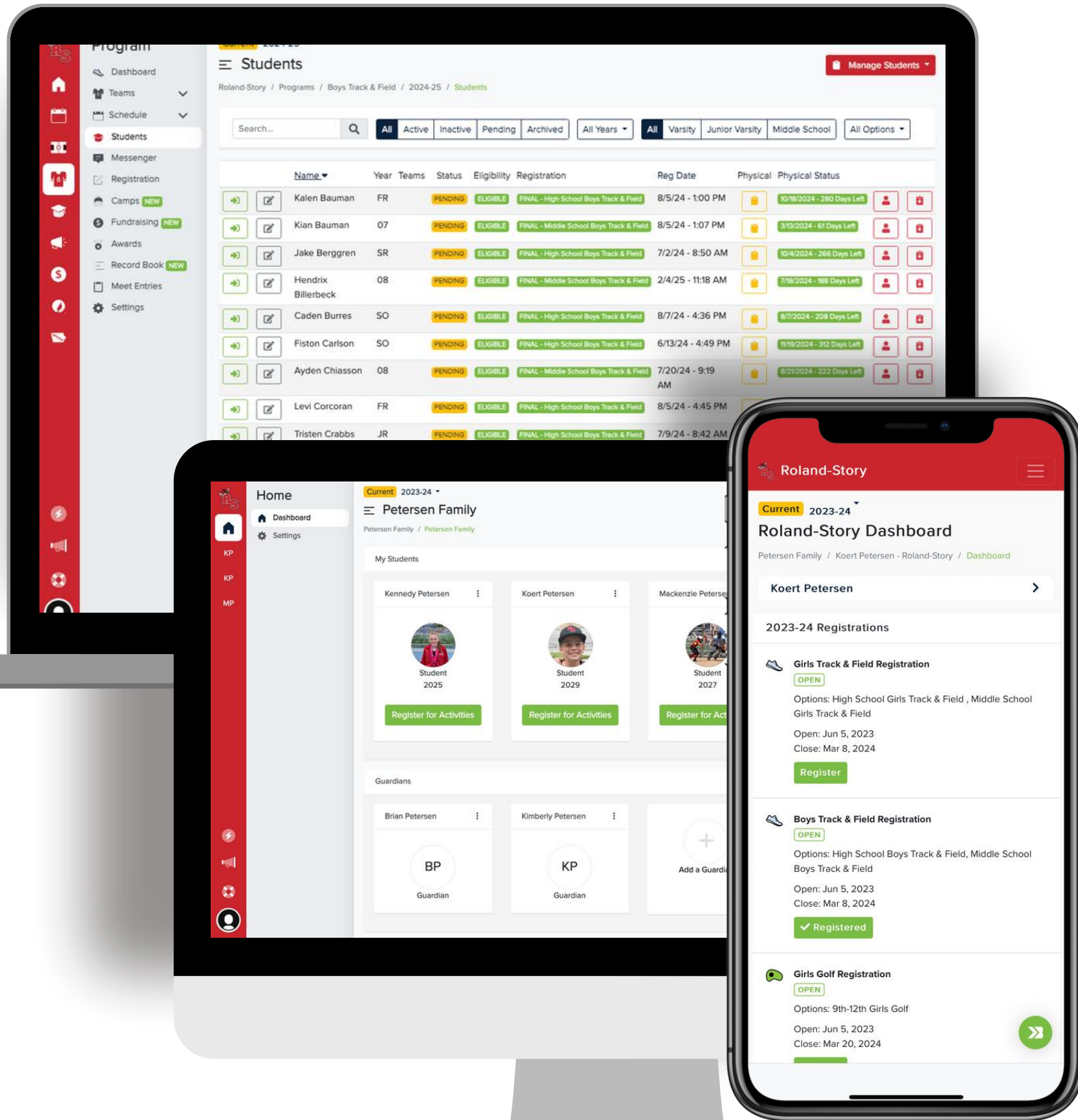
Reserver: Linda Bruch Contract: No Contract Payment Status: No Payment Setup

Permit: p030348233 [Create Contract](#) [Edit Payment Setup](#)

Insurance: Staff



ACTIVITY REGISTRATION



Key Features

- The foundation of your athletic department, **connected to everything else**
- Activity Registration feeds Team Communication, Rosters, Awards, Meet Entries and more
- Family accounts designed to improve registration experience for parents/guardians
- Oversee emergency information, physical expiration dates, eligibility statuses, participation reports, and more



PUBLIC PAGE & FAN APP

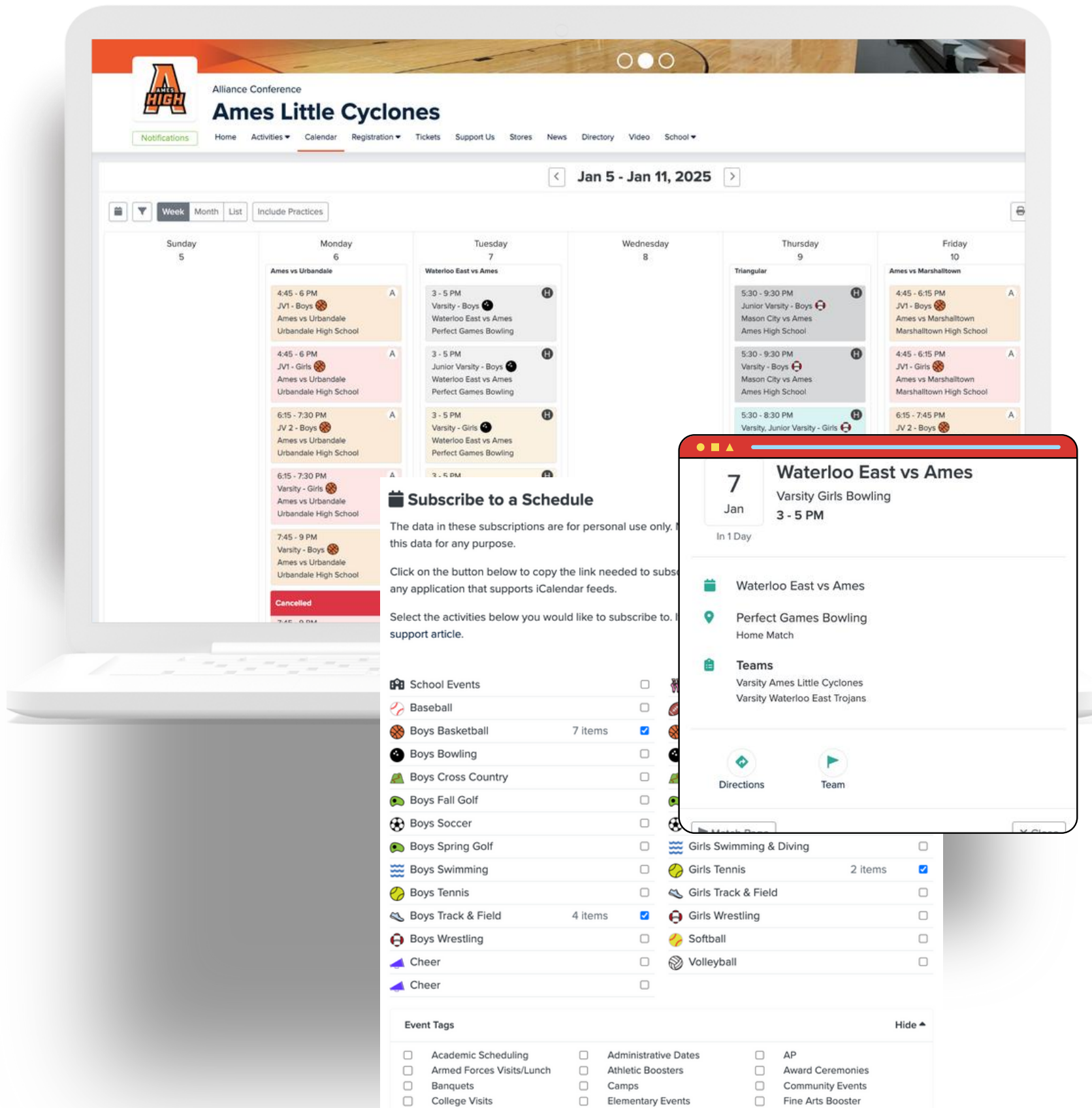


Key Features

- Seamless Integrated Fan Experience
 - Online or in the Bound App
- **One-Stop** Hub for Parents & Guardians
- Comprehensive Event & Team Engagement
 - Directions, Maps, Scores, Stats, Ticketing, Facility Requests, Fundraising, Stores, etc...
- Eliminate the Hassle of Searching Multiple Sites
- Integrated League Landing Page
 - Gain easy access to all member schools and league-wide information ensuring fans and communities stay connected



CALENDAR

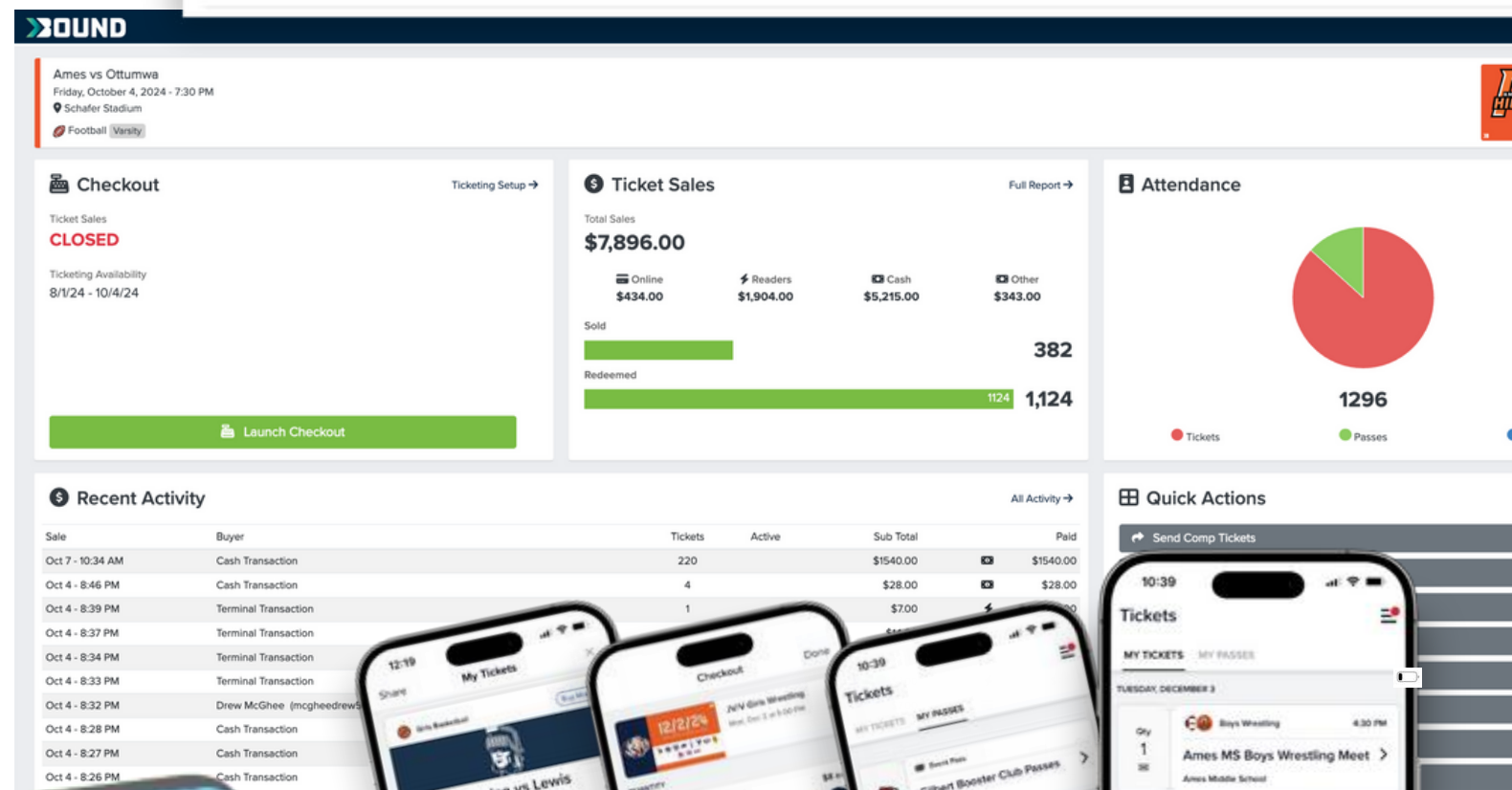
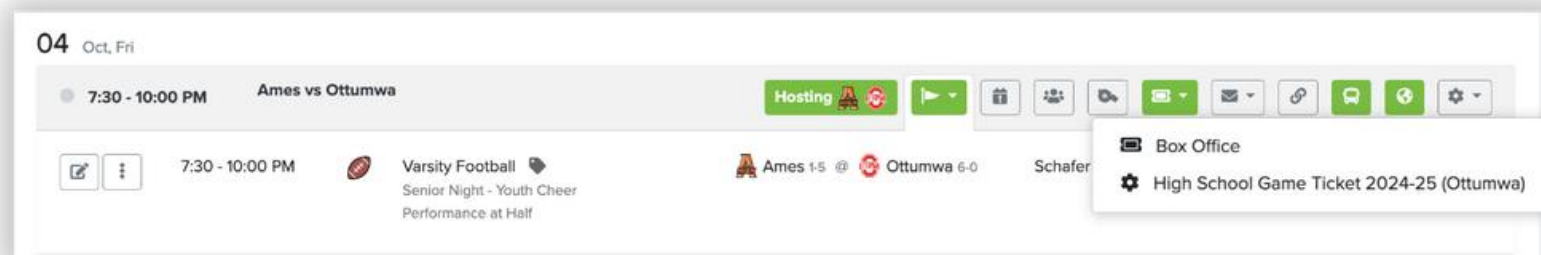


Key Features

- Your games and events, **all in one place**
- Fans can subscribe to a schedule and add to their own calendar
- RSS Feeds, Widgets available for your school site
- Event-based view with links to tickets, directions, competition previews, team pages, and more

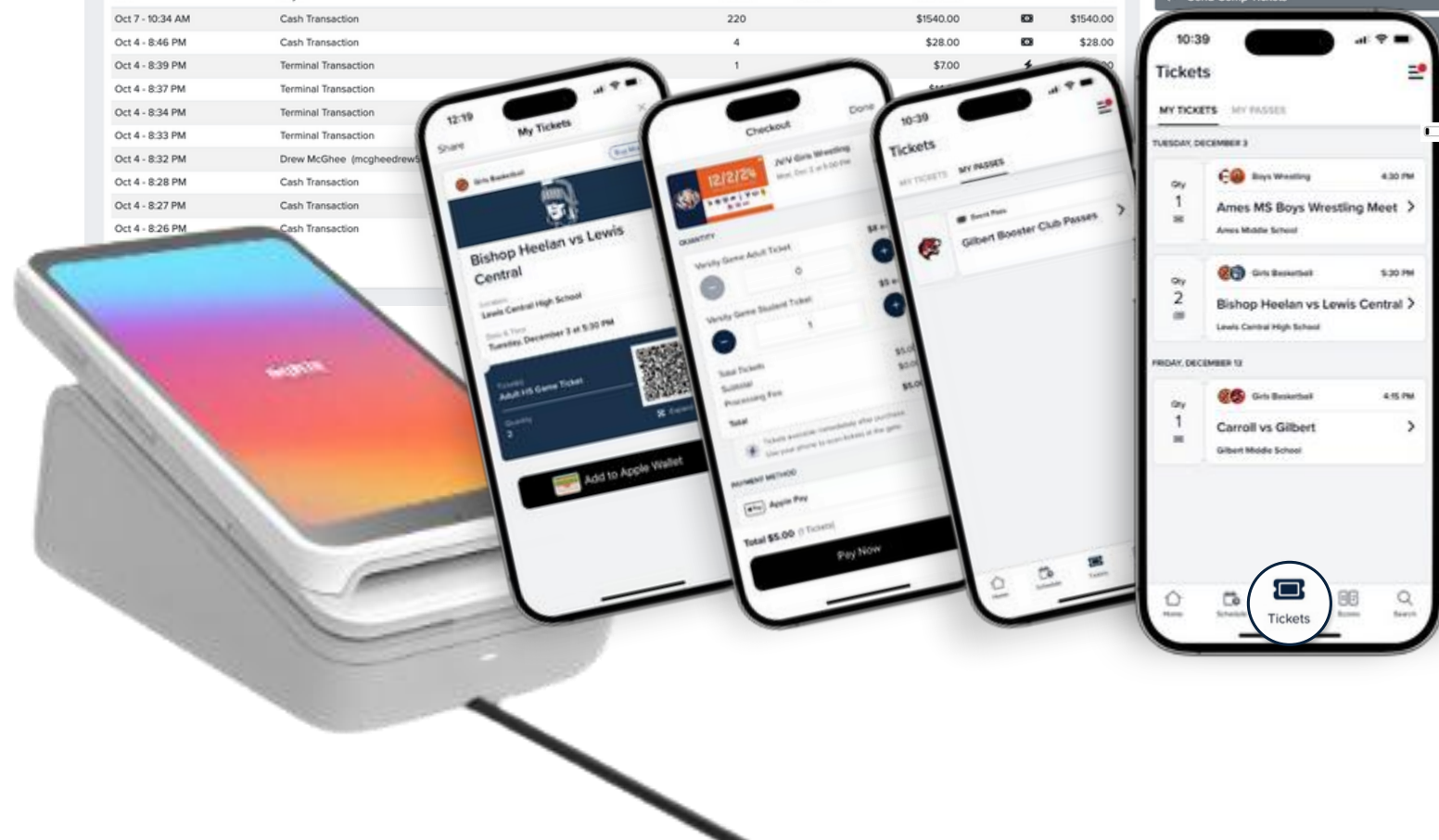


TICKETING

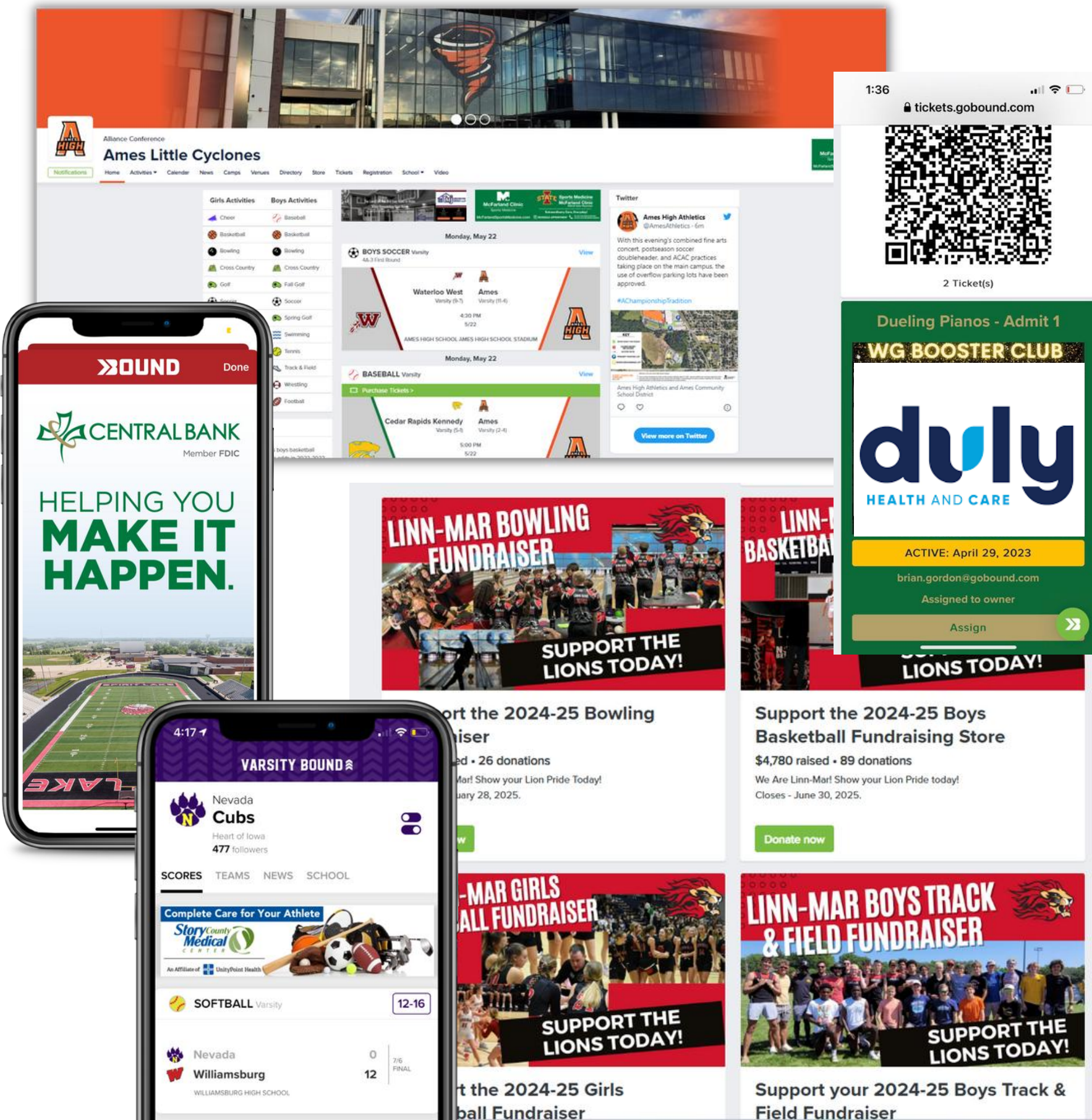


Key Features

- Integrated into **your schedule**
- All ticket types (games, dances, plays, musicals...)
- Interactive seat maps
- Variety of pass options (comp., punch, booster...)
- Box Office view and itemized reporting
- Stripe s700 Reader equipped with Bound's Gate & Payments App
- New Bound Mobile App featuring Apple/Google Wallet and other capabilities.



REVENUE OPPORTUNITIES



Revenue Features

- Fundraising Stores
 - Donation driven fundraising build right into your existing platform
- Advertising Partnerships
 - Partner with your business supporters creating WIN-WIN opportunities
- Sponsorship Opportunities
 - Build sponsorship packages to generate new revenue using social media, ticketing, and Bound app platforms to your advantage

The Bound Difference

No more juggling multiple systems.

Bound is a **single-source solution** providing the technology and tools that enable your Activities Department to streamline the tasks that bog you down, freeing up the time and resources necessary to build a successful program.

And the Bound team will do all the work!

➤ Ticketing

➤ Athlete Registration

➤ Facility Management

➤ Scheduling

➤ Fundraising & Sponsorships

➤ Website & Social Tools



Bound Basic	Bound Pro	Bound Pro+
<p>Features</p> <ul style="list-style-type: none"> • Event Management • Fan Website and App • Fan Notifications • Game & Official Contracts • Transportation • Game Programs & Reports • Score Entry • Stat Entry • Stat Imports • Live Scoring • Tickets / Passes • Camps • School Stores • Fundraising • Concessions 	<p>Features:</p> <ul style="list-style-type: none"> • <i>Bound Basic Tools, plus</i> • Facility Management (high school building) • Activity Registration / Roster • Worker Management • Communication Tools • Social Media Automation • XC / Track Registration • 20% Off Bound Sponsorship Access Plan 	<p>Features:</p> <ul style="list-style-type: none"> • <i>Bound Basic Tools, plus</i> • Facility Management (high school building) • Activity Registration / Roster • Worker Management • Communication Tools • Social Media Automation • XC / Track Registration • Bound Sponsorship Access Plan • Tickets / Passes* (Required) <p>* Must track all attendance in Bound for all ticketed events and maintain 80% online or gate cashless transactions</p>
<p>Services</p> <ul style="list-style-type: none"> • Best in Class Online Support • First Season Data Migration 	<p>Services</p> <ul style="list-style-type: none"> • Dedicated Bound Director • First Year Data Migration 	<p>Services</p> <ul style="list-style-type: none"> • Dedicated Bound Director • First Year Data Migration
<p>Bound Basic Onboarding</p> <ul style="list-style-type: none"> • Onboarding with key staff and team (Required) 	<p>Bound Pro Onboarding</p> <ul style="list-style-type: none"> • Onboarding with key staff and team (Required) 	<p>Bound Pro+ Onboarding</p> <ul style="list-style-type: none"> • Onboarding with key staff and team (Required)
<p><u>Platform Fee</u></p> <p>\$500</p>	<p><u>Platform Fee</u></p> <p><u>Enrollment</u></p> <p>1-174 - \$3,000 175-449 - \$3,500 450-999 - \$4,000 1K-2.499K - \$4,500 2.5K+ - \$5,000</p>	<p><u>Platform Fee</u></p> <p>\$0</p> <p>Must Use Digital Ticketing (See Ticket and Pass Detail Page)</p> <p><u>Cash Price Cannot be Lower than Digital Price</u></p>

ONBOARDING, DATA MIGRATION & SUPPORT

Platform Onboarding	Basic Onboarding Bound Basic	Advanced Onboarding Bound Pro, Pro+
Our Onboarding Team will schedule a series of training sessions with your key staff on how to use the Bound platform. You'll also get access to the Bound Academy, our complete library of training videos for continuous staff development.	1-5 Schools: \$399 6-10 Schools: \$799 11-19 Schools: \$1,299 20+ Schools: \$1,799 Onsite Training: Quote Basis	1-5 Schools: \$1,499 6-10 Schools: \$2,499 11-19 Schools: \$3,999 20+ High Schools: \$4,999 Onsite Training: Quote Basis

Enterprise Facility Manager Setup & Training	One-Time Setup Fee
Our team will guide you through the setup of the Facility Manager toolset, including configuration of all district facilities and rental setups to conducting training sessions with your staff.	Quote Basis

Premier Support	Bound Basic \$500	Bound Pro \$3000 - \$5000	Bound Pro+ \$0
Experience best in class support from our US-based team, plus an entire library of support documentation for AD's, administrative staff, parents and fans.			

Dedicated Bound Director	Bound Basic \$500	Bound Pro \$3000 - \$5000	Bound Pro+ \$0
Get connected with a Bound Director—a former activity administrator leader who will be your ally and key point of contact with Bound.			

TICKETING & PASSES

Bound Tickets	
<p>Provide your fans with a ticketing experience that is fully integrated with your entire school’s schedule and promotional tools on Bound. Fans can easily purchase and use tickets in the Bound app or on the Bound website or they can pay at the gate with provided credit card readers.</p> <p>Ticket Types:</p> <ul style="list-style-type: none"> • Athletics • Fine Arts (including reserved seating via seating charts) • School Events (Dances, Fundraisers, Pep Bus, Parking, Etc...) <p>Admin Tools:</p> <ul style="list-style-type: none"> • Credit Card Scanners • Box Office Financial and Attendance Reports • Automated Payouts and Payout Reports 	<p>Service Fee</p> <p><i>\$10.00 and Below:</i> \$0.90 Per Ticket</p> <p><i>\$10.01 and Above:</i> \$0.90 + 5% Per Ticket</p>

Bound Passes	
<p>Provide students and fans with a pass experience that is fully integrated with your school’s activities on Bound. Fans can easily purchase and use multiple types of passes in the Bound app.</p> <p>Pass Types:</p> <ul style="list-style-type: none"> • Activity Passes • Punch Passes • Comp Passes <p>Admin Tools:</p> <ul style="list-style-type: none"> • Box Office Financial and Attendance Reports • Automated Payouts and Payout Reports 	<p>Service Fee</p> <p><i>\$10.01 and Above:</i> \$0.90 + 5% Per Pass</p> <p>Digital Passes (Comp and Free)</p> <ul style="list-style-type: none"> • Bound Basic / Pro <ul style="list-style-type: none"> ◦ \$1 per pass • Bound Pro+ <ul style="list-style-type: none"> ◦ Free

SPONSORSHIP

Total Enrollment • 9-12 Grade

	1-174	175-449	450-999	1,000-2,499	2,500+
Bound Sponsorship Plan <ul style="list-style-type: none"> Turn off programmatic ads and sell ads to local sponsors. Earn new revenue through referred access to national or statewide revenue generating opportunities sold by the Bound Sponsorship Team. 	\$3,000	\$4,000	\$5,000	\$7,500	\$10,000
Bound Pro 20% Discount Rate	\$2,400	\$3,200	\$4,000	\$6,000	\$8,000
Bound Pro+	Included	Included	Included	Included	Included

FUNDRAISING

Team Fundraising Tools	Bound Pro	Bound Pro+
Dedicated fundraising web pages for every team, club or organization at your school, integrated in the fan experience of your Bound school website. Allows your students to reach out to others for support and shows progress towards your school's team, club, or organization fundraising goals.	Revenue Share (School) 92% / (Bound) 8%	Revenue Share (School) 92% / (Bound) 8%

Capital Campaigns		
Give your school's capital campaign a powerful boost with dedicated fundraising pages for every team, club, and organization. Seamlessly integrated into your Bound school website, these personalized pages become part of the fan experience. Donors can follow along as each group tracks its progress, celebrating every step toward your school's fundraising goals.	Revenue Share \$0 - 10,000 Raised: \$10,001 - \$25,000 Raised: \$25,001 - \$50,000 Raised: \$50,001+ Raised:	(School) 92% / (Bound) 8% (School) 93% / (Bound) 7% (School) 94% / (Bound) 6% (School) 95% / (Bound) 5%

FAN EXPERIENCE

Fan Website & App	Bound Basic \$500	Bound Pro \$3000 - \$5000	Bound Pro+ \$0
Provide your fans with: <ul style="list-style-type: none"> • A website and app that includes a calendar, directions, scores, and results from your school. 			

Social Media Integration	Bound Basic \$500	Bound Pro \$3000 - \$5000	Bound Pro+ \$0
Automatically or manually post great looking social media content to your school's Facebook or X (twitter) accounts.			

REGISTRATION & COMMUNICATION

Activity Registration	Bound Basic \$500	Bound Pro \$3000 - \$5000	Bound Pro+ \$0
<p>Streamline your student data management and provide guardians with one easy place for activity registration.</p> <ul style="list-style-type: none"> • High School and Middle School registration • Seeds your roster generation process • Instantly connect guardians and students with Bound’s communication tools • Electronic document signing for physical and concussion screening 		<p style="text-align: center;"></p> <p>Processing fees: 3.9% +.30 per transaction.</p>	<p style="text-align: center;"></p> <p>Processing fees: 3.9% +.30 per transaction.</p>



Team and Parent Communication	Bound Basic \$500	Bound Pro \$3000 - \$5000	Bound Pro+ \$0
<p>Enables Activities Directors and their coaches to send messages to students, guardians and fans. Messages can be delivered via the Bound app, email, Social Media and text message.</p>			

Camp and Event Registration	
<p>Manage and take registrations for camps and events associated with all activities at your school from a page directly integrated on your school’s Bound website.</p>	<p>Service Fee: 5.9% +.30 per transaction</p>

EVENT & ACTIVITY MANAGEMENT

Scheduling, Game & Official Contracting	Bound Basic \$500	Bound Pro \$3000 - \$5000	Bound Pro+ \$0
Build custom schedules for all activities at your school and send game and official contracts to all parties involved.			
Transportation	Bound Basic \$500	Bound Pro \$3000 - \$5000	Bound Pro+ \$0
Assign transportation details to all events and teams involved. Create and share dynamic reports for transportation workers and provide details to students and guardians via the Bound app and website.			
Worker Management	Bound Basic \$500	Bound Pro \$3000 - \$5000	Bound Pro+ \$0
Create shifts, assign workers and provide worker signups for all your school events. Includes tools to track worker shifts/hours over the course of the school year.			
Facility Management	Bound Basic \$500	Bound Pro \$3000 - \$5000	Bound Pro+ \$0
Get a global view of all facility usage across your school or school district. Manage internal reservations and external reservations, including payment collection.		 High School Building Processing fees of 3.9% +.30 per transaction. <i>District pricing on a quote basis</i>	 High School Building Processing fees of 3.9% +.30 per transaction. <i>District pricing on a quote basis</i>

EVENT & ACTIVITY MANAGEMENT

XC & Track Registration	Bound Basic \$500	Bound Pro \$3000 - \$5000	Bound Pro+ \$0
Accept entries and export entries for meet management software and upload results for meets and teams.			

STORES

Merchandise Stores	
<p>Allows any organization, club or group at your school to create and sell products from a store directly integrated on your Bound school website.</p> <p>Admin Tools:</p> <ul style="list-style-type: none"> • Designate custom payees per store • Automated Payouts and Payout Reports 	<p>Service Fee: 5.9% + \$0.30</p>
Concession Stores	
<p>Provide fans the convenience of using their credit card at your concession stand. Enables you to add specific products to speed up checkout or simply enter a total price to checkout each customer.</p> <p>Admin Tools:</p> <ul style="list-style-type: none"> • Bound Card Reader • Automated Payouts and Payout Reports 	<p>Service Fee: 2.75% + \$0.30</p>
Booster Stores	
<p>Enables Booster Clubs to create and sell products to current and prospective members from a store directly integrated on your Bound school website.</p> <p>Admin Tools:</p> <ul style="list-style-type: none"> • Designate custom payees per store • Automated Payouts and Payout Reports 	<p>Service Fee: \$500 or Less: 7.9% + \$0.30 \$501–1,000: 5.9% + \$0.30 \$1,001–1,750: 4.9% + \$0.30 \$1,751–2,500+: 3.9% + \$0.30</p>