

Fremont Board of Education
Board of Education Regular Meeting
Board Room
130 E 9th St
Fremont, NE 68025
Monday, July 14, 2025 6:30 PM

AGENDA SUMMARY

1. CALL TO ORDER AND ROLL CALL

INDIVIDUALS WISHING TO ADDRESS THE BOARD WILL BE RECOGNIZED TO SPEAK AT THE BOARD TABLE. WHEN RECOGNIZED BY THE CHAIR, PLEASE STATE YOUR NAME BEFORE PROCEEDING WITH YOUR COMMENTS. A MAXIMUM TIME LIMIT OF 5 MINUTES WILL BE ALLOWED FOR EACH AUDIENCE UNLESS AN EXCEPTION IS GRANTED BY THE CHAIR.

1.1. Open Meetings Act

A copy of the Open Meetings Act is posted in the Board Room. The Board may meet in Closed Session to consider issues including, but not limited to 1) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; 2) discussion regarding deployment of security personnel or devices; 3) investigative proceedings regarding allegations or misconduct; or 4) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person or persons. The vote to hold a Closed Session shall be taken in open session and the subject matter and reason for the session shall be included in the motion. The motion and the vote of each member of the Board and the time when the session commenced and concluded shall be recorded in the minutes. If the motion passes, the President will restate on the record the limitation of the subject matter of the Closed Session.

2. CONSENT SECTION

All matters listed under the Consent Section are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Board Member #1 and a second by Board Member #2.

2.1. Legality of Meeting

Approve that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

2.2. Approval of Agenda

Approval of the agenda as published/revised. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

2.3. Minutes from Previous Meeting(s)

2.4. Policy & Board Reports

2.4.1. Option Enrollment

2.4.2. Student Enrollment

2.5. Personnel Reports

2.5.1. Certified / Classified Monthly Personnel Report

2.6. Business Reports

2.6.1. Bill Listing

2.6.2. Fund Reports

2.7. Surplus/Salvage Items

- Johnson Crossing Academic Center

3. REPORT ITEMS

3.1. FEA

3.2. FHS Senior Survey Results

3.3. District Budget Timeline

4. ACTION ITEMS

4.1. Board Items

4.1.1. Board Policy Updates

Several policies were recently reviewed by the Policy Committee to update, replace or adopt based on new legislation and to create clarity.

Motion to approve the policy updates and waive the second reading so updates can be included in student and staff handbooks passed with a motion by Board Member #1 and a second by Board Member #2.

4.2. Elementary/Secondary Items

4.2.1. 2025-2026 FPS Student Handbook Revisions: Elementary, Johnson Crossing, Middle School, High School, Pathfinder, Young Adult and Learning Center

See attachments

Motion to approve revisions to the 2025-2026 Student Handbooks for Elementary, Johnson Crossing, Middle School, High School, Pathfinder, Young Adult and Learning Center passed with a motion by Board Member #1 and a second by Board Member #2.

4.2.2. FHS Early Dismissal Request

Fremont High School is requesting the following date for an early dismissal.
Wednesday, March 25, 2026 - 1:15 pm dismissal

See attachment

Motion to approve an early dismissal request for Wednesday, March 25 at 1:15 pm passed with a motion by Board Member #1 and a second by Board Member #2.

4.2.3. JCAC/FMS Early Dismissal Request

Johnson Crossing Academic Center and Fremont Middle School are requesting the following date for an early dismissal.
Friday, May 1, 2026 - 12:00 pm dismissal - JCAC

12:10 pm dismissal - FMS

See attachment

Motion to approve the early dismissal request for JCAC and FMS on May 1, 2026 passed with a motion by Board Member #1 and a second by Board Member #2.

4.2.4. Fremont High School Donation Request

Donation of science lab equipment from Fremont Beef to Fremont High School valued at \$800.00.

See attachment

Motion to approve the donation from Fremont Beef to Fremont High School, valued at \$800 passed with a motion by Board Member #1 and a second by Board Member #2.

4.3. Curriculum and Instruction Items

4.3.1. IXL ELA & Math Intervention & Enrichment Subscription Request

Fremont Public Schools has continued to develop our Multi-Tiered System of Supports (MTSS) in English Language Arts and Mathematics through the adoption of high quality instructional materials and the continued refinement of our instructional strategies for all students. As we continue to grow our MTSS to provide additional supports for students in need of intervention and / or enrichment to improve student outcomes, we have piloted the IXL Learning programs in both ELA and Math across multiple grade levels and programs K-8 to determine its effectiveness and efficiency for both students and teachers. IXL is an adaptive online supplemental learning system that includes diagnostic and progress monitoring assessments; curriculum, lessons and activities individualized to meet the students' identified needs; and analytics and instructional resources for our teachers. Our pilot experiences for both students and teachers as well as observational feedback from our teachers who implemented the pilot programs was overwhelmingly positive. The administration requests your consideration to purchase the 5 year subscription July 2025- June 2030 at a cost not to exceed \$358,719 paid in three installments of \$171, 219 at time of purchase, \$93,750 in 2026 and \$93,750 in 2027 funded through depreciation fund and general budget.

The Board, by approving this contract, is approving the contract documents, and all associated documents related thereto according to the terms and conditions as on file with district records or such other or additional terms and provisions as negotiated and approved by the Assistant Superintendent or a designee, and the Board is hereby delegating to and authorizing the Assistant Superintendent or a designee to sign, execute, and deliver the contract documents and all such related documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete the transaction, and to administer, operate, and/or implement the contract and all associated documents related thereto on a day-to-day basis

during this project as contemplated thereby, for and on behalf of this school district, and hereby designates the Assistant Superintendent of Teaching & Learning, or another person as selected by the Assistant Superintendent or a designee from time to time as its program administrator under this agreement.

Motion to approve the IXL ELA and Math intervention and enrichment subscription as presented passed with a motion by Board Member #1 and a second by Board Member #2.

4.4. Personnel Items

4.4.1. 2025-2026 Employee Handbook Changes - Certified, Classified, Substitute

See attachments

Motion to approve the 2025-2026 Certified and Classified Handbooks and Substitute Teacher Handbooks passed with a motion by Board Member #1 and a second by Board Member #2.

4.4.2. Annual Staff Training

In 2024 the Nebraska Legislature passed LB 1329 (2024) which requires an annual presentation to the Board of Education regarding required training including the estimated time for completion of each required training.

Board Policy 4141 states: "At least annually, the administration will present to the Board the planned staff training as required by law. The Board will then approve those training requirements if the Board determines that the length of each training is reasonable."

Following a brief presentation it is the recommendation of the administration that the Board of Education approve the training/professional development plan for the 2025-26 school year.

Motion to approve the training/professional development plan for the 2025-26 school year passed with a motion by Board Member #1 and a second by Board Member #2.

4.5. Business/Facility Items

4.5.1. Tuition Rates 2025-2026

Student Tuition Rates for the 2025-2026 school year

See Attachment

Motion to approve 2025-2026 Tuition Rates as presented passed with a motion by Board Member #1 and a second by Board Member #2.

4.5.2. Nutrition Services Uncollectable Debt

Periodically based on auditors recommendation the District clears the Nutrition Services Fund of uncollectable debt. The mechanism outlined in rule and USDA guidelines requires the District's General Fund to provide payment for the negative lunch balances. Negative lunch balances through July 10, 2025 are \$31,818.18.

It is the recommendation of the administration to clear the nutrition services fund uncollectable debt utilizing a transfer from the general fund.

Motion to authorize the administration to transfer \$31,818.18 from the general fund to the nutrition services fund to clear outstanding student debt passed with a motion by Board Member #1 and a second by Board Member #2.

5. CLOSED SESSION

Fremont Public Schools Board of Education is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: (a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and (e) legal advice. Motion to go into Closed Session passed with a motion by Board Member #1 and a second by Board Member #2.

6. ADJOURNMENT

Motion to adjourn passed with a motion by Board Member #1 and a second by Board Member #2.

Posted Locations:

- Fremont Tribune
Posted Date: 5/31/25
- Dodge County Courthouse
- City of Fremont Municipal Building
- Main Street Education and Administration Center
Posted Date: 6/4/25

Board of Education Regular Meeting

Monday, June 9, 2025 6:30 PM

Board Room

130 E 9th St

Main St Education & Administration Center

Fremont, NE 68025

Attendance Taken at 6:30 PM.

Todd Hansen: Present
Jon Ludvigsen: Present
Pam Murphy: Present
Mike Petersen: Present
Sandi Proskovec: Present
Terry Sorensen: Absent

1. CALL TO ORDER AND ROLL CALL

INDIVIDUALS WISHING TO ADDRESS THE BOARD WILL BE RECOGNIZED TO SPEAK AT THE BOARD TABLE. WHEN RECOGNIZED BY THE CHAIR, PLEASE STATE YOUR NAME BEFORE PROCEEDING WITH YOUR COMMENTS. A MAXIMUM TIME LIMIT OF 5 MINUTES WILL BE ALLOWED FOR EACH AUDIENCE UNLESS AN EXCEPTION IS GRANTED BY THE CHAIR.

1.1. Open Meetings Act

A copy of the Open Meetings Act is posted in the Board Room. The Board may meet in Closed Session to consider issues including, but not limited to 1) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; 2) discussion regarding deployment of security personnel or devices; 3) investigative proceedings regarding allegations or misconduct; or 4) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person or persons. The vote to hold a Closed Session shall be taken in open session and the subject matter and reason for the session shall be included in the motion. The motion and the vote of each member of the Board and the time when the session commenced and concluded shall be recorded in the minutes. If the motion passes, the President will restate on the record the limitation of the subject matter of the Closed Session.

2. CONSENT SECTION

All matters listed under the Consent Section are considered to be routine and will be enacted by

one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Pam Murphy and a second by Todd Hansen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea

Yea: 5, Nay: 0

2.1. Legality of Meeting

Approve that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

2.2. Approval of Agenda

Approval of the agenda as published. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

2.3. Minutes from Previous Meeting

2.4. Policy & Board Reports

2.4.1. Option Enrollment

2.4.2. Student Enrollment

2.5. Personnel Reports

2.5.1. Certified / Classified Monthly Personnel Report

2.6. Business Reports

2.6.1. Bill Listing

2.6.2. Fund Reports

2.7. Surplus/Salvage Items

- [Fremont Middle School](#)
- [Johnson Crossing Academic Center](#)
- [Grant Elementary](#)
- [Linden Elementary](#)
- [Washington Elementary](#)

3. REPORT ITEMS

3.1. FEA

FEA President, Keith Cunnings had teachers in the audience introduce themselves.

3.2. Review Board Policy 5008/51A Compulsory Attendance and Excessive Absence

Reviewed by Jen Robinson.

3.3. Review Board Policy 5101/52B/52B.1d Student Code of Conduct

Reviewed by Jen Robinson.

3.4. Review Board Policy 5415/53C.1a Student Harassment (Bullying)

Reviewed by Jen Robinson.

3.5. Review Board Policy 66F.5e, Automated External Defibrillator AEDs

Guidelines are to be discussed and/or reviewed annually and reported to the Board of Education by the Superintendent of Schools.

Reviewed by Brad Dahl.

4. ACTION ITEMS

4.1. Board Items

4.1.1. Policy Hearing, Parent Engagement Policy 12A

State statute requires that the board hold a public hearing on this policy to discuss, consider, and receive input, and then either alter and adopt the revised policy or reaffirm the policy as written. Motion to open hearing on the Parent Engagement Policy passed with a motion by Mike Petersen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi

Proskovec: Yea

Yea: 5, Nay: 0

There was no public comment.

Motion to close hearing on the Parent Engagement Policy passed with a motion by Pam Murphy and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi

Proskovec: Yea

Yea: 5, Nay: 0

4.1.2. Policy Hearing - Student Fees 53C.4

Statutes require that there be a public hearing each year concerning the revenues under student fees and any policy revisions. The President will call for a motion to open the hearing on Student Fees. We will present any appropriate information and obtain any public comment after which the President will close the hearing.

Motion to open the hearing on the Student Fee Policy passed with a motion by Jon Ludvigsen and a second by Todd Hansen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi

Proskovec: Yea

Yea: 5, Nay: 0

There was no public comment.

Motion to close the hearing on the Student Fee Policy passed with a motion by Pam Murphy and a second by Mike Petersen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea
Yea: 5, Nay: 0

4.1.3. Policy Hearing - Proposed Board Policy 6400 Parental/Community Involvement in Schools

State statute requires that the board hold a public hearing on this policy to discuss, consider, and receive input, and then either alter and adopt the revised policy or adopt the policy as written. Motion to open the hearing on the Parental/Community Involvement Policy passed with a motion by Jon Ludvigsen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea
Yea: 5, Nay: 0

There was no public comment.

Motion to close the hearing on the Parental/Community Involvement Policy passed with a motion by Todd Hansen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea
Yea: 5, Nay: 0

4.1.4. Policy Revisions

The Perry Law Firm is recommending the following policy revisions based on recent legislation and case law.

Motion to approve the policy revisions and waive the second reading so updates can be included in student and staff handbooks passed with a motion by Pam Murphy and a second by Mike Petersen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea
Yea: 5, Nay: 0

4.1.5. Proposal from Facilities Committee to Name Competition Stadium - Dillon Stadium

Per board policy 75E.1 the Board of Education shall have final authority and responsibility for the naming of district facilities. The Facilities Committee of the BOE has considered and is recommending naming the competition stadium located on the campus of Fremont High School Dillon Stadium.

See Attachment

Motion to approve naming the stadium at Fremont High School Dillon Stadium passed with a motion by Todd Hansen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea
Yea: 5, Nay: 0

4.2. Elementary/Secondary Items

4.2.1. FHS Foreign Exchange Students 2025-2026

See attached letter

Motion to approve one FHS Foreign Exchange student for the 2025-2026 school year passed

with a motion by Pam Murphy and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea

Yea: 5, Nay: 0

4.2.2. Fremont High School Cooperative Agreements

One new and seven renewal cooperative agreements for the 2025-2026 and 2026-2027 school years.

See attached letter

Motion to approve FHS cooperative agreements with Archbishop Bergan, Arlington High School and Logan View High School passed with a motion by Jon Ludvigsen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi

Proskovec: Yea

Yea: 5, Nay: 0

4.3. Curriculum and Instruction Items

4.3.1. Securly Filter & Classroom Renewal Request

Securly Filter has been used since the 2018-2019 school year to provide internet filtering on Chromebooks. It allows filtering wherever the Chromebook is used: at school or at home, or wherever. Securly Classroom was added in 2021 as a part of our move to a 1-to-1 Chromebook implementation. Securly Classroom provides our teachers with the resources and tools to block specific, often distracting, websites during class time, send specific websites to students, and lock students into class websites during a lesson.

The current Securly Anywhere Filter and Classroom subscriptions expire in June. Securly Anywhere Filter is part of the ESUCC coop purchasing program providing preferred pricing to Nebraska schools. We have renewed Securly Anywhere Filter at 5,000 licenses, \$2.23 each for a total estimated cost of \$11,150.00 for the 2025-2026 school year. The Securly Classroom subscription, with an initial price of \$4.48 per license, 5,020 licenses is \$22,489.60. If 10,000 or more licenses are purchased through the ESUCC then the price per license will be \$3.30 per license or \$16,566.00. Final cost will be determined by the actual quantity of licenses and renewals ESUCC receives and whether it meets the quantity discount levels.

It is the recommendation of the Administration to approve the purchase of Securly Anywhere Filter and Classroom at a not to exceed price of \$33,639.60 The source of funds for this purchase is the General Fund.

The Board, by approving these contracts is approving the contract documents, and all associated documents related thereto according to the terms and conditions as on file with district records or such other or additional terms and provisions as negotiated and approved by the Associate Superintendent or a designee, and the Board is hereby delegating to and authorizing the Associate Superintendent or a designee to sign, execute, and deliver the contract documents and all such related documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete the transaction, and to administer, operate, and/or implement the contract and all associated documents related

thereto on a day-to-day basis during this project as contemplated thereby, for and on behalf of this school district, and hereby designates the Director of Technology, or another person as selected by the Associate Superintendent or a designee from time to time as its program administrator under this agreement.

Motion to approve renewal of Securly Anywhere Filter and Classroom for a not to exceed price of \$33,639.60 passed with a motion by Jon Ludvigsen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea

Yea: 5, Nay: 0

4.3.2. Skill Struck Computer Science & Technology Curriculum Purchase

Fremont Public Schools has been implementing the Skill Struck web-based curriculum for our implementation of The Computer Science and Technology Act legislation of 2022 course requirements at our secondary levels and would like to continue to do so. FPS Courses include, but are not limited to: Integrated Technology, Introduction to Computer Science 1 & 2, and Foundations of Computing as well as additional digital citizenship instruction opportunities. The administration requests your consideration to purchase the Skill Struck Curriculum site licenses for the 2025-2026 school year for Johnson Crossing, Fremont Middle School and Fremont High School at a total cost of \$19,200.00 funded through the General Fund, Teaching & Learning Curriculum budget.

Motion to approve the purchase of Skill Struck Curriculum licenses for the 2025-2026 school year for JCAC, FMS and FHS for a total cost of \$19,200.00 passed with a motion by Mike Petersen and a second by Todd Hansen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea

Yea: 5, Nay: 0

4.4. Personnel Items

4.5. Business/Facility Items

4.5.1. Authorization of Assurances

Each year the Board of Education needs to authorize a representative of the District to sign State and Federal Grant Assurances. Approval of the Superintendent as the authorized representative to sign State and Federal Grant Assurances is requested for the 2025-2026 school year.

Motion to approve incoming Superintendent Brad Dahl as authorized representative to sign State and Federal Grant Assurances passed with a motion by Jon Ludvigsen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea

Yea: 5, Nay: 0

4.5.2. Chromebook Cart Purchase

Purchase of 55 Chromebook carts from Amazon Business for a not to exceed price of \$18,294.65.

See attached letter

Motion to approve the purchase of 55 Chromebook cars from Amazon Business for a not to exceed price of \$18,294.65 passed with a motion by Jon Ludvigsen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea

Yea: 5, Nay: 0

5. CLOSED SESSION

6. ADJOURNMENT

Motion to adjourn passed with a motion by Todd Hansen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea

Yea: 5, Nay: 0

Time: 7:02 pm

Board Secretary

**FREMONT PUBLIC SCHOOLS
OPTION ENROLLMENT REPORT
July 14, 2025**

ENTER 2025-2026

	<u>Grade</u>	<u>From</u>
Callahan, Nathan	11	Oakland-Craig
McNeer, Brooklyn	3	Ralston

EXIT 2025-2026

	<u>Grade</u>	<u>To</u>
Amaya, Alessandra	K	Cedar Bluffs
Avila, Natalia	5	Arlington
Bassett, Aariana	5	Arlington
Campbell, Lilith	K	Cedar Bluffs
Dame, Luke	K	Cedar Bluffs
Escamilla, Deegan	K	Cedar Bluffs
Graham, Zoey	10	Arlington
Green, Asher	5	Arlington
Green, Reno	7	Arlington
Hajek, Hayden	K	Cedar Bluffs
Johnson, Emma	1	Scribner-Snyder
Soderling, Dalton	5	Arlington
Soderling, Parker	3	Arlington
Steinmetz, Berkleigh	2	Arlington

Change of Status

Carruthers, Aiden	9
Previous option to Cedar Bluffs; returning to resident district Fremont	

Czech, Peyton	9
Previous option to Cedar Bluffs; returning to resident district Fremont	

Henderson, Sophia	10
Previous option to Cedar Bluffs; returning to resident district Fremont	

Lott, Adyson	9
Previous option to Cedar Bluffs; returning to resident district Fremont	

Martis, Kallee	9
Previous option to Cedar Bluffs; returning to resident district Fremont	

Paquette, Lea	10
Previous option to Cedar Bluffs; returning to resident district Fremont	

Quiel, Alina	3
Previously denied by Mead; grade level no longer at capacity; option to Mead	

Wilson, Braxton	10
Previous option to Cedar Bluffs; returning to resident district Fremont	

DENIED

GRADUATED 2025

From Arlington

Fuchs, Brayden
Gerrish, Zane
Herman, Kaylie
Kucera, Layci

McIntosh, Killian
Smutz, Trenton
Taylor, Teagan
Tighe, Kolby
Timm, Peyton
Venzor, Thaddeus

From Millard

Nelsen, Brylee

Elementary—Julie Anderson; Elementary Office Associates; Middle School Counseling; High School Counseling; Student Services—Brad Dahl; Transportation—Jeff Rump; Athletic Director—Scott Anderson; Registrar—Lori Essen, Abdiel Jimenez; K-12 Principals

FPS Human Resources Report

July 14, 2025

The following report is position centric. The 'Employee' column is the name of the current/previous employee in that position. The 'Effective Date' is the date in which the Action takes effect. The 'Replacement Status/New Hire' column is the newly hired employee who will fill the position noted in the 'Position' column. Board Action items are bold/highlighted and are new to the report.

*Classified employee is staying on in a substitute status

ACTION ITEMS

CERTIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Nurse	Lois Krohn	Retirement	5/22/2025	Middle School	Betsy Becker	2025/26 School Year
Teacher, 3rd Grade	Shanda Turley	Transfer	2025/26 School Year	Howard	Naiyah Farmer	2025/26 School Year
Teacher, 3rd Grade	Ashley Mills	Transfer	2025/2026 School Year	Howard	Will Not Be Filled	2025/2026 School Year
Teacher, Elementary (Open Contract to be Assigned)	N/A	TBD	2025/26 School Year	TBD	Was Naiyah Farmer, has now re-opened	2025/26 School Year
Teacher, Grades 5/6	Korri Veskerna	Resignation	5/22/2025	Johnson Crossing	Dominik Jones	2025/26 School Year
Teacher, Grades 5/6	Sherry Moural	Transfer	2025/2026 School Year	Johnson Crossing	Gabi Hoffman	2025/2026 School Year
Teacher, Grades 5/6	David LaDay	Resignation	5/22/2025	Johnson Crossing	Ross McMahon	2025/26 School Year
Teacher, Literacy Facilitator	Tiffany Anderson	Transfer	2025/2026 School Year	Bell Field	Schindler, Stacy	2025/2026 School Year
Teacher, Physical Education	Anna Wakehouse	Resignation	5/22/2025	Middle School	Taylor Pocock	2025/26 School Year
Teacher, Special Education Resource 1	Tara Overturf	Transfer	2025/26 School Year	Grant	April Robertson	2025/26 School Year
Teacher, Special Education Resource 1	Desirae Self	Transfer	2025/2026 School Year	Johnson Crossing	Filed by Contracted Service	2025/26 School Year
Teacher, Special Education Resource 1	Heidi Anderson	Transfer	2025/2026 School Year	Johnson Crossing	Ally Clark	2025/2026 School Year
Teacher, Special Education Resource 2	Allie Hansen	Transfer	2025/2026 School Year	Johnson Crossing	Desirae Self	2025/26 School Year

CLASSIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
AV Coordinator (8 hrs)	Katerin (Gabby) Magana	Transfer	2025/2026 School Year	Middle School	Kimberly VanBuskirk	2025/26 School Year
Bus Aide (8 hrs)	Stephanie Callahan	Transfer	7/8/2025	Transportation	Posted/Pending Hire	TBD
Bus Driver (8 hrs)	Rebecca Wilderman	Resignation	9/18/2024	Transportation	Stephanie Callahan	7/8/2025
CTE/Vocation Associate (8 hrs)	Mollie Brown	Retirement	5/30/2025	High School	Will Not Be Replaced	TBD
ELL Paraeducator (3 hrs/day)	Josias Solarte Trompiz	Resignation	6/24/2025	High School	TBD	TBD

ELL Paraeducator (7 hrs)	Erika Contreras	Transfer	2/3/2025	Washington	Andrea Garcia Garcia	2025/26 School Year
ELL Paraeducator (7.5 hrs)	N/A	Additional	2025/26 School Year	Bell Field	Nairobi Manriquez Rojas	2025/26 School Year
ELL Paraeducator (7.5 hrs)	Odalys Campos	Resignation	6/9/2025	High School	Posted/Pending Hire	TBD
Food Service Worker (Was 4 hrs, will now be 7 hrs)	Celeste Powell	Transfer	6/2/2025	Washington	Aracely Alvarez	7/7/2025
Food Service Worker (Was 5 hrs, will now be 7 hrs)	Teresa Sandeen	Resignation	5/15/2025	Milliken Park	Posted/Pending Hire	TBD
Food Service Worker (Was 5 hrs, will now be 7 hrs)	Louanne Kampschneider	Retirement	5/16/2025	Washington	Posted/Pending Hire	TBD
Food Service Worker (4 hrs)	*Sheila Orr	Resignation	6/17/2025	Washington	Posted/Pending Hire	TBD
In House Suspension Supervisor/TAC Coordinator (8 hrs)	Jazmin Cortez	Resignation	6/30/2025	Middle School	Posted/Pending Hire	TBD
Migrant Liaison	Andrea Garcia Garcia	Transfer	2025/26 School Year	MSEAC	Will Not Be Filled	N/A
Office Associate (8 hrs)	Madilyn Huss	Resignation	7/7/2025	Linden	Posted/Pending Hire	TBD
Paraeducator (was 6.5 hrs, will now be 6 hrs)	Lori Morrow	Transfer	8/1/2024	Bell Field	Was Not Replaced in 2024/25, Will now be Marlene Konsel	2025/26 School Year
School to Career Site Coordinator (8 hrs)	N/A	Additional (replacing CTE/Vocation Associate)	2025/26 School Year	High School	Hired/Pending Paperwork	2025/26 School Year
Special Ed. Para, R3 (7.5 hrs)	Connor Husen	Transfer	2025/26 School Year	Milliken Park	Hired/Pending Paperwork	2025/26 School Year
Special Education Para (6.75 hrs)	Rashelle Herre	Transfer	2025/26 School Year	Bell Field	Will Not Be Replaced	N/A
Special Education Para (7 hrs)	Marlene Konsel	Transfer	2025/26 School Year	Bell Field	Will Not Be Replaced	N/A
Special Education Para (7.5 hrs)	Karina Cerritos	Transfer	2025/26 School Year	Deer Pointe	Posted/Pending Hire	2025/26 School Year
Special Education Para/PreK (6.75 hrs)	Taylor Vaughn	Transfer	3/24/2025	Bell Field	Rashelle Herre	2025/26 School Year
Special Education Para/R3/PreK (6.75 hrs)	Lily Hall	Resignation	7/7/2025	Howard	Posted/Pending Hire	TBD

21st CENTURY/EXPANDED LEARNING/AFTER SCHOOL PROGRAM

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
No Actions						

General Fund Expenditures
JUNE 2025

Accounts Payable	\$867,547.07
------------------	--------------

Payroll	\$4,938,442.83
---------	----------------

TOTAL General Fund	\$5,805,989.90
--------------------	----------------------

Fremont Public Schools
Check Listing
2024-2025

Bank Account: RVR Bank Account 451126 From: 6/1/2025 To: 6/30/2025

Check Number	Date	Payee	Amount
129173	6/30/2025	1-800 FLAGS	\$91.94
129174	6/30/2025	A & M ROOFING LLC	\$7,550.00
129103	6/9/2025	A UNITED AUTOMATIC DOORS & GLASS INC	\$1,119.00
129104	6/9/2025	ACE HARDWARE	\$214.38
129175	6/30/2025	ACE HARDWARE	\$194.44
129105	6/9/2025	ACT	\$48.50
129106	6/9/2025	ADVENTURE ENTERPRISES, LLC	\$11,922.00
129107	6/9/2025	AMAZON.COM LLC	\$17,360.08
129176	6/30/2025	AMAZON.COM LLC	\$38,468.53
DDP	6/13/2025	Anderson, Scott Michael	\$312.20
129177	6/30/2025	ARROW STAGE LINES	\$1,980.00
129178	6/30/2025	ATTAINMENT COMPANY INC	\$736.16
129179	6/30/2025	AWARDS UNLIMITED, INC.	\$69.64
129108	6/9/2025	AWARENESS COUNSELING	\$4,650.00
129109	6/9/2025	BAUER BUILT INC	\$1,001.85
129180	6/30/2025	BAUER BUILT INC	\$4,648.65
DDP	6/13/2025	Behring, Jennifer	\$34.86
129110	6/9/2025	BENICOMP INC	\$1,436.07
129181	6/30/2025	BENICOMP INC	\$12,091.20
129111	6/9/2025	BLICK ART MATERIALS	\$479.75
129182	6/30/2025	BLICK ART MATERIALS	\$1,123.21
129112	6/9/2025	BOMGAARS SUPPLY INC	\$10.82
129183	6/30/2025	BOMGAARS SUPPLY INC	\$91.09
129113	6/9/2025	BORDER STATES INDUSTRIES INC	\$660.53
129184	6/30/2025	BORDER STATES INDUSTRIES INC	\$306.62
129167	6/10/2025	BOSSELMAN PUMP & PANTRY INC	\$269.16
129185	6/30/2025	BOUND TO STAY BOUND BOOKS	\$490.74
DDP	6/13/2025	Bristol, Julie	\$6.44
129114	6/9/2025	CAMELOT TRANSPORTATION INC	\$6,655.00
129115	6/9/2025	CAPPEL AUTO SUPPLY INC	\$656.78
129186	6/30/2025	CAPPEL AUTO SUPPLY INC	\$77.88
129116	6/9/2025	CARE CORPS INC	\$4,600.00
129187	6/30/2025	CARE CORPS INC	\$7,466.50
129188	6/30/2025	CDW-G	\$820.00
129189	6/30/2025	CITY OF FREMONT	\$1,302.50
129190	6/30/2025	COLUMN SOFTWARE PBC	\$154.28
129117	6/9/2025	COMPUTER CABLE CONNECTION INC	\$272.08
129191	6/30/2025	COMPUTER CABLE CONNECTION INC	\$2,550.00
129118	6/9/2025	CULLIGAN	\$309.50
129192	6/30/2025	CULLIGAN	\$852.00

Check Number	Date	Payee	Amount
129193	6/30/2025	D & T SHIRTIFIED LLC	\$371.00
129119	6/9/2025	DALTON CHIROPRACTIC	\$630.00
129194	6/30/2025	DIERS INC	\$436.65
129195	6/30/2025	DIETZE MUSIC HOUSE	\$12.60
DDP	6/13/2025	Dostal, Erin	\$65.94
129120	6/9/2025	DYNAMISM, INC	\$2,543.18
129121	6/9/2025	EAKES OFFICE PLUS	\$1,100.50
129122	6/9/2025	EDUCATIONAL SERVICE UNIT #2	\$119,310.20
129196	6/30/2025	EDUCATIONAL SERVICE UNIT #2	\$21,053.12
129197	6/30/2025	EDUCATIONAL SERVICE UNIT #3	\$275.00
129123	6/9/2025	EGAN SUPPLY CO	\$11,618.19
129198	6/30/2025	EGAN SUPPLY CO	\$2,239.00
129124	6/9/2025	ELECTRONIC ENGINEERING	\$2,139.50
129199	6/30/2025	ELECTRONIC ENGINEERING	\$459.19
129125	6/9/2025	ELEMENOT SERVICES	\$17,839.47
DDP	6/13/2025	Elsasser, Kiersten	\$245.00
129200	6/30/2025	ESSENTIAL SKILLS	\$1,540.00
129126	6/9/2025	FASTENAL COMPANY	\$59.02
129201	6/30/2025	FBG SERVICE CORPORATION	\$79,797.00
DDP	6/13/2025	Feldhaus, James	\$111.19
129127	6/9/2025	FILTER SHOP INC	\$4,221.30
129202	6/30/2025	FILTER SHOP INC	\$167.10
129128	6/9/2025	FIRST NATIONAL BANK OMAHA	\$1,405.63
129129	6/9/2025	FIRST STUDENT INC	\$283.18
129203	6/30/2025	FIRST STUDENT INC	\$31,725.29
129204	6/30/2025	FLINN SCIENTIFIC INC	\$151.14
129205	6/30/2025	FOLLETT CONTENT SOLUTIONS, LLC	\$18,201.73
DDP	6/13/2025	Foxhoven, Rick	\$151.39
129130	6/9/2025	FREMONT AREA CHAMBER	\$45.00
129206	6/30/2025	FREMONT AREA UNITED WAY	\$4,510.58
129131	6/9/2025	FREMONT DEPT OF UTILITIES	\$17,310.78
129169	6/25/2025	FREMONT DEPT OF UTILITIES	\$65,546.58
129207	6/30/2025	FREMONT ELECTRIC INC	\$3,220.00
129208	6/30/2025	FREMONT WINNELSON CO	\$280.75
129209	6/30/2025	GARTNER & ASSOCIATES INC	\$92.00
DDP	6/13/2025	Gildow, Julie	\$36.54
129132	6/9/2025	GLOBAL DATEBOOKS	\$1,087.57
129210	6/30/2025	GOREE BACKHOE & EXCAVATING, INC	\$345.75
DDP	6/13/2025	Graham, Allison	\$11.69
129170	6/25/2025	GREAT PLAINS COMMUNICATIONS	\$2,448.90
DDP	6/13/2025	Grubb, Bailey	\$51.24
129133	6/9/2025	HANDS OF HEARTLAND, LLC	\$2,460.15
129211	6/30/2025	HD SUPPLY - FORMERLY HOME DEPOT PRO	\$5.72
DDP	6/13/2025	Henrichson, Michelle	\$5.39
DDP	6/13/2025	Hernandez, Rosa	\$8.54
129134	6/9/2025	HireRight LLC	\$37.85

Check Number	Date	Payee	Amount
129212	6/30/2025	HireRight LLC	\$37.85
129213	6/30/2025	HOBBY LOBBY	\$43.62
129135	6/9/2025	HOMETOWN LEASING	\$30,914.26
129136	6/9/2025	HY-VEE INC	\$779.87
129168	6/17/2025	HY-VEE INC	\$846.80
129171	6/25/2025	HY-VEE INC	\$280.00
DDP	6/13/2025	Ibarra Bojorquez, Brenda	\$23.10
129214	6/30/2025	J.W. PEPPER & SON INC	\$216.20
129215	6/30/2025	JAMCO ABATEMENT SERVICES, INC.	\$5,880.00
DDP	6/13/2025	Jimenez Ochoa, Abdiel	\$13.16
129216	6/30/2025	JOHN DEER FINANCIAL	\$375.39
129137	6/9/2025	JOHNSTONE SUPPLY	\$48.93
129217	6/30/2025	JOHNSTONE SUPPLY	\$64.08
129218	6/30/2025	JOSTENS-JMB RECOGNITION	\$20.00
129219	6/30/2025	JUNIOR LIBRARY GUILD	\$1,990.17
129138	6/9/2025	KANSAS CITY AUDIO-VISUAL INC	\$999.00
DDP	6/13/2025	Kardisco, April	\$45.22
129139	6/9/2025	KELLY BROWN	\$505.12
DDP	6/13/2025	Kerkman, Rita	\$13.79
129220	6/30/2025	LANGUAGE TESTING INTERNATIONAL INC	\$155.00
DDP	6/13/2025	Leindecker, Jeannie	\$60.90
129140	6/9/2025	LINCOLN CHILDREN'S ZOO	\$520.00
129141	6/9/2025	LISA MARTINEZ	\$1,736.00
DDP	6/13/2025	Lowe, Janet	\$788.86
129221	6/30/2025	MACGILL & CO	\$514.16
DDP	6/13/2025	Martin, Karie	\$24.64
129142	6/9/2025	MAX D. SIGNS	\$32.10
129222	6/30/2025	MAX D. SIGNS	\$6,640.00
DDP	6/13/2025	McShane-Schwieger, Katie	\$33.53
129143	6/9/2025	MENARDS	\$1,021.81
129223	6/30/2025	MENARDS	\$4,853.22
129224	6/30/2025	MENARDS - ELKHORN	\$44.54
129225	6/30/2025	METROPOLITAN COMMUNITY COLLEGE	\$420.00
129226	6/30/2025	MIDDLE SCHOOL ACTIVITY FUND	\$3,285.00
129227	6/30/2025	MIDWEST LUBRICANTS, INC	\$1,305.90
129228	6/30/2025	MIDWEST SCREENING LLC	\$90.00
129229	6/30/2025	MOLLY HAWKINS HOUSE	\$238.14
DDP	6/13/2025	Mottl, Lisa	\$18.20
129230	6/30/2025	MSC INDUSTRIAL SUPPLY CO	\$5,845.30
129144	6/9/2025	NASCO	\$1,933.12
129231	6/30/2025	NASCO	\$1,669.08
129232	6/30/2025	NEBRASKA CENTRAL EQUIPMENT INC	\$368.72
129145	6/9/2025	NEBRASKA COUNCIL OF SCHOOL ADMINISTRATOR	\$180.00
129233	6/30/2025	NEBRASKA COUNCIL OF SCHOOL ADMINISTRATOR	\$150.00
129146	6/9/2025	NEBRASKA SAFETY CENTER @ UNK	\$225.00
129234	6/30/2025	Novotny, Jason J	\$4,898.80

Check Number	Date	Payee	Amount
DDP	6/13/2025	Ondracek, Tammie	\$47.88
129148	6/9/2025	ONE SOURCE	\$260.00
129147	6/9/2025	O'REILLY AUTOMOTIVE INC	\$15.83
129235	6/30/2025	O'REILLY AUTOMOTIVE INC	\$431.53
129149	6/9/2025	PAPER TIGER SHREDDING INC	\$561.00
129150	6/9/2025	PAPIO TRANSPORT SCHOOL SERVICE INC	\$21,098.75
129236	6/30/2025	PERFORMANCE DIESEL SERVICE	\$5,453.56
129237	6/30/2025	PERRY, GUTHERY, HAASE & GESSFORD, P.C.,	\$3,696.40
DDP	6/13/2025	Peter, Rachel	\$14.00
DDP	6/13/2025	Peters, Marian	\$16.80
129151	6/9/2025	PETERSEN BODY SHOP	\$6,305.89
DDP	6/13/2025	Petersen, Meghan	\$45.78
DDP	6/13/2025	Pistillo, Mary Pat	\$34.16
129152	6/9/2025	POWER DISTRIBUTORS LLC	\$4,269.46
129238	6/30/2025	POWER DISTRIBUTORS LLC	\$468.83
129153	6/9/2025	PRIME COMMUNICATIONS, INC	\$715.00
129239	6/30/2025	PRIME COMMUNICATIONS, INC	\$6,422.53
129240	6/30/2025	PRODUCTIVITY INC	\$15,038.35
129241	6/30/2025	PROFESSIONAL HEARING CENTER, PC	\$90.00
129242	6/30/2025	PROGRESS PUBLICATIONS	\$465.00
DDP	6/13/2025	Pronske, Nicole	\$41.23
129154	6/9/2025	QUADIENT FINANCE USA, INC	\$8,000.00
129243	6/30/2025	QUADIENT LEASING USA, INC	\$31.35
129244	6/30/2025	QUILL CORPORATION	\$379.78
129245	6/30/2025	RAPTOR TECHNOLOGIES, LLC	\$1,265.00
129246	6/30/2025	RAWHIDE CHEMOIL INC	\$50.00
DDP	6/13/2025	Reeson, Brooke	\$23.10
129247	6/30/2025	REMIND101, INC	\$15,510.00
DDP	6/13/2025	Robertson, Lisa	\$144.90
DDP	6/13/2025	Ross, Cathy	\$43.33
129155	6/9/2025	S & S LOCKSMITH COMPANY	\$12,555.00
129248	6/30/2025	S & S LOCKSMITH COMPANY	\$480.00
129249	6/30/2025	S2 ROLL-OFFS, LLC	\$6,787.88
129156	6/9/2025	SAPP BROS, INC	\$150.63
129250	6/30/2025	SAPP BROS, INC	\$14,659.45
DDP	6/13/2025	Sasse, Lindsey	\$22.68
129157	6/9/2025	Scenario Learning, LLC	\$9,531.56
129158	6/9/2025	SCHMIDT SPEECH LANG PATHOLOGY SRV, LLC	\$6,701.56
129251	6/30/2025	SCHMITT MUSIC CO	\$57.60
129252	6/30/2025	SCHOLASTIC INC	\$260.22
129253	6/30/2025	SCHOOL OUTFITTERS	\$2,495.56
129159	6/9/2025	SCHOOL SPECIALTY	\$917.83
129254	6/30/2025	SECURLY, INC	\$2,752.95
129255	6/30/2025	SELCOM, LLC	\$175.00
129256	6/30/2025	SENIOR HIGH ACTIVITY FUND	\$5,940.00
129160	6/9/2025	STAPLES ADVANTAGE	\$29,712.11

Check Number	Date	Payee	Amount
129257	6/30/2025	STAPLES ADVANTAGE	\$2,290.21
129161	6/9/2025	STATE UNIVERSITY OF IOWA	\$2,150.00
129258	6/30/2025	STEMFINITY, LLC	\$298.95
129259	6/30/2025	STERLING COMPUTERS	\$24,891.80
DDP	6/13/2025	Stewart, Courtney	\$53.76
DDP	6/13/2025	Stoklasa, Lauren	\$56.70
DDP	6/13/2025	Styskal, Steve	\$207.11
129260	6/30/2025	T SQUARE SUPPLY LLC	\$3.22
DDP	6/13/2025	Talkington, Beverly	\$17.57
DDP	6/13/2025	Tedrow, Christopher	\$49.00
129261	6/30/2025	TESOL TRAINERS	\$2,500.00
DDP	6/13/2025	Tharp, Sharon	\$7.42
DDP	6/13/2025	Theis, Rodney	\$23.98
129262	6/30/2025	THIRTY BOWL	\$879.56
129263	6/30/2025	TK Elevator	\$284.76
129264	6/30/2025	TODD VALLEY FARMS	\$2,563.50
129265	6/30/2025	TRACTOR SUPPLY CREDIT PLAN	\$208.92
129266	6/30/2025	TRANE	\$5,699.58
129162	6/9/2025	TRAVELERS CL REMITTANCE CENTER	\$263.00
DDP	6/13/2025	Turner, Elizabeth	\$28.56
129172	6/25/2025	U.S. CELLULAR	\$59.58
129267	6/30/2025	US OMNI & TSACG COMPLIANCE SERVICES	\$89.87
129268	6/30/2025	VIC'S VIDEO & DIGITAL IMAGING	\$875.00
129163	6/9/2025	WALNUT RADIO LLC	\$892.00
129269	6/30/2025	WARD'S NATURAL SCIENCE	\$2,578.26
129270	6/30/2025	WAYNE STATE COLLEGE	\$50.00
129164	6/9/2025	WEST MUSIC	\$70.19
129165	6/9/2025	WILDLIFE ENCOUNTERS	\$890.00
DDP	6/13/2025	Wilson, Meghan	\$117.25
129166	6/9/2025	WPS	\$194.70
129271	6/30/2025	Zum Services, Inc	\$6,222.65
Total			<u>\$867,547.07</u>

Fremont Public Schools
Financial Reports

Recommendation

June 30, 2025

Submitted by: Susan Plank

The attached reports are for your information, review and approval:

Summary Statement of General Fund Accounts (at June 30)
Activity Fund Balance Sheets

This Summary of General Fund accounts for the Fiscal Year 2024-25 represents our approved budget and corresponding expenditures through this month-end. It is recommended that the June 2025 Financial Statements be accepted by the Board of Education as presented.

Moved by:

Seconded by:

Roll Call Vote --

Aye:

No:

Absent:

Fremont Public Schools
June 30, 2025

<u>Fund Name</u>	<u>Balance 5/31/2025</u>	<u>Receipts June</u>	<u>Disbursements June</u>	<u>Statement Balance 6/30/2025</u>	<u>Interfund Transfers</u>	<u>Account Balance Without Transfers</u>
<u>First National Bank Fremont:</u>						
General Fund	\$25,265,844.26	\$6,131,750.31	\$5,836,627.49	\$25,560,967.08	\$0.00	\$25,560,967.08
Payroll	\$27,238.04	\$4,944,800.85	\$4,923,054.79	\$48,984.10	\$0.00	\$48,984.10
Flex Benefit Fund	\$49,156.71	\$36.08	\$18,279.59	\$30,913.20	\$0.00	\$30,913.20
Employee Benefit Fund (Closed)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Special Building Fund	\$1,530,525.70	\$4,835.74	\$9,543.37	\$1,525,818.07	\$0.00	\$1,525,818.07
Bond District 11	\$7,824.18	\$0.00	\$0.00	\$7,824.18	\$0.00	\$7,824.18
FPS 2022 GO Bond	\$6,035,614.65	\$1,530.80	\$9,992.50	\$6,027,152.95	\$0.00	\$6,027,152.95
FNBO Capital Markets End of Month		\$0.00				
<u>Pinnacle Bank:</u>						
General Fund	\$26,324.52	\$20.12	\$0.00	\$26,344.64	\$0.00	\$26,344.64
QCPUF Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<u>RVR Bank:</u>						
Disbursing Account	\$361,636.59	\$891,840.26	\$814,354.08	\$439,122.77	\$0.00	\$439,122.77
Depreciation Fund	\$3,530,130.62	\$8,102.65	\$137,742.65	\$3,400,490.62	\$0.00	\$3,400,490.62
<u>US Bank:</u>						
District Activity Fund	\$76,960.26	\$151.00	\$3,623.50	\$73,487.76	\$0.00	\$73,487.76

Fremont Public Schools
FPS 2022 GO Bond Detail
June 2025

Beginning Balance 5/31/2025			\$6,035,614.65
June Receipts:			\$17,163.43
6/5/2025	Refund GO Bond for Hausmann FB Field Lighting Paid from wrong account	\$1,530.80	
6/30/2025	Sweep Interest	\$15,632.63	
June Expenditures:			-\$9,992.50
	FHS Track & Field updates; Clarmar demo/reno -svcs		
6/17/2025	ck 398 BVH Architects thru 5-31-25	-\$8,992.50	
6/17/2025	ck 399 Olsson, Inc svcs April 6 to May 3, 2025	-\$1,000.00	
Ending Balance 6/30/25 - FPS 2022 GO Bond			\$6,042,785.58
FNBO Capital Markets Par Value			\$0.00
			<u>\$6,042,785.58</u>

Fremont Public Schools
Pledged Securities
6/30/2025

Fremont National Bank

Description	Receipt #	Maturity Date	Current Face
Pooled Pledged Securities with Nebraska Bankers Insurance and Services Company			

Description	Receipt #	Maturity Date	Current Face
Douglas Cnty NE SD #59 GO Unltd	259353LA6	6/15/2026	\$196,811.11
Douglas Cnty NE SD #59 GO Unltd	259353MV9	12/15/2027	\$138,555.42
Fairbury NE Go Unltd	303665GH0	10/15/2026	\$167,789.23
Fremont NE GO Unltd	357406DV6	8/1/2026	\$197,105.15
Fremont NE Hgwy Alloctn GO LTD	357406EA1	12/15/2025	\$247,941.27
Gretna NE GO Unltd	397802MJ5	8/15/2027	\$215,024.52
Papillion NE GO Unltd	698856P70	12/15/2025	\$248,112.14
Sarpy Cnty NE SD#37 GO Unltd	803770VP8	12/15/2036	\$261,803.31
Scottsbluff Cnty NE SD#32 Go Unltd	810181GG6	12/1/2026	\$195,394.73
Tecumseh NE GO Unltd	878848JM3	12/15/2026	\$118,791.25
			<u>\$1,987,328.13</u>

**Fremont Public Schools
Pledged Securities Recap
June 30, 2025**

Fund Name	Statement Balance 6/30/2025	Total All Accounts	Total Pledged Securities Required	Total Pledged Securities Market Value	Pledging Excess/(Shortage)
<u>First National Bank Fremont:</u>					
General Fund	\$25,560,967.08				
Payroll	\$48,984.10				
Flex Benefit Fund	\$30,913.20				
Special Building Fund	\$1,525,818.07				
Bond District 11	\$7,824.18				
FPS 2022 GO Bond	\$6,027,152.95				
Learning Center	\$469.06				
FDIC Insured \$250,000		\$33,202,128.64			
FNBO Capital Markets Par	\$0.00	\$0.00			
<u>Pinnacle Bank:</u>					
General Fund	\$26,344.64				
QCPUF Fund	\$0.00				
FDIC Insured \$250,000		\$26,344.64	\$0.00	\$0.00	\$0.00
<u>RVR Bank:</u>					
High School Activity	\$41,951.32				
MS/JCAC Activity	\$89,053.28				
High School House Build	\$87,678.36				
FDIC Insured \$250,000		\$218,682.96	\$0.00		
Disbursing Account	\$439,122.77				
Food Service	\$250,000.00				
Depreciation	\$1,000.00				
FDIC Insured \$250,000		\$690,122.77	\$440,122.77		
Food Service Sweep	\$436,149.87				
ICS Sweep		\$436,025.43	\$124.44		
Depreciation Sweep	\$3,399,490.62				
ICS Sweep		\$3,399,488.23	\$2.39		
			\$126.83		
Total Pledging Required			\$440,249.60		
Pledging Requirement 102% of Above Balance			\$449,054.59	\$1,987,328.13	\$1,538,273.54
<u>US Bank:</u>					
District Activity Fund	\$73,487.76				
Elementary Activity Fund	\$20,822.75				
FDIC Insured \$250,000		\$94,310.51	\$0.00	\$0.00	\$0.00

Fremont Public Schools
General Fund
School Year 2024-2025
June 2025

FPS GENERAL FUND

Receipts:	Budgeted	Actual Receipts	% Received
Local Sources	2,846,400	2,957,258	103.89%
County Sources	425,000	519,115	122.14%
State Aide	21,868,519	21,901,258	100.15%
State Sources	8,343,000	20,555,425	246.38%
Federal Sources	4,554,831	4,553,861	99.98%
Personal and Property Taxes	33,718,772	23,792,717	70.56%
Cash Reserve	0	0	0.00%
	71,756,522	74,279,635	103.52%

Expenditures:	Budgeted	Expenditures YTD	% Disbursed
Regular Instruction	31,880,351	26,033,231	81.66%
Special Education	8,576,390	6,511,608	75.92%
Pupil Support Services	6,744,808	5,839,051	86.57%
Instruct Support Services	3,586,637	2,353,544	65.62%
Board of Education	657,656	682,509 *	103.78%
General Administration	1,994,288	1,564,638	78.46%
School Administration	2,460,045	1,989,835	80.89%
Business Support	2,112,483	1,632,218	77.27%
Facilities & Operations	6,612,493	5,291,061	80.02%
Regular Transportation	1,027,704	799,842	77.83%
Special Ed Transportation	1,651,894	1,533,126	92.81%
State Grants	540,375	436,978	80.87%
Debt Services (Tax Repayment)	0	0	0.00%
Federal Programs	4,554,831	3,253,758	71.44%
Summer Programs	14,708	0	0.00%
Transfers to Other Funds	71,650	0	0.00%
	72,486,313	57,921,400	79.91%

*Includes District Liability Insurance Premiums

Fremont Elementary School Activities Fund

Balance Sheet 2024-2025

As of June 30, 2025

	Jun 30, 25
ASSETS	
Current Assets	
Checking/Savings	
1000 - Checking	20,685.23
Total Checking/Savings	20,685.23
Total Current Assets	20,685.23
TOTAL ASSETS	20,685.23
LIABILITIES & EQUITY	
Equity	
3000 - Fund Balances	112.00
Net Income	20,573.23
Total Equity	20,685.23
TOTAL LIABILITIES & EQUITY	20,685.23

Fremont Middle School and Johnson Crossing Academic Center
Balance Sheet 2024-2025
June 2025

	Jun 30, 25
ASSETS	
Current Assets	
Checking/Savings	
FMS Checking	82,549.72
Total Checking/Savings	82,549.72
Total Current Assets	82,549.72
TOTAL ASSETS	82,549.72
LIABILITIES & EQUITY	
Equity	
1110 - Fund Balance	902.50
Net Income	81,647.22
Total Equity	82,549.72
TOTAL LIABILITIES & EQUITY	82,549.72

9:42 AM

07/02/25

Accrual Basis

Fremont High Activities Fund
Balance Sheet
As of June 30, 2025

	Jun 30, 25	May 31, 25
ASSETS		
Current Assets		
Checking/Savings		
CTE Checking	86,433.06	95,447.08
Checking	33,049.53	79,877.79
Total Checking/Savings	119,482.59	175,324.87
Total Current Assets	119,482.59	175,324.87
TOTAL ASSETS	119,482.59	175,324.87
LIABILITIES & EQUITY		
Equity		
Net Income	119,482.59	175,324.87
Total Equity	119,482.59	175,324.87
TOTAL LIABILITIES & EQUITY	119,482.59	175,324.87

LC Activity Account
Balance Sheet
As of June 30, 2025

	Jun 30, 25	Jun 30, 24
ASSETS		
Current Assets		
Checking/Savings		
Fremont National Bank	469.06	757.06
Total Checking/Savings	469.06	757.06
Total Current Assets	469.06	757.06
TOTAL ASSETS	469.06	757.06
LIABILITIES & EQUITY		
Equity		
Retained Earnings	757.06	1,497.61
Net Income	-288.00	-740.55
Total Equity	469.06	757.06
TOTAL LIABILITIES & EQUITY	469.06	757.06

Fremont Public School Food Service

130 East Ninth Street
Fremont, Nebraska 68025
Jeff Glosser
Director of Operational Services

Monthly Report of: June 2025

Fund Balance: 5/31/25 \$ 584,162.34

Receipts:

1510 Interest	\$ 1,290.18
1611 School Lunch Program	\$ 1,085.32
1990 Other Misc Income	\$ 742.71
.....	\$ 617.17
3150 State Reimbursement	
4210 Federal Reimbursement	\$ 181,995.06
5200 Funds Transfer In	
Total Monthly Income	\$ 185,730.44

Expenditures:

110 Labor	
430 Repairs & Maintenance	\$ 6,021.53
610 General Equipment	\$ 785.96
630 Food	\$ 77,477.12
810 Dues & Fees	\$ 20.00
890 Misc Expenditures	\$ 66.90
Total Expenditures	\$ 84,371.51

Fund Balance: 6/30/25 \$ 685,521.27

[illegible]





Fremont High School

*Senior Graduation Survey Results
2024/2025 - Class of 2025*

Fremont High School

138 students (40.3%) = Attend 4-year college/university (40.5% in '24)

72 students (21%) = Attend 2-year college/vocational program (25.2% in '24)

77 students (22.6%) = Undecided (17.9% in '24)

42 students (12.3%) = Enter the workforce full time (13.5% in '24)

13 students (3.8%) = Go into the military (3% in '24)

Fremont High School

What do you plan to study or major in at college/trade school?

Health Sciences = 29.7% (62 students)

Skilled & Technical Sciences (Engineering, Manufacturing, Autotech., Constr. Trades) = 21.3% (45 students)

Human Sciences and Education (Law, Social Work, Police/Public Safety, Government) = 21.3% (45 students)

Business, Marketing, and Management = 14.9% (31 students)

Communication Arts (Journalism, Graphic Design, Visual Arts, Performing Arts) = 6% (13 students)

Agriculture, Food, and Natural Resources = 3.6% (8 students)

Information Technology (Computer Science, Web Design, Network Systems) = 3.2% (7 students)

Fremont High School

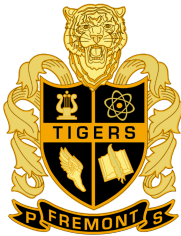
How will the results of the 2024/2025 Senior Graduation Survey be used?

- * Determining courses to offer/explore offering
 - We also administer the Nebraska Career Connections Survey.
- * Assisting students in selecting a personal career path, employment options, or educational institution
- * Continuous Improvement Process planning
- * Staff Professional Development presentations/discussions
- * Connections/Exploration within student leadership groups

Follow-up Questions Asked

- What is one thing Fremont High School can do better?
- What did you like most about your time at Fremont High School?
- List at least 1 faculty member AND 1 community member whom you could ask for a recommendation
- Which branch of the Military do you plan to join? (for students who stated they planned to join the military)
- Where do you plan to work after graduation? (for students who stated they planned to enter the workforce)
- Which areas are you interested in for your future career? Mark all that apply. (for students who stated they were undecided about their future plans)





FREMONT PUBLIC SCHOOLS

Main Street Education & Administration Center
130 East 9th Street
Fremont, NE 68025
402-727-3000

Fremont Public Schools 2025-2026 School District Budget Timeline

Date	Budget Activity
March 1	2025/26 State Aid Certification 2025/26 Budget Authority & Allowable Reserve Percentage Certification
April 15	Reduction in Force Deadline
Mid-June	School District Budget Form and LC-2 Documents become available
May/July	District Budget Development
August 11	Additional Property Tax Request Authority (5%) Hearing & Vote at Board of Education Meeting
*August 20	Assessed Valuation and real growth % certified by Counties
August 25 - 29	Schedule and hold small group budget review meetings
*September 4	Deadline to notify and submit information to County Clerk if Joint Public Hearing required
*September 14-24th	Joint Public Hearings scheduled during this timeframe when allowable growth % exceeds 2% and real growth % increase (tentatively scheduled by County for Monday, September 22nd)
*Wednesday, September 24th @ 6:00PM	Special Meeting - Hold 2025/26 FPS Budget Hearing - Hold 2025/26 FPS Tax Request Hearing - Approve 2025/26 FPS Budget - Approve 2025/26 FPS Tax Request
*September 30 (Changed from 9/20)	Filing deadline for Budget and LC-2 to NDE, Auditor of Public Accounts (APA), and County Clerk. (Submit the following documents to NDE through the LC-2 collection) - Documents from the School District Budget Form ✓ Interlocal Form ✓ Cover Page through Page 6 ✓ Schedules A, B, D ✓ Property Tax Resolution ✓ Notices of Budget Hearing and Special Hearing (Special Hearing is eliminated if Joint Public hearing was required) - Proof of Publications for: ✓ Notice of Budget Hearing ✓ Notice of Special Hearing to Set the Final Tax Request (Eliminated if joint public hearing was required) ✓ Notice of Property Tax Authority Hearing (If applicable) ✓ Certification(s) of Taxable Value ✓ Board minutes showing approval of district budget ✓ Election Ballot and Certification of Election Results for a successful election to override the levy limitation (if applicable) ✓ Election Ballot and Certification of Election Results for a successful election to exceed the expenditure limitation (if applicable) ✓ Lid Computation Form (LC-2) submitted to the Nebraska Department of

July 9, 2025



FREMONT PUBLIC SCHOOLS

Main Street Education & Administration Center
130 East 9th Street
Fremont, NE 68025
402-727-3000

	Education through the NDE Portal ***Budget Submission for Auditor of Public Accounts (APA) and your County Clerk
October 15	Resolutions setting all tax requests filed
October 29	County Boards set tax request
November 5	District Tax Requests become final

***New Dates per LB644**

Respectfully submitted,

Dr. Chris Loofe
Assistant Superintendent
Fremont Public Schools

July 9, 2025

Policy Update for July Board Meeting

Several policies were recently reviewed by the policy committee. Our intent would be to adopt them as a group, waiving second reading in order to have them incorporated into the handbooks this month.

Policies continue to become more technical/legal in nature. As FPS updates these policies we will utilize the Perry Law firm policies, many of which will be a direct replacement for the District's policies. This will be the next step in moving towards a full adoption of the Perry policies, a direction we started as a District several years ago. Once the Perry policies are fully approved and implemented the maintenance of District policies will involve periodic updates which are provided at no charge through the ESU on an annual basis. This will enable a more efficient and effective policy process ensuring the legality, relevance and accuracy of the District's policies.

FPS Policy Updates			
Current Policy Number	Suggested Policy	Action (New/Replace/ Update)	Notes
54D.5b	5406 Search and Seizures	Replace	Updated to include consequence for reasonable requests
	40A/4150 Evaluation	Update	Contractual recommendations will be added at the end of current T-1 and T-2 forms. Form T-3 would no longer be used
	50C.1 Therapy Dogs	Update	Update current policy to include similar organizations with similar rigor
	6113 Cell Phones	New	Complies with current legislation
11A.5A	1100 Facilities Agreements	Replace	Updates policy to current practices. A draft facilities handbook will be created by the end of July.

StudentsSearch and Seizures

When it is determined based on searches that a person has violated a Board policy, administrative regulation, building rule, student conduct rule or personnel expectation, or the law, the person shall be subject to appropriate disciplinary action and a report to law enforcement may be made. A student's refusal to submit to a reasonable request for a search may lead to discipline for insubordination. A refusal may also constitute evidence of a violation of the school rule for which the search was requested. For instance, if an administrator has reasonable suspicion that a student has violated the no vaping rule, a refusal to be searched to determine if the student has a vape device will support the conclusion that the student violated the no vaping rule.

Student lockers, desks and other such property are owned by the school. The school exercises exclusive control over school property. Students should not expect privacy regarding items placed in or on school property because school property is subject to search at any time by school officials. Periodic, random searches of student lockers may be conducted in the discretion of the administration.

The following procedures will be used for conducting searches:

1. School officials may conduct a search if there is a reasonable basis to believe that the search will uncover evidence of a crime or rule violation. The search must be conducted in a reasonable manner under the circumstances.
2. Random searches of student lockers, desks, and other similar school property provided for use by students may be conducted in the discretion of the administration.
3. Drug or alcohol tests may be conducted on students based on reasonable suspicion.
4. Drug or alcohol tests may be conducted on a random basis for students participating in extracurricular activities, provided that: a) the student gave consent for testing in advance (attendance at or participation in the extracurricular activity may be withheld in the absence of consent), b) the testing actually be random, c) that the testing procedures limit any intrusion on student privacy, and provide for an appropriate level of confidentiality and accuracy, and d) that the response to positive tests take into consideration student safety and compliance with laws related to reporting and releasing students to law enforcement.
5. School officials may search offices and storage devices provided to or used by employees where permitted by law, such as where reasonable grounds exist for suspecting that a search will turn up evidence that the employee has committed work-related misconduct, or that a search is necessary for a non-investigatory work-related purpose, such as to retrieve a file.
6. Searches of the District's computer system may be conducted in the discretion of the administration at any time.

The following procedures will be used for the removal of personal property:

1. Illegal items or other items reasonably determined to be a threat to the safety of others or a threat to educational purposes may be seized by school officials. Any illegal drugs, firearm or dangerous weapon shall be confiscated and delivered to law enforcement as soon as practicable. A personal safety or security device (such as a taser, mace or pepper spray) not previously approved by the Administration constitutes a “dangerous weapon.”
2. Items which have been or are reasonably expected to be used to disrupt or interfere with the educational process may be removed from student possession.

The District is not responsible for the security or safety of personal property which employees, students, or other building users may bring to school.

Legal Reference: Neb. Rev. Stat. Sec. 28-1204.04 (firearms)

Date of Adoption: [Insert Date]

EVALUATION OF CERTIFICATED STAFF

The Board of Education believes the quality of the educational services provided by the Fremont Public Schools is largely dependent upon the demonstrated capabilities of the professional staff of the District. To assure that the performance of each employee meets the standards described in law, contract, and the adopted policies and regulations of the District, the Board directs the Superintendent of Schools to develop an orderly process for the on-going formative and summative evaluation of all certificated staff members.

The purpose of evaluation includes two dimensions. Formative evaluation focuses on the improvement of instruction, professional growth, and staff development. Summative evaluation is that phase of the evaluation process that applies to employment decisions.

The evaluation policy, procedures, and copies of the forms used in the process shall be included in the faculty handbook and shall be given annually to all certified personnel subject to this evaluation procedure.

The Board further directs the Superintendent to develop processes which further the professional and personal growth of individual staff members, further the objectives of the School District, and are linked to the goals of the district and long-range plan.

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

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

EVALUATION OF CERTIFICATED STAFF

Performance Standards for Evaluation

In order to successfully implement the evaluation program, those people conducting evaluations will receive training in the appropriate procedure. Training shall include a review of the district policies, procedures, and a discussion of evaluation skills. In the evaluation process, it is important that there exists among those responsible for conducting evaluations of professional personnel, a common understanding of the Performance Standards and Indicators used in the evaluation.

Standard 1: Planning and Preparation - The teacher plans using district and state content standards, district supported curriculum, instructional materials, and strategies, evidence based resources, data, and community context to address the needs of each student in achieving rigorous learning goals. Indicators:

- a. Through collaboration with colleagues, prioritizes district and state content standards to ensure vertical alignment and appropriate pacing of curriculum
- b. Utilizes high quality instructional materials within a locally determined curriculum to implement coherent units, lessons, and activities that reflect high expectations and enable each student to achieve district and state content standards, learning goals, and instructional objectives
- c. Supplements locally determined curriculum and district-supported high quality instructional materials by evaluating and selecting resources to support specific student needs, while maintaining challenging, yet engaging learning experiences
- d. Uses all students' abilities, cultural norms, and personal, family, and community experiences to prepare for differentiated, relevant, and rigorous instruction
- e. Engages in collaborative school-wide learning communities that meet to reflect on professional practice, examine student data, and identify strategies directly applicable to improving instruction and learning
- f. Uses multiple sources of relevant data to tailor culturally responsive learning experiences that address students' academic, physical, social-emotional, and mental health needs, with specific attention toward equitable opportunities and outcomes for all student groups

Standard 2: The Learning Environment - The teacher creates and maintains a learning environment that promotes student engagement and fosters positive relationships, inclusivity, social emotional development, and academic growth and achievement. Indicators:

- a. Builds and sustains a relationship with each student that results in an accessible learning environment of trust, mutual respect, and support
- b. Promotes recognition of each student's diverse personal experiences and builds upon those experiences to increase academic success

- c. Creates and maintains a collaborative learning environment that supports each student's diverse academic, social-emotional, linguistic, and physical strengths and needs
- d. Establishes, communicates, and maintains high expectations, effective routines, procedures, and clear standards of conduct to create a safe, efficient, and effective learning environment for all students
- e. Maintains a learning environment that encourages students to reflect on and take ownership of their own learning behaviors and academic progress

Standard 3: Instructional Strategies - The teacher implements evidence-based, district-supported instructional strategies to ensure student growth and achievement.

- a. Implements a range of evidence-based, district-supported strategies to ensure each student achieves district and state content standards, learning goals, and instructional objectives
- b. Uses a variety of evidence-based, district-supported resources and multimodal instructional tools to engage students in rigorous learning experiences
- c. Identifies, implements, and evaluates evidence-based, district-supported instructional strategies that are responsive to each student's abilities, cultural norms, and personal, family, and community experiences
- d. Reflects on classroom observations and assessment data and differentiates instruction by adjusting the pace of instruction, focus of instruction, and method of delivery to address each student's strengths and needs
- e. Engages students in constructing new and meaningful learning through problem solving, critical and creative thinking, purposeful discourse, and inquiry aligned with locally determined curriculum and district-supported high quality instructional materials
- f. Models cultural competence and responsiveness by implementing and sustaining evidence-based, district-supported curriculum, instructional materials, and strategies that confront and eliminate institutional bias and student marginalization

Standard 4: Assessment - The teacher systematically uses a balanced assessment system that includes formative, interim, and summative assessments to measure student progress and to inform ongoing planning, instruction, and reporting.

- a. Utilizes formative, interim, and summative assessments that align to district and state content standards, learning goals, and instructional objectives
- b. Uses a variety of district-supported classroom-based assessments that confront and eliminate institutional bias and student marginalization, meet all students' developmental needs, and ensure each student has the opportunity to demonstrate understanding
- c. Uses formative, interim, and summative assessments and the resulting data to inform instruction, monitor student progress over time, and provide meaningful feedback to each student
- d. Analyzes formative, interim, and summative assessment data, individually and with colleagues, to ensure alignment to instruction

- e. Provides students with constructive, specific, and frequent feedback during and after instruction to enable students to assess, adjust, monitor, and reflect on their own progress toward learning goals
- f. Accurately documents and clearly communicates assessment data about student progress over time to relevant stakeholders

Standard 5: Professionalism - The teacher exhibits a commitment to professional ethics and the school's vision, mission and goals, participates in professional growth opportunities to support student and self learning, and contributes to the profession.

- a. Adheres to school policies, procedures, and regulations and models ethical behavior and integrity in accordance with the established standards of the district
- b. Develops and sustains productive and appropriate relationships through communication with students, colleagues, administrators, families, and the larger community in an effort to support and enhance each student's academic success and well-being
- c. Actively pursues opportunities for professional growth and leadership development both as an individual and as a member of a learning community
- d. Reflects on professional practices to support and improve student learning and maintains high expectations for self in lesson preparedness
- e. Advocates for and contributes to the shared mission, vision, and continuous improvement of the school and professional community
- f. Collaborates to enhance culturally responsive interactions with students, families, colleagues, and the larger community to share responsibility for the growth of student learning, development, and achievement
- g. Communicates with and protects the established rights and confidentiality of students, families, colleagues, and the larger community

Procedures for Evaluation:

The assigned administrator shall have the primary responsibility for evaluating the staff members directly responsible to him/her. Staff should understand that they are being observed for evaluation purposes at any time an evaluator is present. The assigned administrator shall be the administrator designated by the Superintendent. All evaluators shall possess a valid Nebraska Administrative and Supervisory Certificate. Principals may designate assistant principals as primary evaluators should the principal deem such action as necessary.

The evaluation process shall begin shortly after the commencement of school in August each year and shall conclude with completion and filing of the T-1 form (described below) by the first Friday in April for those certificated staff members having identified performance deficiencies. All other certificated staff T-1s shall be completed and filed by the first Friday of May. In those instances where deficiencies are identified, the teacher shall receive written notification of the following: the deficiency, specific means for correcting the deficiency, and a timeline to remove the deficiency or make sufficient

improvement to meet district standards. Teachers may respond in writing to any evaluation document.

Each building administrator shall provide a general orientation of this policy and the evaluation process for all certified employees directly responsible to her/him during an initial staff meeting at the beginning of the contract year.

Step 1 - Pre-Observation Conference

The evaluator will meet individually with the teacher by the Friday before the initial observation to review the topics below:

- Evaluation Procedure steps
- Schedule a time for an Entire Instructional Period observation
- District Lesson Plan Templates
- Teacher requested "look-fors"
- The method of feedback from administrator
- etc.

Step 2 - Data Collection and Feedback

- Following the Pre-Observation Conference and at least 24 hours prior to the scheduled Formal Observation, the teacher shall provide the evaluator with the lesson plan for the class (Entire Instructional Period) scheduled to be observed using the District Lesson Plan Template.
- The evaluator will make observations sufficient in number to enable development of valid perceptions of teaching performance.

Step 3 - Post Observation Conference

- Conferences between evaluator and teacher will be sufficient to provide the teacher with observed perceptions, identification of strengths and weaknesses, recommendations for improvement, and provisions for further assistance, if needed.

Step 4 - Final Evaluation Report (by first Friday in April for those certificated staff members having identified performance deficiencies. All other certificated staff T-1s shall be completed and filed by the first Friday of May.)

- Probationary faculty members will receive ratings on the **Teacher Evaluation Form T-1** each semester. The ratings on the T-1 shall be determined on the basis of classroom observations. Classroom observations may be "scripted" (a running commentary factually stating what is observed and when), or may be determined by using a Form T-1 for reference.
- Permanent faculty members completing the Performance Evaluation Plan will receive final ratings on the **Teacher Evaluation Form T-1**.
- Action other than a controlled evaluation may be taken if there is sufficient evidence to merit nonrenewal or termination of employment.

Steps for probationary and permanent teachers are the same except probationary teachers are formally evaluated each semester.

Evaluation Procedures for Probationary Teachers:

A probationary certificated employee shall be evaluated at least once each semester. The evaluation shall be based in part upon an actual classroom observation, which shall include one entire instructional period.

Evaluations should total a minimum of 90 minutes for the entire semester. For the purposes of this policy, the terms "actual classroom observation" and "entire instructional period" shall be defined as follows:

Entire Instructional Period. For those certificated employees whose classes are held during defined periods of time (e.g., grades 5-12), an entire instructional period shall consist of one such time period. For those whose time periods are not so defined (e.g., elementary classroom teachers), an entire instructional period should consist of 50 minutes. The instructional period for other certified personnel whose work does not necessarily involve continuous instruction for 50 minute periods (e.g., librarians, speech therapists, administrators, or school nurses) should consist of a period of time equivalent to an instructional period (no less than 30 minutes total).

Actual Classroom Observation. Actual classroom observation shall consist of observing the certificated employee in any activities in a classroom setting. When the certificated employee does not have classroom responsibility (e.g., administrators, librarians or the school nurse), the requirement of "actual classroom observation" shall be satisfied by observing the certificated employee performing activities which are typical of his or her position at a time or times when the certificated employee should be aware that the observation is taking place.

After having attained tenure, the teacher shall be evaluated through the Performance Evaluation Plan once every three years. Additional evaluations may be made in cases where there are major changes in assignments or noted changes in teacher effectiveness. Evaluators may schedule additional evaluations when the evaluator feels it would be to the teacher's and/or school district's benefit to conduct additional observations and evaluations.

The steps in the performance evaluation process are designed to encourage self-assessment and to foster continuous growth toward the teacher's full potential.

Controlled Evaluation Plan for Improvement: (Reference Form T-1)

Deficiencies resulting in an **ineffective** classification on any standard of the Teacher Performance Standards shall result in controlled evaluation. The controlled evaluation procedures shall be implemented for teachers who have been identified with performance deficiencies not resolved, which may lead to probation, termination, or disciplinary action.

Step 1 - Identify Areas in Need of Improvement

- The evaluator must provide the teacher with a written statement identifying the problem and expectations for improvement of performance. Areas for improvement may come from the Performance Standards as well as other aspects of teaching as outlined in the contract.

Step 2 - Develop Plan for Improvement

- The teacher and evaluator will cooperatively develop a written plan to improve performance in the areas identified. This plan shall include goals, strategies, and evaluation procedures.

Step 3 - Providing Assistance

- The evaluator will assist the teacher in identifying the resources, which the teacher must acquire and which may be necessary to alleviate the problem. Such resources may include printed materials and other staff members with expertise in the problem area.

Step 4 - Monitoring Progress and Providing Feedback

- The teacher and evaluator shall schedule conferences as often as necessary to discuss the progress and performance of the teacher.

Step 5 - Final Report

- The final report shall be submitted to the Executive Director of Human Resources and Elementary Operations at the completion of the last conference. The final conference should include a summary of the progress made during the evaluation period. The report must be completed by the first Friday in April. The extension of controlled evaluation after March 15 will need approval of the Superintendent of Schools. This procedure shall be made available in each instance but shall not be a required prerequisite to disciplinary action or termination if the process cannot be completed for reasons not reasonably within the control of the administration.

Evaluation/Supervision Procedures for Teachers Achieving Tenure (Permanent Teachers):

Self-Evaluation (Use Form T-2)

Purpose

Each teacher participating in the self-evaluation process has the responsibility of establishing objectives for professional improvement consistent with District policy, to select appropriate instruments to measure growth, and to collect data from a variety of sources.

Process

Upon achieving tenure, teachers may elect one of two approaches to establishing an individual growth plan (Differentiated Supervision/Development Plan).

1. The Differentiated Supervision model invites successful teachers to utilize peer coaching and peer review as a part of their development plan. The function of the peer model is to view instruction "through another set of eyes." This process allows for a free exchange of ideas and developmental suggestions. The teacher and peer coaches must meet with the supervisor at the close of each year to review progress and development throughout the cycle.
2. The Development Plan provides that observations, data gathering, and assistance in areas selected for development are carried out mutually between the teacher and the supervisor, without the involvement of peer coaching.

The focus of improvement activities must relate to specific areas of teacher performance, school's continuous improvement plans, or school district goals. Areas selected for emphasis will be determined through agreement between the teacher and supervisor. Typically, one or two areas will be selected for emphasis. This process will occur at the beginning of the academic year (before October 1). The building principal, or designee, in conjunction with the supervisee, will formulate the objectives of the Development Plan. A copy of the Development Plan (Form T-2) should accompany the contract recommendation and will be placed in the teacher's personnel file.

Progress Review Process

In February, the supervisor will meet with teachers involved in the Self Evaluation process. At that time, teachers will review with the supervisor progress made towards development of the areas selected for emphasis. Evidence may include, but not be limited to portfolios and similar information. Where the differentiated supervision is used, these conferences may include other professionals at the request of the supervisee.

Time Line: Two Consecutive Years

- Prior to October 1 - Self-Evaluation Plan is due
- Performance targets shall be mutually agreed upon between the supervisor and supervisee.
- The certificated employee shall collect feedback/data from at least one of the following sources: students, peers, parents, or supervisors.
 - Administrators will be required to make occasional classroom visits

- The teacher shall collect feedback/data from various sources as stated above in building a performance file for themselves.
- Prior to last day of February - Supervisor meets with teacher to review progress
- Prior to the first Friday of May, Supervisor meets with teacher to evaluate progress and submits the signed T-2 form

Third-Year Evaluation

Every third year, tenure certificated employees will be formally evaluated using the Performance Standards, format, process, and instruments used in the evaluation of non-tenure teachers. The third year evaluation plan may include colleagues in the observation/data collection process as a means of providing additional information for teachers to use in strengthening their instructional skills.

Contractual Recommendation

All certificated staff members shall receive a contractual recommendation that will be located at the end of the form T1 or T2.I.

The contractual recommendation will be a result of teaching performance, compliance with District Board Policy written according to legal reference in Nebraska School Laws, and contractual obligations. A copy of the completed form will be placed in the teacher's cumulative file.

Any variations in the adopted teacher evaluation plan must be in accordance with procedures and requirements established in NDE – Rule 10.

Author: Evaluation Committee, 1995

Adopted: November 9, 1987

Revised: May, 1995

Regulations Revised: August, 1991; July, 1993

Legal Review: May, 1995

Reviewed and Revised: December 15, 1997

Legal Review: September, 1998

Revised: October 19, 1998

Revised: November 30, 1998

Reviewed: April 16, 2001

Revised: August 19, 2002

Revised: November 17, 2003

Revised: July 18, 2005

Revised: August 15, 2005

Revised: September 12, 2011

Revised: April 8, 2013

Revised: May 14, 2024

Therapy Dogs

The school district supports the use of therapy dogs by teachers or other qualified school personnel ("Owner") for the benefit of its students subject to the conditions of this policy.

Therapy Dog. A "therapy dog" is a dog that has been individually trained and certified to work with its Owner to provide emotional support, well-being, comfort, or companionship to school district students. Therapy dogs are not "service animals" as that term is used in the American with Disabilities Act. The dog must be well behaved and have a temperament that is suitable for interaction with students and others in a public school. Therapy dogs are personal property of the teacher or employee and are not owned by the school district.

Therapy Dog Standards and Procedures. The following requirements must be satisfied *before* a therapy dog will be allowed in school buildings or on school grounds:

Request. An Owner who wants to bring a therapy dog to school must submit a written request form to a principal or superintendent. The request form is attached to this policy. The request must be renewed each school year or whenever a different therapy dog will be used.

Training and Certification.

The Owner must submit the American Kennel Club's Canine Good Citizen Certification as obtained only through successful training with Domesti-Pups, Healing Hearts, or similar organizations with similar rigor and must include:

- *8 weeks of training
- *8 supervised visits
- *Successful completion of Therapy Dog Test given by a certified evaluator.

- *RECERTIFICATION required every 2 years by completing and passing the Therapy Dog Test by certified instructor.

Health and Vaccination. The therapy dog must be clean, well groomed, in good health, house broken, and immunized against diseases common to dogs. The Owner must submit proof of current licensure from the local licensing authority and proof of the therapy dog's current vaccinations and immunizations from a licensed veterinarian.

Control. A therapy dog must be under the control of the teacher or school employee through the use of a leash or other tether unless the use of a leash or other tether would

interfere with the therapy dog's safe, effective performance of its work or tasks. However, the therapy dog must be under the owner's control at all times.

Identification. The therapy dog must have appropriate identification identifying it as a therapy dog.

No Disruption. The therapy dog must not disrupt the educational process by barking, seeking attention, or any other behavior.

Health and Safety. The therapy dog must not pose a health and safety risk to any student, employee, or other person at school.

Supervision and Care of Therapy dogs. The Owner and / or handler is solely responsible for the supervision and care of the therapy dog, including any feeding, exercising, and clean up while the animal is in a school building or on school property. The school district is not responsible for providing any care, supervision, or assistance for a therapy dog.

Authorized Area(s). The Owner shall only allow the therapy dog to be in areas in school buildings or on school property that are authorized by school district administrators.

Insurance. The Owner must submit a copy of an insurance policy that provides liability coverage for the therapy dog while on school property.

Exclusion or Removal from School. A therapy dog may be excluded from school property and buildings if a school administrator determines that:

- (1) A handler does not have control of the therapy dog;
- (2) The therapy dog is not housebroken;
- (3) The therapy dog presents a direct and immediate threat to others in the school; or
- (4) The animal's presence otherwise interferes with the educational process.

The Owner shall be required to remove the therapy dog from school premises immediately upon such a determination.

Allergic Reactions. If any student or school employee assigned to a classroom in which a therapy dog is permitted suffers an allergic reaction to the therapy dog, the Owner of the animal will be required to remove the animal to a different location designated by an administrator.

Damages to School Property and Injuries. The Owner of a therapy dog is solely responsible and liable for any damage to school property or injury to personnel, students, or others caused by the therapy dog.

Therapy dog in Training. This policy shall also be applicable to Therapy dog teams (handler and dog) currently in training with an AKC registered Therapy Dog organization. .

Adopted: December 14, 2015

Revised: December 11, 2017

Revised: January 11, 2021

THERAPY DOG REQUEST FORM

Date

School Building

Employee/Animal Owner

Type of Dog: _____

Age of Dog _____

Is the dog AKC Canine Good Citizen certified? ☐ Yes ☐ NoHas the dog received training or certification from another AKC organization? ☐ Yes ☐ NoIf yes, please provide details: _____
_____Is the dog current on all required immunizations and vaccinations? ☐ Yes ☐ NoDoes the dog have ID from the AKC certified organization doing the training? ☐ Yes ☐ No

I have attached the following documentation:

- ☐ Proof of current licensure
- ☐ Proof of current vaccinations and immunizations from a licensed veterinarian
- ☐ Declaration page indicating adequate liability insurance coverage

I have read and understand the school district's Therapy Dog Policy. I will abide by the terms of that Policy. I understand that if the therapy dog is out of control, not housebroken, presents a direct and immediate threat to others in the school, or otherwise interferes with the educational process, the school district may exclude or remove my therapy dog from its property.

I agree to be responsible for any damage to school property or injury to personnel, students, or others caused by the therapy dog. I agree to indemnify, defend, and hold harmless the school district from and against any and all claims, actions, suits, judgments and demands brought by any party arising on account of, or in connection with, any activity of or damage caused by my therapy dog.

Owner Signature

Date**APPROVAL**

School Official Signature

Date

Printed Name: _____

Title: _____

Note: This form is valid until the end of the current school year. It must be renewed prior to the start of each subsequent school year or whenever a different therapy dog will be used.

InstructionElectronic Communication Devices and Cell Phones

All students are prohibited from accessing or using an electronic communication device while on school property or attending a school instructional function, unless:

1. When required by a student's Individualized Education Program or 504 Plan;
2. When authorized by the District for educational purposes during instructional time;
3. In the case of an emergency or perceived threat of danger;
4. When necessary to monitor or manage a student's health care; or
5. When determined appropriate by the Board of Education, the Superintendent, or the Superintendent's designee.

All exceptions listed herein must be approved in advance by Building Administration. Building Administration may rescind exceptions (except exceptions 1-4) when determined to be in the best interests of an individual student or a group of students.

The intention of the Board of Education is not to prohibit cell phone use during passing time, lunch time, extracurricular activities, and times school is not in session (before and after the school day, summertime, etc.), when building appropriate as deemed by school administration.

Any student who violates this Policy may be subject to discipline under the District's Student Discipline Policy.

Legal Reference: LB 140 (2025)

Date of Adoption: [Insert Date]

Community RelationsCommunity Use of School Facilities

School facilities are primarily intended for the District's educational and extracurricular activity programs. School facilities may, however, be made available for use by outside groups to further the interests of the District and the community. Use by non-school groups is allowed pursuant to an application process and is subject to the terms and conditions set forth in this policy.

1. Application for Use.

Outside groups that wish to use school facilities must submit a completed Application for Use form signed by a representative of the outside group who has authority to commit the outside group to the terms and conditions of the Application. The outside group shall specify the nature of the intended use, the dates and times of the requested use, and the facilities for which use is requested.

The form shall be developed and may be modified by the Superintendent or designee. The form shall include the statement that:

This application is subject to the terms of the Board's "Community Use of School Facilities" policy. The terms and conditions of that policy are incorporated into this application by this reference. Applicant accepts all such terms and conditions.

2. Acceptance of Application for Use.

Acceptance or rejection of applications shall be the responsibility of the Superintendent or the Superintendent's designee.

Applications shall not be rejected for any unlawful reason, including unlawful discrimination on the basis of race, national origin, gender, religion, disability, age, marital status, or veteran status, and including the applicant's legally protected exercise of constitutional or statutory rights.

The District's facilities are designated as nonpublic forums. Accordingly, applications shall not be accepted for:

- a. Uses that may conflict with or that disrupt the District's educational or extracurricular activity programs.
- b. Uses inconsistent with the mission of the District.
- c. Uses that present an unacceptable risk that the conditions of use set forth in this policy will not be adhered to; either due to the nature of the requested use or the character of the group or individuals within the group.
- d. Uses that present an unacceptable risk of damage or unacceptable wear and tear to facilities or equipment.

- e. Uses for outside commercial activities except with approval of the Board; and except for camps and other activities for high school students subject to and consistent with Bylaws of the Nebraska School Activities Association.
- f. Uses that involves gambling or games of chance.
- g. Uses that involves a group or activity which advocates or condones the violent overthrow of the Constitution or of the government.
- h. Personal uses that is inconsistent with or unrelated to the District's mission and its goals.

Applications for use of facilities may be denied based on unsuitability of the date or time of the requested use. Facilities will generally not be available for community use at times when school staff are not available to monitor the Applicant's use, such as on legal holidays; before 7:00 a.m.; after 10:00 p.m. and Sunday mornings prior to Noon.

Applications may be denied based on the determination of the Superintendent or the Superintendent's designee that the Applicant does not have the financial ability or financial responsibility to pay fees or expenses or to reimburse the District for any damages that may be sustained to facilities or equipment or any liability that may be created by the use.

When an Application conflicts with another Application, the Applications will be accepted according to the following priority order:

- a. Events or activities that are designed to service students of the District or which are related to any function of the District, including approved school-community associations and school-affiliated non-profit groups.
- b. Tax-supported agencies such as educational entities or units of city, county or state government.
- c. Nonprofit community agencies such as private educational agencies.
- d. Groups where the majority of the members reside within the District.

For conflicts within each group, priority will be given to the first to submit their Application; provided that the Superintendent or the Superintendent's designee may approve an Application that is not first-filed if the other Applicant's use could be feasibly changed to a non-conflicting time or area.

Applications that are accepted may not be assigned or transferred to another outside group.

Applications that are accepted are subject to cancellation by the Superintendent or the Superintendent's designee. Cancellation will occur in the event the administration reasonably determines:

- a. Any of the reasons for non-acceptance of an application exist.
- b. The Applicant fails to meet any term or condition required prior to the use. This includes but is not limited to failure of the Applicant to pay required fees or deposits or failure to show evidence that any required insurance is in place.
- c. Circumstances make the use unsuitable. This includes but is not limited to:

- i. The condition of the facilities being unsafe. For example, the presence of snow, ice, fallen limbs or other potential hazards that the school would not otherwise clear prior to the activity or event. The Applicant may request that the District clear the hazards such that it may proceed with its activity or event. If the District agrees to do so, the Applicant shall be responsible for all costs incurred by the District in clearing the hazard.
- ii. School staff being unavailable to monitor the use or to provide set-up or clean-up services where the District has accepted responsibility for such.
- iii. The need to use the facilities for a school activity or purpose.

Generally, if school is closed on the date of the Applicant's intended use due to inclement weather or hazardous conditions, the Applicant's use will be cancelled.

The Applicant shall remain responsible for fees or expenses, and any deposit that has been received by the District shall be forfeited and be kept by the District, if cancellation occurs because of the fault of the Applicant. Otherwise, the District will return any deposit that has been received by the District. The District will in no event be responsible for any damages, expenses, or losses incurred by the Applicant or any person arising from the cancellation.

An Applicant may withdraw its Application at any time prior to acceptance. An accepted application may be withdrawn by the Applicant, subject to approval of the Superintendent or the Superintendent's designee. Approval is subject to the conditions that the Applicant has given reasonable advance notice (ordinarily, at least 48 hours) and that the Applicant reimburse the District for any expense the District has incurred.

3. Conditions of Use.

The conditions for use are as follows:

- a. Compliance. Applicant agrees to:
 - i. Comply with all local, state and federal laws, including health and fire codes.
 - ii. Comply with Board policies concerning non-discrimination and the use of school facilities.
 - iii. Comply with reasonable administrative rules related to use of facilities and the requests of school officials related to the Applicant's use of the facility.
- b. Disclaim School Sponsorship. The District does not sponsor or endorse the Applicant or the activity or event conducted by the Applicant. To ensure that the public understands this fact, the Applicant agrees to not make any statements suggesting such sponsorship and to publish statements of non-school sponsorship in such form and manner as the administration may request.
- c. Supervision. Applicant agrees to provide appropriate supervision of the activity or event in all respects, including supervision reasonably necessary to ensure that no

person participating in or attending the activity or event:

- i. Is presented with conditions that pose an unreasonable risk of personal injury or damage to personal property.
- ii. Enters any area of the school facilities that the Applicant has not been given permission to use, or accesses any school records.
- iii. Engages in the use of tobacco, alcohol, or illegal drugs, or is under the influence of alcohol or illegal drugs.
- iv. Possesses a firearm or a weapon.
- v. Engages in disorderly, lewd, or lascivious conduct.
- vi. Engages in any criminal behavior.

Applicant shall remove any person from the activity or event who engages in any of the above listed conduct. Applicant agrees to report to the school administration by the close of the next business day the identity of any person who engaged in any of the above listed conduct and the details of the conduct. If the offending person is a student, the report shall be made immediately.

Applicant agrees to ensure that all persons attending its activity or event are off school grounds at the end of its time of permitted use, except for students or school staff who are authorized to remain for a school-related purpose.

d. Condition of Premises. Applicant agrees to:

- i. Conduct a reasonable inspection of the premises prior to the activity or event to ensure that the premises are safe for the intended use. In the event of any unsafe condition, Applicant shall notify an administrator. In the event the unsafe condition is not corrected prior to the activity or event, the Applicant shall postpone or cancel the activity or event.
- ii. Not use or allow any school equipment to be used without express approval of school administration.
- iii. Not bring or allow others to bring food or beverages on to school grounds without express approval of school administration.
- iv. Not bring or allow others to bring or use any flammable items (including candles or incense) or any volatile chemical or any explosive.
- v. Not use any electrical equipment that has been brought onto the premises without express approval of school administration.
- vi. Not park or allow others to park in fire lanes or reserved spaces or in any manner inconsistent with the school's parking rules.
- vii. Not cause or allow others to cause damage to school facilities or equipment.
 1. In the event damages are sustained, Applicant accepts responsibility for reimbursing the District for the cost of repair or replacement.
 2. Applicant agrees that the school administration's determination that damage was sustained in connection with the Applicant's use, and of the cost of repair or replacement, is controlling.
 3. Applicant shall immediately report to the school administration any damage to school facilities or equipment that occurs during the

Applicant's use of school facilities that may present a risk of injury to students or any subsequent users. Any other damage shall be reported by the close of the next business day.

- viii. Return the facilities in as good a condition as it was prior to use. This includes, without limitation, cleaning, removal of trash, and returning tables and chairs and other school property to their proper location. The clean-up shall be promptly completed. In the event the District provides the clean-up service, Applicant agrees to reimburse the District for the cost of such clean-up.
- ix. Remove any property brought in by the Applicant and by any person attending the activity or event. The District is not responsible for any personal property that is left on the premises.

e. Financial Responsibility. Applicant agrees to:

- i. Procure, at its own expense, a Comprehensive General Liability insurance policy naming the District as an additional insured. This policy shall be written with a minimum of \$1,000,000 Combined Single Limit per occurrence. A Certificate of Insurance evidencing coverage must be submitted prior to the Applicant's use.
- ii. The insurance requirement is subject to waiver by the Superintendent or the Superintendent's designee only in circumstances where the intended use presents very little potential for injury or damage and the activity or event is designed to serve the District's students or staff.
- iii. Indemnify and hold the District, the Board, school employees and agents of the District harmless from any and all claims, demands, causes of action, or lawsuits for any death or personal injury or damage to property sustained during, caused by or arising out of the Applicant's use of school facilities.

4. Fees for Use.

The Superintendent or Superintendent's designee may establish a daily use fee schedule that establishes rates for specific parts of the school facilities (that is, kitchen, auditorium, gymnasium, athletic field, classrooms, meeting rooms). The rates shall be reviewed on a periodic basis.

The fee schedule shall be applied evenly to all Applicants, with two exceptions:

- a. A different fee may be assessed where the Superintendent or Superintendent's designee reasonably determines that the Applicant's use will require staff time or cause direct costs different than those used in establishing the fee schedule.
- b. A fee waiver or reduced fee rate shall be given for use where the activity or event is designed to serve students of the District or children; such as approved school-community associations and school-affiliated non-profit groups and summertime sports leagues, sports camps, etc., that are subject to NSAA regulations.

5. Use Consistent with NSAA Bylaws.

Use of school facilities for activities that are subject to the Bylaws of the Nebraska School Activities Association (NSAA) shall be permitted subject to and in accordance with the NSAA Bylaws. Such use shall be consistent with this policy for non-school groups. Examples of acceptable use of school facilities for activities are:

- a. Summer Leagues. There must be evidence that the organization or individual conducting the league has rented or leased the facility (for example, via an Application for Use) to prove the school is not involved in its sponsorship or funding.
- b. Commercial Sport Camps/Clinics. School facilities for use by individuals, including the District's own coaches or other organizations for commercial camps/clinics or schools. Camps conducted by high school coaches shall be publicized as open to all area individuals wishing to attend and not limited to students from the coach's high school.
- c. All-Star competition that involves graduated seniors.
- d. Competitive meets and contests sponsored by non-school groups.
- e. Facilities approved under the above stipulations include: gymnasiums, tracks, swimming pools, tennis courts, athletic playing fields, and baseball and softball diamonds.

Date of Adoption: [Insert Date]

Elementary Handbook

Changes for 2025/2026

1. Dates, names, titles, assignments, addresses, and page numbers will be updated accordingly as will any referenced BOE Policies as previously approved by the Board of Education.
2. Update Notification of Rights Under FERPA (policy 5202) (p.1).
3. Update signing a child in and out of school (p.7)
4. Add information on Zonar badge system under busing-transportation (p.8)
5. Update Dress Code information (p.13)
6. Update cell phone policy p. 14
7. Update current policies in appendices including 5001(Admission Requirements and attachments), 5008 (student attendance), 5101(student discipline), 5401 (Grievances), 5406 (Search and Seizure), 1210 (Title IX),

JOHNSON CROSSING ACADEMIC CENTER STUDENT-PARENT HANDBOOK CHANGES FOR 2025-2026

1. Changed dates on first page of handbook
2. Updated **TABLE OF CONTENTS**
3. Updated **IMPORTANT NUMBERS AND CONTACTS, SCHOOL DISTRICT LEADERSHIP** (Page 1)
4. Updated **MAIN OFFICE HOURS, DAILY SCHEDULE, Fremont Expanded Learning Program, SCHOOL CALENDAR, SIGNING A CHILD IN AND OUT OF SCHOOL** (Page 2)
5. Updated **MAKEUP WORK FOR ATTENDANCE, BOOK BAGS AND OTHER ITEMS** (Page 5)
6. Updated **SMOKING** and **VISITORS** (Page 6)
7. Added Zonar language to **STUDENT BEHAVIOR EXPECTATIONS ON SCHOOL PROVIDED TRANSPORTATION** (Page 8)
8. Changed/Updated **STUDENT DISCIPLINE, Fremont Board Policy No. 5101, 52B/52B.1d** (Page 9-16)
9. Changed/Updated **OFFICE DETENTIONS** (Page 17)
10. Changed/Updated **GRADING POLICY** (Page 19)
11. Changed/Updated **BEHAVIORAL HEALTH POINT OF CONTACT** and **MEDIA CENTER** information (Page 20)
12. Changed/Updated **DIRECTORY INFORMATION/FERPA** Policy (Page 22)
13. Changed/Updated **ACTIVITIES AND ATHLETICS** and **PHYSICAL EDUCATION** (Page 25)
14. Updated dates on **CERTIFICATION** (Page 28)
15. Replaced Policy 51A.3 with Policy 5418 – Homeless Students in the **APPENDIX** (Page 39)
16. Upon approval by the Board of Education at 7/14/25 meeting, will add Policy No. 6113 – Electronic Communication Devices and Cell Phones to **APPENDIX** (Page 40)
17. Updated/Replaced **APPENDIX** Policy 53C.2 – **STUDENT ATTIRE AND GROOMING** - is now part of Policy 5101 (Page 48)
18. Updated dates on **CHROMEBOOK TERMS OF USE AGREEMENT** and on **JOHNSON CROSSING ACADEMIC CENTER STUDENT-PARENT HANDBOOK ACKNOWLEDGMENT** (Page 60-62)

Fremont Middle School Student Handbook

Changes for 2025-2026

1. Changed/Updated the first page of the handbook, **and TABLE OF CONTENTS.**
2. Changed/Updated ADMINISTRATION AND GUIDANCE. (Page 1)
3. Changed/Updated SCHOOL DISTRICT LEADERSHIP (Page 1)
4. Changed/Updated DAILY SCHEDULE, SCHOOL CALENDAR –. (Page 2)
5. Added Zonar language to Student Behavior Expectations/Transportation (Page 10)
6. Changed/Updated Student Appearance (Page 16)
7. Changed/Updated Directory Information (Page 25)
8. Changed/Updated Homeless Students – Fremont Board Policy No. 5418 (Page 46)
9. Added Students/Student Records – Fremont Board Policy No. 5202 (Page 53)
10. Added Notification of Rights under FERPA – Fremont Board Policy No. 5202Z (Page 54)
11. Added Association Activities – Fremont Board Policy 5301 (Page 55)
12. Added Identification of Learners with High Ability – Fremont Board Policy 5414 (Page 55)
13. Changed/Updated Search and Seizure – Fremont Board Policy 5406 (Page 60)
14. Electronic procedures will be changed to match what is approved by the Board of Education at July meeting (Page 61)

Fremont High School

Student-Parent Handbook Changes

2025 – 2026

1. Updated the **Notice of Non-discrimination** information to match the district policy 4003a.
2. Updated the **FHS Activities Calendar** with the activities for 2025-2026 school year.
3. Included information regarding consent for Methodist Fremont Health and its licensed providers/athletic trainers to evaluate and treat athletes on the **Student-Parent Handbook Acknowledgement Form**.
4. Updated **Academic Honors** section to reflect the leveled diplomas starting with the class of 2026 and the elimination of past graduation diploma honors.
5. Updated the **Dress Code** information to reflect the updated student discipline policy.
6. Updated the **FHS Family Connection and Student Registration** dates.
7. Updated the **School Nurse** section to include guidelines on when a student should return to school after being sick/experiencing symptoms.
8. Added **Searches** as a topic and updated it with search and seizure information to reflect the new/updated district policy 5406.
9. Added **Association Activities** information to match the new district policy 5301.
10. Updated **Admission Requirements** to reflect the replaced board policy 5001.
11. Added new **Behavioral Intervention and Classroom Management** information to match the new board policy 6931.
12. Updated the **Search and Seizure** information to align with district policy 5406.
13. Updated the **Student Discipline** policy information to include updates.
14. Replaced parental rights information with notification of rights under FERPA information and added **Student Records** information to match district policy 5202.
15. Added the **Anti-bullying** district policy 5415 53C.1a.
16. Added the new 1200 - **Anti-discrimination** district policy.
17. Replaced harassment/bullying information with the updated **Anti-discrimination, Anti-harassment, Anti-retaliation** information from district policy 5401.
18. Added information on **School Buses** about the new bus identification badges that will be required for all FPS students who ride school buses.
19. Updated the **Electronic Communications Devices and Cell Phone** policy 6113 with the new policy language and updated implementation procedures.

Pathfinder Program Student-Parent Handbook Changes for 2024 – 2025

1. Dates, names, titles, assignments, addresses, and page numbers will be updated accordingly as will any referenced BOE Policies as previously approved by the Board of Education.
2. Update Notification of Rights Under **FERPA** (policy 5202) (p.1).
3. Update **signing a child in and out** of school (p.7)
4. Add information on **Zonar badge system** under busing-transportation (p.8)
5. Update **Dress Code** information (p. 13)
6. Update **cell phone** policy (p. 14)

Young Adult Program Student-Parent Handbook Changes 2025-2026

1. Dates, names, titles, assignments, addresses, and page numbers will be updated accordingly as will any referenced BOE Policies as previously approved by the Board of Education.
2. Updated the **School Nurse** section to include guidelines on when a student should return to school after being sick/experiencing symptoms.
3. Add information on **Zonar badge system** under busing-transportation

Learning Center Handbook 2025-2026 updates:

- Updated daily schedule to contain updated break procedures.
- Updated the Electronic Communications Devices and Cell Phone policy 6113 with the new policy language and updated implementation procedures.

July 14, 2025

Board of Education Members,

Fremont High School would like to request an early dismissal of 1:15 p.m. on Wednesday, March 25, 2026 to coincide with building-wide ACT/PreACT testing. On March 25, 2026, Fremont High School staff will be administering the state-mandated ACT to all juniors. Also on that day, the PreACT will be given to all 9th- and 10th-grade students. Twelfth-graders will be dismissed for the day. Traditionally, this has been an early dismissal day for Fremont High School.

The ACT is required by the State of Nebraska for all students in the 3rd-year cohort, typically juniors, and is an extremely important measure of academic success. The ACT reading, mathematics, science, social science and writing assessments administered on this day will be used to assess the academic progress of our students and will compare the performance of students in the Fremont Public Schools with students across the state of Nebraska. The ACT may also be an entrance exam for students who wish to attend a two- or four-year college or university and success on this test can lead to college entrance and scholarship opportunities.

The PreACT will be administered to all Fremont High School 9th- and 10th-grade students on the same day. This test is a preview of the actual ACT that these students will be taking throughout the next couple of years and that all of our students will take as juniors. This test allows Fremont High School 9th- and 10th-grade students to be exposed to the rigor of the ACT and to have a greater insight into any academic areas on which they need to focus improvement.

The format that will be used is as follows:

Grade	Activity	Schedule
9th Grade	PreACT Test	7:50 a.m. - 1:15 p.m.
10th Grade	PreACT Test	7:50 a.m. - 1:15 p.m.
11th Grade	ACT Test	7:50 a.m. - 1:15 p.m.
12th Grade	College Visits/Scholarship Applications	NO SCHOOL

***Testing students will be served both breakfast and lunch on this day.**

Time after dismissal will be used by teachers to further work on the FHS Continuous Improvement Process and department curriculum goals. This will be a continuation of work from previous professional learning days at Fremont High School, and this time will allow for further development and implementation of FPS Playbook instructional strategies. In addition, students will be allowed to stay in the building to get academic assistance or catch up on missing work.

Sincerely,
Mr. Myron Sikora
Principal
Fremont High School



FREMONT MIDDLE SCHOOL

540 Johnson Road
Fremont, NE 68025
402-727-3100
(fx) 402-727-3963

Dear Members of the School Board,

Fremont Middle School will be hosting the Fremont Middle School Invitational Track Meet on May 1, 2026. The event is scheduled to begin at 1:00 PM.

To ensure a smooth and successful meet, and to facilitate the participation of students, teachers, and staff, we kindly request that students from JCAC and FMS be dismissed early. We would request that JCAC dismiss at 12:00 PM and FMS dismiss at 12:10 PM on that day. This early dismissal will allow adequate time for students to be picked up, and for our faculty and staff to assist with the organization and running of the event.

Additionally, dismissing students at noon will help alleviate potential traffic congestion associated with the meet, making it more convenient for parents.

We appreciate your consideration of this request and look forward to your support in making this event a success.

Thank you for your attention to this matter.

Sincerely,

Todd Niehaus
Principal
Fremont Middle School

Brent Harrill
Principal
Johnson Crossing Academic Center

FREMONT PUBLIC SCHOOLS

Donation Form

To Be Submitted for Board Approval of Donations

Date 7/9/2025

Building/Organization Receiving Donation Fremont High School

Organization Making Donation Fremont Beef Company

Description of Donation Science Lab Equipment
test tubes, test tube racks, beakers, solution
bottles, etc.

Value of Donation \$ 800.00

Date to be reviewed by Board 7/14/2025

(Required if value over \$500) **Note: 30 days advance notice prior to a school board meeting must be given for this request to be considered.**

Building Principal Myron Sikora

Must have all signatures and form returned before donation may be used for purchase/expenditures.

Executive Director [Signature] date 7/9/25

Superintendent [Signature] date 7-9-25

Director of Information Services _____ date _____
(Needed when project has technology implications)



IXL Learning
777 Mariners Island Blvd., Suite 600
San Mateo, CA 94404

QUOTE

QUOTE # 1420139-1
DATE: MAY 28, 2025

TO:
KATE HEINEMAN
Fremont School District 1
130 E 9Th St
Fremont, NE 68025

COMMENTS OR SPECIAL INSTRUCTIONS

Discount applied for ESSA study to year one of the purchase. The first year purchase will be split into two payments. Payment one (\$85,609) will occur in July/August of 2025 and the second payment (\$85,609) will be paid in September/October 2025.

SALESPERSON	TERMS	SUBSCRIPTION DURATION	QUOTE VALID UNTIL
John Strohm		July 1, 2025 - June 30, 2030	June 27, 2025

SUBSCRIPTIONS	QUANTITY	LIST UNIT PRICE	NET PRICE
IXL site license (Grades K-12) Subjects: Math and ELA	4000	\$93.75	\$375,000.00
Manager \$			-\$16,281.00
		Total List Price	\$375,000.00
		Savings	\$16,281.00
		Total Net Price	\$358,719.00

TOTALS	
Total Subscriptions List Price	\$375,000.00
Total Savings	\$16,281.00
Grand Total	\$358,719.00

**SALES CONTRACT**

CONTRACT #1420139-1

May 28, 2025

IXL Learning
777 Mariners Island Blvd., Suite 600
San Mateo, CA 94404

CUSTOMER

KATE HEINEMAN
Fremont School District 1
130 E 9Th St
Fremont, NE 68025

SUBSCRIPTION INFO

Salesperson	Quote #	Subscription duration
John Strohm	1420139-1	July 1, 2025 - June 30, 2030

PAYMENT PLAN

	Amount	Invoice date
Installment 1	\$171,219 (48%)	July 15, 2025
Installment 2	\$93,750 (26%)	July 15, 2026
Installment 3	\$93,750 (26%)	July 15, 2027
TOTAL	\$358,719	

Price valid until June 27, 2025

COMMENTS OR SPECIAL INSTRUCTIONS

Discount applied for ESSA study to year one of the purchase. The first year purchase will be split into two payments. Payment one (\$85,609) will occur in July/August of 2025 and the second payment (\$85,609) will be paid in September/October 2025.

ACCEPTANCE OF SALES CONTRACT

This is a binding agreement of payment between IXL Learning and the Purchaser. Your signature indicates that you have received, reviewed, and accepted the attached Terms and Conditions of Sale and that you agree to pay the full license price listed above within 60 days of the invoice date. Without a signature, your order may not be processed.

Acknowledged and agreed to:

AUTHORIZED SIGNATURE

DATE

Certified Employee Handbook

Changes for 2025/2026

1. Dates, names, titles, addresses, and page numbers will be updated accordingly as will any referenced BOE Policies as previously approved by the Board of Education.
2. Update statement of Non-discrimination to updated policy 5401 (p.5)
3. Update absences to have prior approval for unpaid leave (p. 6)
4. Update Dress to include Foundation Donation(p. 11)
5. Update drug free work place policy 4009 (p.11)
6. Update key fob information (p.14)
7. Update Non-discrimination policy (p.15)
8. Update Title IX - Notice of Non-discrimination (p.22)
9. Update use of building to include policy 1100 (p.23)
10. Update policies in appendices.

Classified Employee Handbook

Changes for 2025/2026

1. Dates, names, titles, assignments, addresses, and page numbers will be updated accordingly as will any referenced BOE Policies as previously approved by the Board of Education.
2. Update statement of Non-discrimination to updated policy 5401 (p.5)
3. Added Reasonable Assurance Statement (p.7)
4. Updated Attire Statement (p.7)
5. Updated Inclement Weather (p.15)
6. Key Fobs (p.27)
7. Update appendices to current wage schedules and updated policies.

Substitute Teacher Handbook

Changes for 2025/2026

1. Dates, names, titles, addresses, and page numbers will be updated accordingly as will any referenced BOE Policies as previously approved by the Board of Education.
2. Update statement of Non-discrimination to updated policy 5401
3. Update Nebraska Department of Education Requirements (p.5)
4. Under **PAYROLL PROCEDURES FOR SUBSTITUTE TEACHERS** daily rate for long term substitute updated to \$230.03 (p.8)
5. Update Appendices



FREMONT PUBLIC SCHOOLS

Mandated Training & Professional Development 2025-26

BOE Policy 4141

Mandated Training - times determined locally

- Dating violence - Provided through Safe-Schools
 - (34 minutes)
 - State Statute 79-2,141
- Behavioral awareness points of contact - Embedded in staff meetings shared by building administrators
 - (5-10 minutes)
 - State Statute 79-3603
- Behavioral awareness
 - FPS MTSS Tier 1 Building Level
 - CPI Training - Identified personnel 2025-2026
 - Coordinating with the ESU CC as per State Statute 79-3602 for full staff online training implementation by 2026-2027
- Behavioral intervention, behavioral management, classroom management and student removal
 - CPI Training also covers Seclusion & Restraint Training - Identified personnel 2025-2026
 - Coordinating with the ESU CC as per State Statute 79-3602 for full staff online training implementation by 2026-2027 as per state statute 79-262.01

Additional State and Federal Mandated Trainings

- *Concussion training (must be approved by the chief medical officer)
 - Sections 71-9101 to 71-9106
- Driver Qualification and Operational Procedures
 - Required to be a Pupil Transportation Driver, Title 92, Chapter 91
- English Learner
 - Required by Rule 15
 - Provided internally with NDE support
- Seizure Safe Schools Act
 - Statutes 79-3203 & 79-3204
 - Identified employee(s) per building
- SRO Training
 - Statute 79-2704 / LB1377
 - Identified personnel
- Statewide Assessment Administration Training
 - Required as a part of state assessment security agreements for everyone administering state assessments
 - Provided by NDE, delivered at the building levels
- *Suicide awareness and behavioral and mental health training
 - Developed by organizations designated in section 79-2,146
 - Provided through Safe Schools from approved NDE List
- *Threat assessment team training
 - Section 79-3105
 - Provided by NDE

*Required training, length determined by statute identified group or organization



FREMONT PUBLIC SCHOOLS

FPS Professional Development 2025-2026

- 2025-2026 Building Level Continuous Improvement Plans
- Buildings choose strategies to address their identified areas of need
- Strategies include, but are not limited to:
 - Instructional Playbook
 - Sheltered Instruction Observation Protocol (SIOP)
 - Science of Reading & Secondary Foundations of Literacy
 - Inquiry Based Strategies & Learning
 - Inclusive Strategies for all Learners
 - Technology Integration and Use for Learning
- FERPA Training (Safe Schools)
- Title IX Training (Safe Schools)



Questions?



FREMONT PUBLIC SCHOOLS



FREMONT PUBLIC SCHOOLS

Main Street Education & Administration Center
130 East 9th Street
Fremont, NE 68025
402-727-3000

Tuition Rates for 2025-2026

2023-2024 ADM Cost	\$13,067
Growth Rate	1.03
2025-2026 K-12 Tuition Rate	\$13,459
2023-2024 SPED Tuition Rate	\$34,642
Growth Rate	1.03
2025-2026 SPED Tuition Rate	\$35,681*

*Actual tuition would be determined based on level of programming required by IEP.

Respectfully submitted,

Dr. Chris Loofe
Assistant Superintendent
Fremont Public Schools

July 8, 2025