

**Regular Board Meeting**  
**Bloomfield Community Schools - Board of Education**  
**Monday, January 13, 2025/6:00 PM**

**High School, Room 14, 311 E. Benton Street, Bloomfield, NE 68718**

*The purpose of this meeting is to conduct the business of the district. This is a Working Meeting of the BOE, open to the public. There will be no action and no closed session.*

**1. Opening the Meeting**

1.a. Call to Order: A call to order indicates the beginning of the meeting.

1.a.i. Nebraska Open Meetings Law: The Nebraska Open Meetings Act guarantees that every public body meeting shall be open to the public so that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies. A copy of the Open Meetings Act poster is next to the Promethean Board near the file cabinets. Board members and visitors are welcome to review it at any time. They may also access the poster by opening the link noted in the agenda.

1.a.ii. Publication of Meeting: As identified by the NE Open Meetings Act, a public notice announces the time, date, and place of a public meeting. The public has the right to attend meetings of public bodies, listen to debate(s), and watch the decision-making process. The publication of this Bloomfield Board of Education meeting met all these requirements.

1.b. Board Member Roll Call: Roll call, a fundamental process in meetings, holds crucial importance when it comes to determining the presence of a quorum. A quorum refers to the minimum number of participants required for a meeting to be considered valid and for the decisions made within it to hold weight.

1.c. Oath of Office

1.d. Code of Conduct

1.e. Board Member Conflict of Interest Statues Poicy 8150

1.e.i. Signing of Conflict of Interest Statement

1.f. 2025 Calendar of BOE Meetings

1.g. Organizational Meeting of the Bloomfield School District Board of Education

Policy 8130 - An organizational meeting of the Bloomfield School District Board of Education shall be held on or before the third Monday of January of each year to seat any new members and elect officers.

1.g.i. Elections:

1.g.i.1. President

1.g.i.2. Vice President

1.g.i.3. Treasurer - Serves as the Oversight and Third Party Signature on all accounts

1.g.i.4. Secretary

1.g.ii. Approval of Committees, Position, and Designations

1.g.ii.1. Recording Secretary of the BOE

- 1.g.ii.2. Legal Counsel
- 1.g.ii.3. District Auditor
- 1.g.ii.4. Depository Bank(s)
- 1.g.ii.5. District newspaper(s) of record
- 1.g.ii.6. Committee on Negotiations
- 1.g.ii.7. Committee on American Civics

1.g.iii. Approval of current Board Policies and Regulations

1.g.iv. Designate the Current Plan for the Review of POE Policies

1.h. Pledge of Allegiance:

1.i. District Mission Statement:

**Vision: Building Excellence Encouraging Success - Honesty, Community, Relationships**  
(This is also on our pins of Excellence.)

**Mission:** Bloomfield Community Schools will empower students to become responsible citizens  
in a safe and secure educational environment

**CIP Goal:** All students will show growth in their identified content area of need and/or maintain achievement at the 85%ile or above.

2. **Approval of Agenda** A meeting agenda helps you and your colleagues prepare for a meeting and guide yourselves through the items you need to discuss. Time spent in planning an agenda will likely save time for all meeting participants by providing a clear set of topics, objectives, and time frames.
3. **Celebration of Excellence** (Staff & Students) - Mrs. Shelia Lange, Elementary & High School Music, Band, and Choir Programs The *Celebration of Excellence* recognizes students, teachers, staff, and others at Bloomfield Community Schools who bring the District's Mission Statement to life through action, notoriety, greatness, accomplishment, and a host of other descriptors of their contribution to the district's culture and well-being.
4. **Consent Agenda** A consent agenda groups routine meeting discussion points into a single agenda item. Thus, the grouped items can be approved in one action rather than through the filing of multiple motions. The Consent Agenda includes the recent minutes of all BOE meetings and the current Financial/Business Reports.
5. **Action Items** An action item is a single, clearly defined task that must be done.
  - 5.a. Negotiated Agreement 2025-26 Recognizing that there was a miscalculation in the Benefit Totals column in the SPARQ software that did not allow for the 5% EHA discount to which the District is privy, and to adjust the Base Salary to avoid playing "catch up" with array and area districts so that the District can remain competitive, attract applicants, and to, in good faith, honor the current certified employees, it was unanimously decided by the BEA/BOE Negotiation Teams that the base salary for 2025-26 would be adjusted to \$40,000, a \$1,200 increase over the 2024-25 base of \$38,800.  
Details of this meeting can be read in the LINK provided below.
  - 5.b. Approval, Disapproval, Further Action as to the BOE \_Policies numbered in the 6000s

5.c. Resignation(s)

5.c.i. Elementary Secretary Mrs. Koertje has submitted her formal resignation as Elementary Secretary effective March 31, 2025. This early notice will allow the district to advertise, fill the position and train a new secretary with Mrs. Koertje's assistance. We thank her for her service. Her letter is attached.

5.c.ii. Asst Volleyball Coach Brittany Smith has resigned her Asst VB coaching position for the 2025-26 school year. Her letter is attached.

6. **Informational/Discussion Items** Informational/Discussion Items - Items intended only to provide information to the Board and require no action; this includes communication items. Informational items can be scheduled during Regular, Special, or Committee of the Whole meetings.

6.a. Administrative and Leadership Team Reports Meeting Report: A more relaxed and user-friendly summary, focusing on main points and decisions, making it easier to digest and understand.

6.a.i. Superintendent

6.a.ii. Supplemental Admin/Leadership Reports: Principals, SPED, Guidance, Activities, Technology, Building & Grounds, Transportation

6.b. Award of Excellence Discussion The Award of Excellence given by the BOE is an important recognition of achievement or outstanding notice outside our district boundaries.

Each Fall and Spring, the District conducts extracurricular and academic activity recognition programs for our students, teachers, and staff. These are our local recognition platforms.

When our "people" are being recognized with honors/recognition beyond the District level, is it appropriate to bestow an Award of Excellence pin?

7. **Public Comment** The purpose of the public comment period is for members of the public to inform the governing body of their views.

8. **Closed Session** The Board of Education may move into a closed session by a majority vote if necessary to protect the public interest or prevent needless injury to an individual's reputation.

9. **Adjournment** A motion to adjourn is a formal procedure that ends a meeting. If there is any unfinished business at the time of adjournment, it is typically carried over to the next meeting. Prior to the motion to adjourn, the chair should be sure that no important matters have gone unnoticed.

# NEBRASKA OPEN MEETINGS ACT

**84-1407. Act, how cited.** Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

**84-1408. Declaration of intent; meetings open to public.** It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret.

Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

**84-1409. Terms, defined.** For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

**84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.**

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

(a) Strategy sessions with respect to collective bargaining, real estate purchases, 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;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1) (a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

**84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.**

(1) Until January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website.

(ii) In the case of the governing body of a city of the second class or village or such body's advisory committee or the governing body of a rural or suburban fire protection district, such notice shall be published by:

(A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website; or

(B) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (1) (b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the public body shall (A) post such notice on its website, if available, and (B) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(c) In addition to a method of notice required by subdivision (1)(b) (i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2) Beginning January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (2)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committees, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper.

(ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper;

(B)(I) Posting to the newspaper's website, if available, and (II) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(C)(III) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (2) (b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(3)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (3)(b) of this section are met:

(i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;

(ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;

(iii) The governing body of a public power district having a chartered territory of more than one county in this state;

(iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

(vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

(b) The requirements for holding a meeting by means of virtual conferencing are as follows:

(i) Reasonable advance publicized notice is given as provided in subsections (1) and (2) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

(iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (a) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (b) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, or (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, such organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing.

(4) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(5) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(6) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (5) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(7) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing.

(8)(a) Notwithstanding subsections (3) and (6) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsections (1) and (2) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (5) of this section shall be complied with in conducting such meetings.

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section

84-1413.

(9) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (3)(a) of this section may hold a meeting by virtual conferencing if:

(a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;

(b) No action is taken by the public body at the virtual meeting; and

(c) The public body complies with subdivisions (3)(b)(i) and (ii) of this section.

**84-1412. Meetings of public body; rights of public; public body; powers and duties.**

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

(b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;

(c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and

(f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting.

(8) Public bodies shall make available at the meeting or the in-state location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

**84-1413. Meetings; minutes; roll call vote; secret ballot; when; agenda and minutes; required on website; when.**

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written or kept as an electronic record and shall be available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

**84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.**

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Revised 07/2024

  
**Nebraska Council**  
of School Administrators  
455 South 11<sup>th</sup> Street, Suite A  
Lincoln, NE 68508  
(402) 476-8050  
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## Oath Of Office

Bloomfield Board of Education  
Knox County School District No. 54-0586

I, \_\_\_\_\_, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation for the purpose of evasion; and that I will faithfully and impartially perform the duties of the office of school board member according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in the position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this state by force or violence. So, help me god.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2025

## Oath Of Office

Bloomfield Board of Education  
Knox County School District No. 54-0586

I, **Deborah Wragge**, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation for the purpose of evasion; and that I will faithfully and impartially perform the duties of the office of school board member according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in the position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this state by force or violence. So, help me god.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2025

## Oath Of Office

Bloomfield Board of Education  
Knox County School District No. 54-0586

I, **Dee Bratectic**, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation for the purpose of evasion; and that I will faithfully and impartially perform the duties of the office of school board member according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in the position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this state by force or violence. So, help me god.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2025

## Oath Of Office

Bloomfield Board of Education  
Knox County School District No. 54-0586

I, **Hally Ziegler**, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation for the purpose of evasion; and that I will faithfully and impartially perform the duties of the office of school board member according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in the position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this state by force or violence. So, help me god.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2025

## Oath Of Office

Bloomfield Board of Education  
Knox County School District No. 54-0586

I, **Justin Jindra**, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation for the purpose of evasion; and that I will faithfully and impartially perform the duties of the office of school board member according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in the position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this state by force or violence. So, help me god.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2025

## Oath Of Office

Bloomfield Board of Education  
Knox County School District No. 54-0586

I, **Brady Folck**, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation for the purpose of evasion; and that I will faithfully and impartially perform the duties of the office of school board member according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in the position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this state by force or violence. So, help me god.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2025

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## Oath Of Office

Bloomfield Board of Education  
Knox County School District No. 54-0586

I, **Casey Schmeckpepper**, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation for the purpose of evasion; and that I will faithfully and impartially perform the duties of the office of school board member according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in the position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or this state by force or violence. So, help me god.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2025

<p style="text-align: center;"><b>NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION</b> P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522 <a href="https://nadc.nebraska.gov">https://nadc.nebraska.gov</a></p> <p><del>BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3</del></p>	<h1 style="margin: 0;">POTENTIAL CONFLICT OF INTEREST STATEMENT</h1> <h2 style="margin: 20px 0 0 0;">NADC FORM C-2A</h2>	POSTMARK DATE	
		OFFICE USE ONLY	

- Any public official of any political subdivision must file this form if he or she has a potential conflict of interest. Additionally, any employee of a political subdivision whose annual salary and benefits exceed \$150,000 must file this form if he or she has a potential conflict of interest.  
**Exception:** Public officials required to file a Statement of Financial Interests (Form C-1) should file Form C-2.
- This form should be filed with the person who normally keeps records for the political subdivision. The form may be filed with the Nebraska Accountability and Disclosure Commission to request an opinion from the NADC.
- Persons who fail to disclose a potential conflict of interest or who otherwise do not comply with the law are subject to penalties.

<b>ITEM 1</b>	<b>NAME, ADDRESS AND TELEPHONE NUMBER</b>
Name _____ Telephone No. _____ <small style="display: flex; justify-content: space-around; width: 100%;"> <span>Last</span> <span>First</span> <span>Middle</span> </small>	
Address _____ <small style="display: flex; justify-content: space-between; width: 100%;"> <span>STREET ADDRESS OR RURAL ROUTE</span> <span>City</span> <span>STATE</span> <span>ZIP CODE</span> </small>	

<b>ITEM 2</b>	<b>TITLE, AGENCY, ADDRESS AND PHONE</b>
Your Title _____ Agency _____	
Agency Address _____	
Agency Phone _____	

<b>ITEM 3</b>	<b>DESCRIBE POTENTIAL CONFLICT OF INTEREST IN DETAIL (Use Item 6 Continuation, if necessary)</b>
Date action is to be taken or decision is to be made: _____	
Description of Potential Conflict:	

**ITEM 4 PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT**

You

Member of your Immediate Family: \_\_\_\_\_  
NAME

Business With Which You  
 Are Associated (See Definitions) \_\_\_\_\_  
NAME OF BUSINESS

**ITEM 5 NATURE OF FINANCIAL BENEFIT OR DETRIMENT**

**ITEM 6 CONTINUATION**

\_\_\_\_\_  
(SIGNATURE)

\_\_\_\_\_  
(DATE)

## General Information - Filing Requirements

**I. What is a Potential Conflict of Interest?** - A public official has a potential conflict of interest if he or she is faced with taking an official action or making an official decision which may result in a financial benefit or a financial detriment to the public official; a member of his or her immediate family; or a business with which he or she is associated. The financial effect of the action or decision must be distinguishable from the financial effect on the general public or a broad segment of it.

### II. Who Must File:

- A. Any public official of any political subdivision, who is not required to file a Statement of Financial Interests (Form C-1), must file this form if he or she has a potential conflict of interest. Public officials who are required to file a Form C-1 should instead use Form C-2 if they have a potential conflict of interest.
- B. Any employee of a political subdivision whose annual salary and benefits exceed \$150,000 must file this form if he or she has a conflict of interest.

### III. When and Where to File and Abstention:

- A. This form should be filed as soon as the person holding elective office is aware that he or she may have a potential conflict of interest and prior to the time that the action is to be taken or the decision is to be made.

B. This form should be filed with the person who normally keeps records for the governing body of the political subdivision. For example, the person who keeps records for a city or village may be the city clerk or village clerk. **This form is not required to be filed with the Nebraska Accountability and Disclosure Commission.** However, if the person wants an opinion from the Commission as to whether he or she has an actual conflict of interest, he or she may send a copy of the form to the Commission along with a request for an opinion.

C. The person filing the form should abstain from participating in or voting on the matter in which he or she has a potential conflict of interest or until he or she has been notified by our office that there is no conflict.

**IV. Enforcement** - If a person required to file this form fails to do so, the NADC may find a violation of the Nebraska Political Accountability and Disclosure Act and assess a civil penalty.

**Disclosure of Contractual Interests by Local Officers.** If you are a local elected official disclosing an interest in a contract or an open account in which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

**Disclosure of the Employment of Immediate Family Members.** If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

### Definitions

Immediate family shall mean a child residing in your household, your spouse or an individual claimed by you or your spouse as a dependent for federal income tax purposes.

Business shall mean any corporation, partnership, limited liability company, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint-stock company, receivership, trust, activity, or entity. NOTE: The definition includes for profit and non-profit entities.

Business with which you are associated shall mean a business: (1) of which you are the sole proprietor; (2) or in which you are a partner, director, or officer; (3) or in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

Elective office shall mean a public office filled by an election, except for federal offices. A person who is appointed to fill a vacancy in a public office which is ordinarily elective holds an elective office.

Person means a business, individual, proprietorship, firm partnership, joint venture, syndicate, business trust, labor organization, company, corporation, association, committee, or any other organization or group of persons acting jointly.

Statutory Authority: Section 49-1499.03 Revised Statutes of Nebraska.

2025	Month	Date	Type of Meeting	Time
	January	1/6/2025	Special/COW	6:15 & 6:30 PM
		1/13/2025	Regular	6:00 PM
	February	2/3/2025	COW/Special	6:00 PM
		2/10/2025	Regular	6:00 PM
	March	3/3/2025	COW/Special	6:30 PM
		3/17/2025	Regular	6:30 PM
	April	4/7/2025	COW/Special	6:30 PM
		Easter Monday, 4/21/25	Regular	6:30 PM
	May	5/5/2025	COW/Special	6:30 PM
		5/19/2025	Regular	6:30 PM
	June	6/2/2025	COW/Special	6:30 PM
		6/16/2025	Regular	6:30 PM
	July	7/7/2025	COW/Special	6:30 PM
		7/21/2025	Regular	6:30 PM
	August	8/4/2025	COW/Special	6:30 PM
		8/18/2025	Regular	6:30 PM
	September	Labor Day??? 9/1/2025	COW/Special	6:30 PM
		9/15/2025	Regular	6:30 PM
	October	10/6/2025	COW/Special	6:30 PM
		10/20/2025	Regular	6:30 PM
	November	11/3/2025	COW/Special	6:30 PM
		11/17/2025	Regular	6:30 PM
	December	12/1/2025	COW/Special	6:30 PM
		12/15/2025	Regular	6:30 PM

**December 16, 2024**  
**Regular Meeting Board of Education**  
**6:30 PM**

The Board of Education District 54-0586, Bloomfield Community Schools, met in Regular Session on December 16, 2024 in High School, Room 14. Dee Bratetic: Present, Jason Hefner: Present, Justin Jindra: Present, Jessica Loseke: Present, Deb Wragge: Present, Hally Ziegler: Present.

Motion by Hally Ziegler, seconded by Jessica Loseke, to approve the agenda for the Dec. 16th meeting. Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Jason Hefner and Jessica Loseke were honored for their years of service to the Bloomfield Community Schools Board of Education. Jason has served on the board for 16 years and Jessica for 4 years.

Motion by Hally Ziegler, seconded by Justin Jindra, to approve the Meeting Minutes and the Financial/Business Reports as presented.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

201519	AT&T	172.92
44520	Access Elevator & Lifts Inc.	8,333.40
44521	Amazon Business	255.11
44522	Amazon Business	27.31
44523	A-OX Welding Supply Co., Inc	42.05
44524	Arts Garbage Service	889.75
44525	AT&T	126.03
44526	Black Hills Energy	4,784.41
44527	Bloomfield Auto Parts	164.83
44528	Bloomfield Tire & Oil, LLC	620.00
44529	Blue Cross/Blue Shield	902.75
44530	Carhart Lumber Co	480.20
44531	Cedar County Clerk	10.50
44532	City Of Bloomfield, Nebraska	914.08
44533	Classroom Complete Press	191.00
44534	Cornhusker International	67.30
44535	Dana F Cole & Company, LLP	15,250.00
44536	Doering Trenching & Plumbing	50.00
44537	E.S.U. ONE	7,778.00
44538	Eakes Office Solutions	642.50
44539	Egan Supply Company	877.88
44540	Farmer's Pride/Battle Creek Coop	2,397.32
44541	Filter Shop	1,336.88
44542	First National Bank of Omaha	1,382.15
44543	First National Bank of Omaha	460.93
44544	First National Bank of Omaha	100.53

44545	First National Bank of Omaha	197.94
44546	First National bank of Omaha	10.99
44547	First National Bank of Omaha	1,339.09
44548	First National Bank Omaha	322.15
44549	First National Bank Omaha	727.00
44550	Craig Frerichs	470.00
44551	Great Plains Communications	727.05
44552	Hartington-Newcastle School	2,903.17
44553	Heartland Counseling Services Inc.	1,056.00
44554	Hefner Hardware	1,476.76
44555	Hometown Leasing	341.72
44556	John Deere Financial	179.82
44557	JourneyEd.com, Inc. dba Academic Superstore	1,640.88
44558	Justice Fire & Safety	374.00
44559	L & E LLC - Country Market	1,488.62
44560	Lincoln Marriott Cornhusker	915.00
44561	NCSA	200.00
44562	Nebraska Assoc School Boards	1,542.00
44563	Nebraska Public Power District	3,310.03
44564	Nebraska/Central Equipment	257.64
44565	Norfolk Daily News	10.29
44566	Northstar Services	3,690.00
44567	Olson's Pest Technicians Inc	99.00
44568	One Source	33.45
44569	Petty Cash	177.38
44570	Pitzer Digital	129.39
44571	Pomp's Tire Service, Inc	610.20
44572	Truck Center Companies	254.80
44573	Eakes Office Solutions	33.54
44574	Farmers & Merchants	15,000.00
44575	Royal Sport Shop	67.20
44576 - 44588	Dec. Payroll	379,277.80

Motion by Jason Hefner, seconded by Hally Ziegler, to adopt revised Policy 3132 upon first reading and waive the second and third readings.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Jason Hefner, seconded by Hally Ziegler, to approve the 5000's (Student section) of the BCS Policy Book as reviewed and revised as recommended by Administration and waive the second and third readings. These policies will become effective immediately.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Jason Hefner, seconded by Jessica Loseke, to accept the 2023-24 financial audit of the Bloomfield Community Schools as conducted by Dana F. Cole and Company, LLP.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Jason Hefner, seconded by Hally Ziegler, to recognize and accept the request of Todd Strom, Supt. of Bloomfield Community Schools, to extend his contract to include the school year 2026-27.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

The Annual Financial Literacy Status Report to the Board was presented by Mrs. Abbenhaus. The curriculum, course sequence and number of students completing financial literacy courses, was discussed. The Annual Written Report to the School Board was given by Mr. Strom. Our AQuESST classification, assessment results, school demographics and staffing were analyzed and discussed by the board.

There was no public comment.

Motion by Justin Jindra, seconded by Dee Bratetic, to move into a closed session at 8:29 p.m. for the protection of the public interest.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Hally Ziegler, seconded by Justin Jindra, to come out of a closed session at 8:53 p.m. for the protection of the public interest.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Dee Bratetic, seconded by Hally Ziegler, to adjourn the Regular Meeting of the Bloomfield Community Schools Board of Education at 8:55 p.m.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

**January 6, 2025**  
**Special Meeting Board of Education**  
**6:15 PM**

The Board of Education District 54-0586, Bloomfield Community Schools, met in Special Session on January 6, 2025 in High School, Room 14. Dee Bratetic: Present, Jason Hefner: Present, Justin Jindra: Present, Jessica Loseke: Present, Deb Wragge: Absent, Hally Ziegler: Present.

Motion by Jindra, seconded by Hefner to excuse the absence of Deb Wragge. Aye: Jindra, Loseke, Hefner, Ziegler and Bratetic.

Motion by Jason Hefner, seconded by Justin Jindra, to approve the agenda as presented for the Special Meeting of the BOE.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Absent, Hally Ziegler: Yea Motion: Carried

Deb arrived at 6:21 p.m.

Motion by Hally Ziegler, seconded by Jessica Loseke, to approve the 2025-26 Negotiated Agreement as agreed upon and presented by the BEA and the BOE Negotiation Teams.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Dee Bratetic, seconded by Hally Ziegler, to adjourn this Special Meeting of the Bloomfield Community Schools Board of Education at 6:40 p.m.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

**January 6, 2025**  
**Committee Meeting Board of Education**  
**6:30 PM**

The Board of Education District 54-0586, Bloomfield Community Schools, met in Committee Session on January 6, 2025 in High School, Room 14. Dee Bratetic: Present, Jason Hefner: Present, Justin Jindra: Present, Jessica Loseke: Present, Deb Wragge: Present, Hally Ziegler: Present.

Motion by Hally Ziegler, seconded by Justin Jindra, to approve the agenda as presented for this COW Meeting of the BOE.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Board members were asked their preference for voting at the reorganizational meeting. It was decided that they would vote by voice. Deb Wragge will be attending the Legislative Issues Conference. The administrative team along with Deb Wragge will be attending the NRCSA conference. Administrative and leadership reports were given. The Board reviewed the 6000 categories of the policy manual. If updates are acceptable, this will be an action item at the Jan. 13th meeting. The 3000 categories will be reviewed at the February meeting. There was no public comment.

Motion by Hally Ziegler, seconded by Jason Hefner, to adjourn this COW Meeting of the Bloomfield Community Schools Board of Education at 8:46 p.m.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

**Bloomfield Community Schools Monthly Financial Report**

Reconciled Cash Balances (December)		
FUND	2023-2024	2024-2025
General	\$310,500	\$121,521
Depreciation	\$66,905	\$15,471
Employee Benefit	\$70,344	\$71,299
Activity	\$283,315	\$248,894
Lunch	\$71,315	\$12,815
Cooperative	\$191,141	\$176,979
Building	\$603,870	\$376,769
QCPUF	\$73,857	\$146,068
<b>FUNDS TOTAL</b>		

General Fund Expenses for December		
	2023-2024	2024-2025
GF Bills Payable	\$69,482	\$87,843
GF Payroll	\$357,433	\$379,278
<b>Total</b>	<b>\$426,915</b>	<b>\$467,121</b>

General Fund Receipts for December		
	2023-2024	2024-2025
Beginning Cash		\$139,623.00
State Aid		\$252,783.00
Other		\$180,136.00
Knox County		\$15,665.00
Cedar County		\$385.00
From Lunch		\$12,364.00
To Lunch		\$15,000.00
<b>Total</b>		<b>\$476,233.00</b>

2024-25 Budget		
FUND	Budget	Through Dec
General	\$5,767,877	\$1,927,587
Depreciation	\$166,854	\$166,854
Employee Benefit	\$70,492	\$70,492
Activity	\$606,795	\$121,502
Nutrition	\$326,514	\$131,737
Building	\$705,862	\$34,219
QCPUF	\$138,812	\$138,812
Cooperative	\$185,985	\$185,985
Student Fee	\$1,100	\$1,100
<b>FUNDS TOTAL</b>	<b>\$7,970,291</b>	

GENERAL FUND			
REVENUE			
MONTH	2022-2023	2023-2024	2024-2025
September		\$757,730	\$767,900
October		\$195,805	\$306,279
November		\$307,103	\$120,701
December		\$420,057	\$461,469
January		\$554,574	
February		\$783,905	
March		\$168,923	
April		\$606,428	
May		\$1,337,153	
June		\$257,722	
July		\$76,751	
August		\$68,434	
<b>Running Total</b>			
EXPENSES			
MONTH	2022-2023	2023-2024	2024-2025
September		\$427,858	\$422,021
October		\$407,262	\$535,995
November		\$559,975	\$475,907
December		\$426,916	\$467,121
January		\$368,978	
February		\$388,288	
March		\$438,936	
April		\$441,680	
May		\$464,121	
June		\$419,082	
July		\$415,524	
August		\$504,234	
<b>Month Total</b>			
<b>Running Total</b>			
<b>Annual budget</b>			
<b>Percent Spent</b>			

\* Transfer of \$175,000

**SCHOOL LUNCH REPORT FOR****Dec-24**

BEGINNING BALANCE OF MONTH:

\$ 16,975.29

MONEY RECEIVED:

Sale of Lunches:	<u>\$ 8,812.52</u>
State Reimbursement:	<u>                    </u>
Federal Reimbursement:	<u>                    </u>
Loans:	<u>                    </u>
Other:	<u>\$ 15,037.19</u>

TOTAL MONEY RECEIVED

\$ 23,849.71

TOTAL MONEY ON HAND:

\$ 40,825.00

MONEY DISBURSED:

Food:	<u>\$ 11,348.19</u>
Salaries:	<u>\$ 10,520.65</u>
Fixed Charges:	<u>\$ 5,126.93</u>
Equipment:	<u>                    </u>
Repay Loan:	<u>                    </u>
Other:	<u>\$ 1,500.72</u>

TOTAL MONEY DISBURSED:

\$ 28,496.49

BALANCE AT CLOSE OF MONTH:

\$ 12,328.51

BILLS DUE:

                                    

REIMBURSEMENT DUE:

Dec\$ 8,400.46

BALANCE-ESTIMATED:

\$ 20,728.97**SUMMARY OF SCHOOL LUNCHES**

Number of meals served during	Children <u>2864</u>	Adults <u>347</u>
Total meals	<u>3211</u>	Number of days meals were served <u>15</u>
Average number	<u>214.067</u>	Total cost of meals during month: <u>                    </u>
Average cost	<u>0</u>	

Menu Analysis

Salaries &	15647.58
Other	<u>1500.72</u>
	17148.3

**SUMMARY OF SCHOOL BREAKFASTS**

Number of meals served during	Children <u>1151</u>	Adults <u>85</u>
Total meals	<u>1236</u>	Number of days meals were served <u>15</u>
Average number	<u>82.4</u>	Total cost of meals during month: <u>          </u>
Average cost	<u>0</u>	

Reimbursement:

Breakfast	1,808.24
Lunch	<u>6,592.22</u>
Total	8,400.46

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 0101	Student Fee Fund	604.93	0.00	0.00	0.00	604.93
05 704 0108	Football	5,241.88	0.00	750.00	0.00	5,991.88
05 704 0109	Boys Basketball	5,050.02	326.96	0.00	0.00	4,723.06
05 704 0110	X-Country - Track	13,409.02	0.00	0.00	0.00	13,409.02
05 704 0111	Volleyball	2,003.09	0.00	0.00	0.00	2,003.09
05 704 0112	Golf	1,944.67	0.00	750.00	0.00	2,694.67
05 704 0125	Class of 2025	6,518.90	4,000.00	0.00	0.00	2,518.90
05 704 0126	Class of 2026	6,215.77	0.00	0.00	0.00	6,215.77
05 704 0127	Class of 2027	2,752.75	0.00	0.00	0.00	2,752.75
05 704 0128	Class of 2028	2,439.00	0.00	0.00	0.00	2,439.00
05 704 0129	Class of 2029	2,401.50	0.00	0.00	0.00	2,401.50
05 704 0201	Ag Lab	5,749.00	0.00	0.00	0.00	5,749.00
05 704 0202	Annual	4,647.91	0.00	120.00	0.00	4,767.91
05 704 0203	Athletics	2,392.74	1,381.50	1,214.00	0.00	2,225.24
05 704 0204	Announcers Booth	7,095.25	0.00	0.00	0.00	7,095.25
05 704 0205	Girls Basketball	857.25	742.00	0.00	0.00	115.25
05 704 0206	Art	1,787.79	0.00	0.00	0.00	1,787.79
05 704 0207	Band	1,268.72	0.00	91.50	0.00	1,360.22
05 704 0208	Cheerleaders	1,413.04	189.44	0.00	0.00	1,223.60
05 704 0210	Contest Speech	(168.91)	0.00	0.00	0.00	(168.91)
05 704 0211	Drama	4,251.74	876.19	543.00	0.00	3,918.55
05 704 0212	Smart Snacks/Yearbook	3,695.83	0.00	0.00	0.00	3,695.83
05 704 0213	FCCLA	(3,100.28)	434.00	1,400.00	0.00	(2,134.28)
05 704 0214	Entrepreneur	10,875.76	4,665.98	2,540.00	0.00	8,749.78
05 704 0215	FFA	91,985.50	23,456.10	2,474.40	0.00	71,003.80
05 704 0216	EHA Wellness	1,017.51	0.00	0.00	0.00	1,017.51
05 704 0219	Bowling	2,497.60	0.00	0.00	0.00	2,497.60
05 704 0220	Musical Productions	1,290.30	0.00	0.00	0.00	1,290.30
05 704 0221	National Honor Society	3,267.86	144.14	200.00	0.00	3,323.72
05 704 0222	Spanish Club	928.20	0.00	0.00	0.00	928.20
05 704 0224	Prom	243.76	0.00	0.00	0.00	243.76
05 704 0225	Student Council	3,682.36	274.53	0.00	0.00	3,407.83
05 704 0226	Vocal Music	(830.64)	0.00	91.50	0.00	(739.14)
05 704 0227	Teens in the Drivers Seat	850.00	0.00	0.00	0.00	850.00
05 704 0301	Ele Flower Fund	350.18	0.00	86.00	0.00	436.18
05 704 0302	Ele Center Operating Council	4,569.08	0.00	0.00	0.00	4,569.08
05 704 0303	Ele Student Council	291.09	100.88	0.00	0.00	190.11
05 704 0304	Ele Faculty Fund	193.18	11.95	0.00	0.00	181.23

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0305	Grade School	2,517.41	0.00	0.00	0.00	2,517.41
05 704 0306	Student Needs	4,738.72	0.00	0.00	0.00	4,738.72
05 704 0308	Elementary Library Fund	2,299.51	0.00	0.00	0.00	2,299.51
05 704 0309	Weight Room	2,555.52	0.00	495.00	0.00	3,050.52
05 704 0401	Sec Flower Fund	2,144.78	20.05	0.00	0.00	2,124.73
05 704 0402	Secondary Faculty	4,130.49	11.75	36.00	0.00	4,154.74
05 704 0502	Miscellaneous	57,906.66	0.00	0.00	0.00	57,906.66
05 704 0503	Reward	186.09	0.00	0.00	0.00	186.09
05 704 0505	Now Interest	5,495.53	0.00	169.52	0.00	5,665.05
05 704 0508	Little Bees	0.00	0.00	0.00	0.00	0.00
<b>Fund Total: 05</b>		<b>281,658.06</b>	<b>36,635.57</b>	<b>10,960.92</b>	<b>0.00</b>	<b>255,983.41</b>

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Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
A-OX Welding Supply Co., Inc	0000317694	T Cylinder	40.95
Total A-OX Welding Supply Co., Inc			<u>40.95</u>
Arts Garbage Service	3886910T952	Garbage Service	984.75
Total Arts Garbage Service			<u>984.75</u>
Black Hills Energy	25 Jan 0874	Bus Garage Gas service	403.50
Black Hills Energy	25 Jan 3004	Elem Gas Service	1,109.04
Black Hills Energy	25 Jan 9378	HS Gas Service	4,104.07
Total Black Hills Energy			<u>5,616.61</u>
Bloomfield Auto Parts	499311	Oil Dry	9.85
Bloomfield Auto Parts	499419	Anti Freeze & De-Icer	93.42
Bloomfield Auto Parts	499431	Oil Pressure Switch	14.70
Bloomfield Auto Parts	499453	Oil Filter	8.97
Total Bloomfield Auto Parts			<u>126.94</u>
Bloomfield Community Schools	24 Dec Sub Meals	24 Dec Substitute Meals	52.95
Bloomfield Community Schools	24 Nov Sub Lunches	24 Nov Sub Lunches	143.85
Total Bloomfield Community Schools			<u>196.80</u>
Bloomfield Tire & Oil, LLC	107996	Pickup Battery	269.95
Bloomfield Tire & Oil, LLC	124231	Labor to wash Coach	150.00
Total Bloomfield Tire & Oil, LLC			<u>419.95</u>
Blue Cross/Blue Shield	25 Jan BC/BS CO	25 Jan BC/BS CO	902.75
Total Blue Cross/Blue Shield			<u>902.75</u>
Carhart Lumber Co	623301	Stain for 7th Gr projects	12.99
Carhart Lumber Co	623392	Greenhouse	47.45
Total Carhart Lumber Co			<u>60.44</u>
Cedar County Clerk	118	24 General Election	200.00
Total Cedar County Clerk			<u>200.00</u>
City Of Bloomfield, Nebraska	25 Jan 21700	HS Water, Sewer	184.00
City Of Bloomfield, Nebraska	25 Jan 21800	Elem Water, Sewer	182.00
City Of Bloomfield, Nebraska	25 Jan 4600	Bus Garage Water, Sewer	40.00
Total City Of Bloomfield, Nebraska			<u>406.00</u>
Eakes Office Solutions	9058497-0	Lunch Fund Checks	182.04
Total Eakes Office Solutions			<u>182.04</u>
Farmer's Pride/Battle Creek Coop	24 Dec Tax Credit	24 Dec Diesel Tax Credit	(132.75)
Farmer's Pride/Battle Creek Coop	2442874	Diesel	134.21
Farmer's Pride/Battle Creek Coop	2443907	Softener Salt	375.59
Farmer's Pride/Battle Creek Coop	2444348	Diesel	118.13
Farmer's Pride/Battle Creek Coop	2444351	Diesel	159.72
Farmer's Pride/Battle Creek Coop	2444355	Diesel	296.82
Farmer's Pride/Battle Creek Coop	2445202	Diesel	152.11
Farmer's Pride/Battle Creek Coop	2445888	Diesel	233.73
Farmer's Pride/Battle Creek Coop	2447090	Diesel	170.84
Farmer's Pride/Battle Creek Coop	2447971	Diesel	54.52

Vendor Name	Invoice Number	Description	Amount
Farmer's Pride/Battle Creek Coop	2447974	Diesel	167.70
Farmer's Pride/Battle Creek Coop	2450422	Diesel	231.20
Farmer's Pride/Battle Creek Coop	2451221	Diesel	161.80
Farmer's Pride/Battle Creek Coop	2451224	Diesel	148.50
<b>Total Farmer's Pride/Battle Creek Coop</b>			<b>2,272.12</b>
First National Bank of Omaha	24 Dec KT	24 Dec Overpayment of Coler Ind	(10.00)
First National Bank of Omaha	25 Jan FNBOAR	EL Materials	7.00
First National Bank of Omaha	25 Jan FNBOKT	Dehumidifier	1,614.05
First National Bank of Omaha	25 Jan FNBOKT-1	Jerky	63.52
<b>Total First National Bank of Omaha</b>			<b>1,674.57</b>
First National Bank of Omaha	25 Jan FNBOKC	Conference & Prof Dev	91.24
<b>Total First National Bank of Omaha</b>			<b>91.24</b>
First National Bank of Omaha	25 Jan FNBOSL	MuseScore	54.99
<b>Total First National Bank of Omaha</b>			<b>54.99</b>
First National bank of Omaha	25 Jan FNBOTS	Conference & Prof Dev	88.41
<b>Total First National bank of Omaha</b>			<b>88.41</b>
First National Bank of Omaha	25 Jan FNBOTS	Fuel	36.89
First National Bank of Omaha	25 Jan FNBOTS-1	State Conference Motel DW	301.00
<b>Total First National Bank of Omaha</b>			<b>337.89</b>
First National Bank Omaha	25 Jan FNBOKM	Fuel	402.25
<b>Total First National Bank Omaha</b>			<b>402.25</b>
First National Bank Omaha	25 Jan FNBORJ	25 Jan FNBORJ	129.08
<b>Total First National Bank Omaha</b>			<b>129.08</b>
Freeman Oil Inc	18157	Kerosene	395.45
<b>Total Freeman Oil Inc</b>			<b>395.45</b>
Gaggle.Net, Inc	INV06685	Gaggle Safety Mgmt	1,437.50
<b>Total Gaggle.Net, Inc</b>			<b>1,437.50</b>
Great Plains Communications	25 Jan 2875	Telephone Bill	727.05
<b>Total Great Plains Communications</b>			<b>727.05</b>
Hartington-Newcastle School	25 Jan Nursing	25 Jan Nursing	2,903.17
<b>Total Hartington-Newcastle School</b>			<b>2,903.17</b>
Heartland Counseling Services Inc.	3604	24 Dec Services	1,056.00
<b>Total Heartland Counseling Services Inc.</b>			<b>1,056.00</b>
Hefner Hardware	47565	Snow Shovels & Batteries	180.88
Hefner Hardware	47652	Broom & Dust Pan	14.39
Hefner Hardware	47887	Water Softener repairs	23.73
Hefner Hardware	47929	Ice Machine - Vinegar	14.38
Hefner Hardware	48176	Simple Green	19.78
Hefner Hardware	48215	Light Bulbs	62.95
Hefner Hardware	48223	Anti Slip Adhesive	629.95

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Vendor Name	Invoice Number	Description	Amount
Hefner Hardware	48250	Light Bulbs & Shower Heads	72.87
Hefner Hardware	48570	Light Bulbs Shower Head & Anti Slip Adhe	581.24
Hefner Hardware	48584	Heaters & Labor	869.70
Total Hefner Hardware			<u>2,469.87</u>
Hometown Leasing	25 Jan #20	Scrubber Lease	242.01
Hometown Leasing	25 Jan #3	Copier Lease	1,249.49
Hometown Leasing	25 Jan #4	Admin Copier Lease	83.75
Total Hometown Leasing			<u>1,575.25</u>
JAMF Software LLC	90096078	Jamf	3,294.00
Total JAMF Software LLC			<u>3,294.00</u>
Jaymar Business Forms, Inc	064770	EOY Forms	258.02
Total Jaymar Business Forms, Inc			<u>258.02</u>
John Deere Financial	1890328	Bus parts	56.98
Total John Deere Financial			<u>56.98</u>
Kayton International Inc.	HI14940	Hydraulic Fluid	73.77
Total Kayton International Inc.			<u>73.77</u>
Lexia Learning Systems LLC	8458610	Lexia Core 5 Reading/PowerUp 25-26	5,500.00
Total Lexia Learning Systems LLC			<u>5,500.00</u>
Mike's Band Instrument Repair	40159	Instrument Repair	60.00
Mike's Band Instrument Repair	40160	Instrument Repair	100.00
Total Mike's Band Instrument Repair			<u>160.00</u>
Nebraska Assoc School Boards	N-52278	BOE Online Survey	250.00
Total Nebraska Assoc School Boards			<u>250.00</u>
Nebraska Public Power District	25 Jan	Elec	3,727.94
Total Nebraska Public Power District			<u>3,727.94</u>
Nebraska School Esports Assoc	24-25 Membership	24-25 Membership Esports	100.00
Total Nebraska School Esports Assoc			<u>100.00</u>
Norfolk Daily News	24 Dec 16	BOE Notice	9.72
Norfolk Daily News	25 Jan 6	BOE Notice	13.14
Total Norfolk Daily News			<u>22.86</u>
Olson's Pest Technicians Inc	40765	Pest Control	99.00
Total Olson's Pest Technicians Inc			<u>99.00</u>
OverDrive Education	H0111546	Audio Books	375.00
Total OverDrive Education			<u>375.00</u>
Perry, Guthery, Haase & Gessford, P.C.,	131	Legal Services	1,358.50
Total Perry, Guthery, Haase & Gessford, P.C.,			<u>1,358.50</u>
Pitzer Digital	835573	Legal Notice	10.75
Pitzer Digital	83574	Legal Proceedings	27.80

Vendor Name	Invoice Number	Description	Amount
Pitzer Digital	83575	Legal Proceedings	32.20
Pitzer Digital	83687	#10 imprint envelopes	316.69
Pitzer Digital	83998	BOE Proceedings	76.20
Pitzer Digital	83999	BOE Proceedings	34.40
<b>Total Pitzer Digital</b>			<b>498.04</b>
Sparq Data Solutions	S-3631	Sparq Mtgs & Negotiations Ap25/Mar 26	4,800.00
<b>Total Sparq Data Solutions</b>			<b>4,800.00</b>
Tri State Windshield Repair	24 Dec	Windshield # 1	850.00
<b>Total Tri State Windshield Repair</b>			<b>850.00</b>
<b>Fund Number 01</b>			<b>46,176.18</b>
<b>Checking Account ID 1</b>			<b>46,176.18</b>
Checking Account ID 2	Fund Number 06	Lunch Fund	
Bloomfield FFA	24 Fruit Sales	24 Fruit Sales	160.00
<b>Total Bloomfield FFA</b>			<b>160.00</b>
Cash-Wa Distributing	14451637	Food & Supplies	979.12
Cash-Wa Distributing	14471706	Food	1,040.22
Cash-Wa Distributing	CM3741428	3re Qtr Scholar Dollars	(185.62)
<b>Total Cash-Wa Distributing</b>			<b>1,833.72</b>
Dudley Laundry Co	1035381	Kitchen Janitorial	69.08
Dudley Laundry Co	1037497	Kitchen Janitorial	69.08
<b>Total Dudley Laundry Co</b>			<b>138.16</b>
Hefner Hardware	46903	Kitchen Leak Repair	237.78
<b>Total Hefner Hardware</b>			<b>237.78</b>
Highland Dairy	0756293	Milk, Juice & Dairy	528.65
Highland Dairy	0756413	Milk,	403.75
<b>Total Highland Dairy</b>			<b>932.40</b>
L & E LLC - Country Market	25 Jan	Food	405.41
<b>Total L &amp; E LLC - Country Market</b>			<b>405.41</b>
Thompson Co. Inc, The	4600296	Food & Supplies	1,946.76
Thompson Co. Inc, The	4785561	Food & Supplies	2,015.30
Thompson Co. Inc, The	4915818	Food	75.47
<b>Total Thompson Co. Inc, The</b>			<b>4,037.53</b>
<b>Fund Number 06</b>			<b>7,745.00</b>
<b>Checking Account ID 2</b>			<b>7,745.00</b>
Checking Account ID 3	Fund Number 05	Activity Fund	
AmericInn- Kearney	24 St X-C	24 State X-C Motel	576.00
<b>Total AmericInn- Kearney</b>			<b>576.00</b>
Awards Unlimited, Inc	303761	Replacement letters for Plaques	73.00

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Vendor Name	Invoice Number	Description	Amount
Total Awards Unlimited, Inc			<u>73.00</u>
Bloomfield Community Schools	24 Christmas	24 Christmas	130.00
Total Bloomfield Community Schools			<u>130.00</u>
Carhart Lumber Co	623161	Fruit Sales expenses	52.95
Total Carhart Lumber Co			<u>52.95</u>
Chesterman Co	3764812	Soda Workroom	11.75
Total Chesterman Co			<u>11.75</u>
Crofton Community Schools	Dist 8 FCCLA	24 Star Registration	210.00
Total Crofton Community Schools			<u>210.00</u>
Dostal, Greg	25 Jan BB vs Walthil	25 Jan BB vs Walthill	143.33
Total Dostal, Greg			<u>143.33</u>
Doug Kubik	25 Jan BB vs Walthil	25 Jan BB vs Walthill	143.33
Total Doug Kubik			<u>143.33</u>
First National Bank of Omaha	25 Jan FNBOCS	25 Jan FNBOCS	49.55
Total First National Bank of Omaha			<u>49.55</u>
First National Bank of Omaha	25 Jan FNBOBS	Lotus syrup	384.36
First National Bank of Omaha	25 Jan FNBOBS-1	Nat'l & State Dues	434.00
Total First National Bank of Omaha			<u>818.36</u>
First National Bank of Omaha	25 Jan FNBOMM	Contest Speech materials	75.00
Total First National Bank of Omaha			<u>75.00</u>
First National Bank of Omaha	25 Jan FNBORB	Entrepreneur Class	18.75
Total First National Bank of Omaha			<u>18.75</u>
Grandpa Dan's Popcorn	1001	24 FFA Fruit Sales	1,145.00
Total Grandpa Dan's Popcorn			<u>1,145.00</u>
GunParr LLC	39806	FCCLA Sweatshirts	655.00
GunParr LLC	40140	Travel Gear	2,094.00
Total GunParr LLC			<u>2,749.00</u>
Hartington-Newcastle School	24 FB Awards	24 Football awards/medals	19.78
Total Hartington-Newcastle School			<u>19.78</u>
Hefner Hardware	47445	Coffee Maker	37.79
Hefner Hardware	47514	Credit Coffee Maker	(37.79)
Total Hefner Hardware			<u>0.00</u>
Hix, Ryan	25 Jan BB vs EPPJ	25 Jan BB vs EPPJ	143.34
Total Hix, Ryan			<u>143.34</u>
Jansen, Landon	25 Jan BB vs EPPJ	25 Jan BB vs EPPJ	143.33
Total Jansen, Landon			<u>143.33</u>

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
Les Piper	25 Jan BB vs EPPJ	25 Jan BB vs EPPJ	143.33
Total Les Piper			<hr/> 143.33
Mastalir, Thomas	25 Jan JH BB Wake	25 Jan JH BB vs Wakefield	40.00
Mastalir, Thomas	25 Jan JV BB vs Rand	25 Jan JV BB vs Randolph	80.00
Mastalir, Thomas	25 Jan JVBB vs EPPJ	25 Jan JV BB vs EPPJ	80.00
Total Mastalir, Thomas			<hr/> 200.00
Walsworth Publishing Co	5-10415-0 24-25	24-25 Annual Deposit	1,389.94
Total Walsworth Publishing Co			<hr/> 1,389.94
Wilken, Duane	24 X-C Trophies	24 X-C Trophies	200.00
Total Wilken, Duane			<hr/> 200.00
Wolf, Jon	25 Jan BB vs Walthil	25 Jan BB vs Walthill	143.34
Total Wolf, Jon			<hr/> 143.34
Fund Number 05			<hr/> 8,579.08
Checking Account ID 3			<hr/> 8,579.08

Checking Account ID: 1

Check Type: Automatic Payment

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
201520	01/09/2025				ATT	AT&T	172.92
Check Type Total:		Automatic Payment		Void Total:	0.00	Total without Voids:	172.92

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
44589	01/13/2025				AOXWELD	A-OX Welding Supply Co., Inc	40.95
44590	01/13/2025				ARTSGARB	Arts Garbage Service	984.75
44591	01/13/2025				BLACHILL	Black Hills Energy	5,616.61
44592	01/13/2025				BLOOAUTO	Bloomfield Auto Parts	126.94
44593	01/13/2025				BLMFSCHL	Bloomfield Community Schools	196.80
44594	01/13/2025				BLOOTIRE	Bloomfield Tire & Oil, LLC	419.95
44595	01/13/2025				BLUECROS	Blue Cross/Blue Shield	902.75
44596	01/13/2025				CARHARTL	Carhart Lumber Co	60.44
44597	01/13/2025				CEDARCOCLK	Cedar County Clerk	200.00
44598	01/13/2025				CITYBLOO	City Of Bloomfield, Nebraska	406.00
44599	01/13/2025				EAKESOFF	Eakes Office Solutions	182.04
44600	01/13/2025				BATTLECR	Farmer's Pride/Battle Creek Coop	2,272.12
44601	01/13/2025				FNBO	First National Bank of Omaha	1,674.57
44602	01/13/2025				FNBOKC	First National Bank of Omaha	91.24
44603	01/13/2025				FNBOSL	First National Bank of Omaha	54.99
44604	01/13/2025				FNBOTG	First National bank of Omaha	88.41
44605	01/13/2025				FNBOTS	First National Bank of Omaha	337.89
44606	01/13/2025				FNBOKM	First National Bank Omaha	402.25
44607	01/13/2025				FNBORJ	First National Bank Omaha	129.08
44608	01/13/2025				FREEMANO	Freeman Oil Inc	395.45
44609	01/13/2025				GAGGLE	Gaggle.Net, Inc	1,437.50
44610	01/13/2025				GREAPLAIC	Great Plains Communications	727.05
44611	01/13/2025				HARTSCHL	Hartington-Newcastle School	2,903.17
44612	01/13/2025				HEFNHRD	Hefner Hardware	2,469.87
44613	01/13/2025				HOMELEAS	Hometown Leasing	1,575.25
44614	01/13/2025				JAYBUSIFOR	Jaymar Business Forms, Inc	258.02
44615	01/13/2025				JOHNDEEREF	John Deere Financial	56.98
44616	01/13/2025				KAYTON	Kayton International Inc.	73.77
44617	01/13/2025				LEXIA	Lexia Learning Systems LLC	5,500.00
44618	01/13/2025				MIKESBAN	Michael Clausen	160.00
44619	01/13/2025				NASB	Nebraska Assoc School Boards	250.00
44620	01/13/2025				NPPD	Nebraska Public Power District	3,727.94
44621	01/13/2025				NORFDAIL	Norfolk Daily News	22.86
44622	01/13/2025				PERRYGUTH	Perry, Guthery, Haase & Gessford, P.C.,	1,358.50
44623	01/13/2025				PITZDIG	Pitzer Digital	498.04
44624	01/13/2025				SPARQDATA	Sparq Data Solutions	4,800.00
44625	01/13/2025				TRISTATEWI	Tri State Windshield Repair	850.00
44626	01/13/2025				HEARCOUNS	Heartland Counseling Services Inc.	1,056.00
44627	01/13/2025				JAMFSOFT	JAMF Software LLC	3,294.00
44628	01/13/2025				NSESA	Nebraska School Esports Assoc	100.00
44629	01/13/2025				OLSONSP	Olson's Pest Technicians Inc	99.00
44630	01/13/2025				OVERDRIV	OverDrive Education	375.00
Check Type Total:		Check		Void Total:	0.00	Total without Voids:	46,176.18
Checking Account Total: 1				Void Total:	0.00	Total without Voids:	46,349.10

Checking Account ID: 2

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
3718	01/13/2025				FFABLFD	Bloomfield FFA	160.00
3719	01/13/2025				CASHWAD	Cash-Wa Distributing	1,833.72
3720	01/13/2025				APPEARA	Dudley Laundry Co	138.16
3721	01/13/2025				HEFNHRD	Hefner Hardware	237.78
3722	01/13/2025				HIGHLAND	Highland Dairy	932.40
3723	01/13/2025				COUNMARK	L & E LLC - Country Market	405.41

Checking Account ID: 2                      Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount		
3724	01/13/2025				USFOODS	The Thompson Co. Inc	4,037.53		
Check Type Total:					Check	Void Total:	0.00	Total without Voids:	7,745.00
Checking Account Total:					2	Void Total:	0.00	Total without Voids:	7,745.00

Checking Account ID: 3                      Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount		
31288	01/13/2025				AMERINNKEA	AmericInn- Kearney	576.00		
31289	01/13/2025				AWARUNLI	Awards Unlimited, Inc	73.00		
31290	01/13/2025				BLMFSCHL	Bloomfield Community Schools	130.00		
31291	01/13/2025				CARHARTL	Carhart Lumber Co	52.95		
31292	01/13/2025				CHESCOMP	Chesterman Co	11.75		
31293	01/13/2025				CROFTONC	Crofton Community Schools	210.00		
31294	01/13/2025				DOSTGREG	Greg Dostal	143.33		
31295	01/13/2025				DOUGKUBI	Doug Kubik	143.33		
31296	01/13/2025				FNBO	First National Bank of Omaha	49.55		
31297	01/13/2025				FNBOBS	First National Bank of Omaha	818.36		
31298	01/13/2025				FNBOMM	First National Bank of Omaha	75.00		
31299	01/13/2025				FNBORB	First National Bank of Omaha	18.75		
31300	01/13/2025				GRANDAN	Grandpa Dan's Popcorn	1,145.00		
31301	01/13/2025				CUSTSPOR	GunParr LLC	2,749.00		
31302	01/13/2025				HARTSCHL	Hartington-Newcastle School	19.78		
31303	01/13/2025				HIXRYAN	Ryan Hix	143.34		
31304	01/13/2025				JANSLAND	Landon Jansen	143.33		
31305	01/13/2025				LESPIPER	Les Piper	143.33		
31306	01/13/2025				MASTTHO	Thomas Mastalir	40.00		
31307	01/13/2025				MASTTHO	Thomas Mastalir	80.00		
31308	01/13/2025				MASTTHO	Thomas Mastalir	80.00		
31309	01/13/2025				WALSWORT	Walsworth Publishing Co	1,389.94		
31310	01/13/2025				WILKDUAN	Duane Wilken	200.00		
31311	01/13/2025				WOLFJON	Jon Wolf	143.34		
Check Type Total:					Check	Void Total:	0.00	Total without Voids:	8,579.08

Checking Account ID: 3                      Check Type: Zero Balance

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount		
2	01/13/2025				HEFNHRD	Hefner Hardware	0.00		
Check Type Total:					Zero Balance	Void Total:	0.00	Total without Voids:	0.00
Checking Account Total:					3	Void Total:	0.00	Total without Voids:	8,579.08
Grand Total:						Void Total:	0.00	Total without Voids:	62,673.18



# Negotiated Agreement

## for the 2025-2026 Certified Teacher Contract Year

Between the Bloomfield Community Schools Board of Education  
and the Bloomfield Education Association

### Negotiation Process:

- The Board recognizes the Bloomfield Education Association as the exclusive and sole collective bargaining representative for all district-certified teachers per the NE CIR Certification Order—BEA BCS 11.2013.
  - Teacher shall mean all certificated teaching personnel and other professional personnel employed by the District, excluding Administration.
- The Negotiation process between the Board of Education and the Bloomfield Education Association, per Nebraska Revised Statute 48-818.01.
  - Will begin before or on November 1 for the next contract year.
  - Either party may initiate the process.
    - NOTE:
      - A minimum of four meetings must be held.
      - A contract agreement must be reached by February 8, or the negotiations will go into arbitration.
  - The BEA and the BOE intend to complete this process on or before the BEA's Decision Day in December.

In the event a new agreement is not negotiated and agreed upon for the school year following the expiration date of this Agreement, this Agreement shall remain in effect until a new agreement is reached, and the new Agreement shall be retroactive to the beginning of the school year for which it applies.

#### Note:

Staff members that have remaining accumulated Sick Days at the end of the 2024-2025 school year will be honored as the start of their personal accumulated PTO for 2025-2026 contract year.

Teachers who began the 2024-2025 school year with 40+ accumulated Sick Days will begin the 2025-2026 school year with a full accumulated PTO of 45 days.

		Index						
Base Salary	Full time	Down	Across					
40,000	1	0.04	0.045					
		BA	BA+9	BA+18	BA+27	BA+36/M A	MA+9	MA+18
	1	1	1.045	1.090	1.135	1.180	1.225	1.270
		\$40,000	\$41,800	\$43,600	\$45,400	\$47,200	\$49,000	\$50,800
	2	1.04	1.085	1.130	1.175	1.220	1.265	1.310
		\$41,600	\$43,400	\$45,200	\$47,000	\$48,800	\$50,600	\$52,400
	3	1.08	1.125	1.17	1.215	1.260	1.305	1.350
		\$43,200	\$45,000	\$46,800	\$48,600	\$50,400	\$52,200	\$54,000
	4	1.12	1.165	1.21	1.255	1.300	1.345	1.390
		\$44,800	\$46,600	\$48,400	\$50,200	\$52,000	\$53,800	\$55,600
	5	1.16	1.205	1.25	1.295	1.340	1.385	1.430
		\$46,400	\$48,200	\$50,000	\$51,800	\$53,600	\$55,400	\$57,200
	6	1.2	1.245	1.29	1.335	1.380	1.425	1.470
		\$48,000	\$49,800	\$51,600	\$53,400	\$55,200	\$57,000	\$58,800
	7	1.24	1.285	1.33	1.375	1.420	1.465	1.510
		\$49,600	\$51,400	\$53,200	\$55,000	\$56,800	\$58,600	\$60,400
	8	1.28	1.325	1.37	1.415	1.460	1.505	1.550
		\$51,200	\$53,000	\$54,800	\$56,600	\$58,400	\$60,200	\$62,000
	9		1.365	1.41	1.455	1.500	1.545	1.590
			\$54,600	\$56,400	\$58,200	\$60,000	\$61,800	\$63,600
	10		1.405	1.45	1.495	1.540	1.585	1.630
			\$56,200	\$58,000	\$59,800	\$61,600	\$63,400	\$65,200
	11			1.49	1.535	1.580	1.625	1.670
				\$59,600	\$61,400	\$63,200	\$65,000	\$66,800
	12				1.575	1.620	1.665	1.710
					\$63,000	\$64,800	\$66,600	\$68,400
	13					1.660	1.705	1.750
						\$66,400	\$68,200	\$70,000
	14					1.700	1.745	1.790
						\$68,000	\$69,800	\$71,600
	15					1.740	1.785	1.830
						\$69,600	\$71,400	\$73,200
	16						1.825	1.870
							\$73,000	\$74,800

**SALARY SCALE PROVISIONS** For the 2025-2026 year, the school district and the BEA have negotiated a 1-year contract affecting the components of base salary and medical insurance details. **The base salary for the 2025-2026 year is settled at \$40,000.**

All college hours earned after a BA or BS degree must be graduate hours or must be included in a planned program of study leading to the advanced degree to qualify for the next horizontal step on the schedule; the teacher must notify the Superintendent of Schools not later than May 1 of their intent to earn graduate hours to receive credit on the Salary Schedule. A transcript must be filed with the Superintendent as soon as possible by September 1.

Certified personnel cannot advance on the Salary Schedule during the school year.

The **Professional Growth Policy**, as agreed upon by the Committee on March 11, 1983, is part of this Agreement. The sample verification form to apply for points is also available in the Faculty Handbook. See the Appendix attached.

**HEALTH CARE BENEFITS**

Educators Health Alliance (EHA) and other Health Insurance available -

- The medical plan (EHA) is Blue Cross Blue Shield (BCBS), with a \$1,450 deductible. The dental plan (EHA) is a single dental coverage with dental coverage determined by the FTE of the Employee. (Option PPO-Coverage A - 100%, B - 75% & C - 50%)
- The District pays the following towards each option listed below, including Single Dental coverage). Eligibility for receiving district benefits depends on each individual's terms of employment.
  - Note: Employee pays the Dental deductible(s) as identified by the chosen plan.

Options Available	Annual Premium Paid by District
Employee only (single)	\$9,888.84
Employee & Children	\$17,970.96
Employee & Spouse	\$20,347.20
Employee, Spouse & Child(ren)	\$ 27,190.80

Terms and Conditions

1. The deductible for the BCBS is \$1,450 for all options 1-4.
2. EHA Insurance -
  - Employees (1.0 FTE) receive 100% of the premium's cost.
  - Employees with less than 1.0 FTE but not less than ½ Time (.5 FTE) receive the equivalent of their FTE.
  - Employees less than .5 FTE are not eligible to receive district-paid benefits.
3. Married couples with no children and both teach within the District can choose Option 1 or Option 3 during the open enrollment period (August 1-August 31 of the current year.)

Other Insurance is offered for Certified personnel and is available at the Employee's expense through District insurance partnerships. (Contact the District Business Office to apply.)

- Employees can purchase Vision Insurance at 100% of their own cost through a group plan from an independent insurance company currently associated with the school.
- Section 125 Cafeteria Plan is available to all employees. It relates to medical reimbursements and child care deductions, which are withheld as pre-tax benefits.
- If you have a 403b Plan or wish to begin one, continue contributing. If you are new to our district, contact the District Business Office to increase or decrease your contribution.
- The district enrolls, at the district's expense, all certified employees in a group:
  - Long-Term Disability (LTD) insurance policy.
  - A \$10,000 coverage Life Insurance policy.

## **TERMS OF THE CONTRACT**

Teachers with full-time contracts require a maximum of 185 days of service. As required by Rule 10, 1080 hours will be with students in attendance at the high school and 1032 hours in the elementary with students in attendance. At least 10 hours of professional development shall be required annually outside the 1080 instructional hours. All certified employees are required to attend.

- Contracts shall be issued on or before March 1 and shall be returned on or before March 15.
- Requests for release from contract may be considered after June 1, in cases of an emergency.
- Any teacher seeking another position must notify the Superintendent of Schools in writing on or before May 1 if they wish to be considered for contract release by June 1 to seek other employment. Requests that meet the above criteria will be granted.

When hired, teachers shall be credited with all previous teaching experiences from accredited public and private schools and placed on the schedule according to their degree level and the number of hours past the degree in their endorsed area.

Extended contracts shall be paid based on 1/185 of the 9-month contract salary daily rate for any time over regular contract obligations. The working hours for an extended contract period shall be 7.5 hours per day. Monday through Friday or by arrangement with the administration.

Teachers under full contract with Bloomfield Community Schools may be reassigned by the administration for additional duty when they usually have "seniors only" classes after the seniors leave in the spring.

All part-time teachers shall be required to attend in-service days, workshop days, and parent-teacher conferences the same hours as full-time teachers and shall be reimbursed at a full-time rate for those days.

Upon retirement or leaving the district:

- Teachers shall be reimbursed \$40.00 per day of unused accumulated PTO leave
- A minimum of 10 years in the district is required

## **PROFESSIONAL DEVELOPMENT AND SCHOOL DAYS**

- Shall be considered a full working day, 7:45-4:00.
- Teachers shall be paid \$125.00 daily for school-required workshops during non-contract days.
- Professional leave will be granted at the Superintendent's discretion.

## **SNOW CANCELATION OF SCHOOL DAY**

- Elementary and Secondary certified staff will not be required to report for duty on a snow day. Still, it may be necessary to implement an E-day curriculum and schedule as determined by the principal.
- Snow Days, if required by the Superintendent or to meet Rule 10 Accreditation, shall be made up at the end of the school year or a scheduled school break.

Any RIF Policy changes will only take effect once new contracts are issued. All RIF changes will occur before May 15 of any school year to affect the following year.

The Grievance Procedure, updated and approved on December 17, 2018, remains part of this Agreement, with the addition that all grievances shall be entered at the level where they occurred. Forms are also available in the Faculty Handbook. See the Appendix attached.

Anytime an Administrator places information that may be considered harmful into a certified person's file, the Administrator shall notify that certified person in writing within one typical working day.

## **Bereavement**

Absence from work will be allowed so that the employee may have FIVE (5) consecutive workdays following the death of an immediate relative without loss of pay or PTO.

- Immediate Family Member: An immediate family member is defined as an employee's spouse, parent, child, sibling, grandparent, grandchild, and in-laws of any of the aforementioned relationships, as well as any person living within the same household with the employee.

Absence from work will be allowed so that the employee may have THREE (3) consecutive workdays following the death of an additional relative without loss of pay or PTO.

- The employee shall be granted three (3) consecutive workdays without loss of pay to attend the funeral of the employee's relative who is not an immediate family member (e.g., uncle, aunt, niece, nephew, cousin, and/or in-laws of these relationships).

Absence from work will be allowed so that the employee may have TWO (2) consecutive workdays following the death of a close friend without loss of pay or PTO.

- The employee shall be granted two (2) consecutive workdays to attend the funeral of a close friend.

**NOTE:** The Superintendent reserves the right to make final decisions in extraordinary hardship or need cases.

## EMPLOYEE PAID TIME OFF (PTO)

Paid leaves are available under a Paid Time Off (PTO) program. PTO incorporates sick, personal, emergency, holiday, and leave into one program. PTO leave is available when the following conditions are met:

- (1) The District currently employs the Employee, and
- (2) The PTO leave day is taken on a day the Employee would otherwise be expected to work.

Personal PTO	12 days per contract year
Employee Accumulated PTO (unused PTO)	45 days maximum accumulated
District PTO Bank <ul style="list-style-type: none"> <li>• Personal and accumulated PTO days must be exhausted</li> <li>• Prior approval is required of the district administration and/or Bloomfield Board of Education</li> </ul>	20 days maximum per contract year per employee
Bereavement	See Above

District PTO Plan for Certified Staff:

- Each teacher will be granted twelve (12) PTO days renewed **annually** on the first contract day.
- In addition, each teacher will be allowed to accrue forty-five (45) accumulated PTO days.
- Any unused PTO days over the 45 accumulated PTO will be paid at ½ rate of substitute pay in July annually.
  - For example: A staff member has forty-five (45) accumulated PTO at the beginning of the current contract year; they will be given an additional twelve (12) days for a total of fifty-seven (57) days to start the new contract year.
    - Any used PTO days will be deducted first from the twelve (12) days granted at the beginning of the contract year prior to the days in the employee accumulated PTO.
    - If staff members use 4 PTO days during the contract year, they will have 8 unused days over the 45 maximum employee accumulated bank. They will be paid for those 8 days at ½ substitute pay rate in July.

PTO will be granted upon:

1. Notification of absence to building principal (at the earliest possible convenience)
2. Approval by the building principal
3. Ability to find a substitute prior to the date of absence (except in the case of illness)

PTO may not be used during:

- First five (5) student contract days of the school year
- The last five (5) student contact days of the school year
- Days before or immediately following the winter break
- In-service/Professional Development sessions
- Parent/Teacher Conferences with written administrative approval, however, it is strongly discouraged.

\* The building administrator reserves the right to make the final decision in regard to PTO exceptions.

If leave during these times is granted, the employee will be charged according to the "**Weighted Leave**" chart below:

### **Weighted Leave**

- First/Last 5 Student Contact Days: 1 full day = 2 PTO days
- In-service: Full day in-service: 1 full day = 2 PTO days
- 2:30 dismissal in-service: ½ day (P.M. only) = 1 PTO day
- 2:30 dismissal in-service: 1 day = 1.5 PTO days
- Parent/Teacher Conferences: Scheduled Conferences 1.5 PTO days

*However, the Administration can waive weighted leave if deemed appropriate (See chart above).*

At the end of each contract year, any **Unused Personal PTO Days** are transferred to the **Employee's Accumulated PTO**.

1. The maximum for an Employee's Accumulated PTO accumulation is 45 days.
2. Once the maximum is accumulated, the remaining PTO days for the contract year will be paid out in July at one-half of the daily substitute rate.

Teachers serving on the School Improvement Team for more than one year will be granted an additional PTO day during the school year of the annual review.

The District will have a **District PTO Bank** where staff can withdraw up to twenty (20) days per contract year with the approval of the building administration and/or the Bloomfield Board of Education once they have depleted their personal PTO and accumulated PTO.

- The Board reserves the right to adjust or deny employee requests.
- Request Form can be found in the Appendix attached and Faculty Handbook.

Any teacher having to leave for an appointment or personal business during non-student contract hours can attend to that business without taking PTO with the notification and permission of the building principal. The teacher must confine their absence from the building to the allotted non-student contact time available for their business.

- Teachers will notify upon leaving and arriving back with the building office personnel.

### **WITHHOLDING OF PAY**

Pay will be withheld:

- If an employee does not report for duty when leave (PTO, Extended Bereavement, FMLA, Military, Family Military, or any other form of leave made available by the District) is unavailable or not granted, the District may take appropriate action. The amount of pay withheld would be equivalent to 1/185th (not extra duty) salary times the number of days absent. Appropriate action includes termination of the employment relationship.

Appropriate action in either of the preceding bulleted items is at the discretion of the Administration and/or the Bloomfield Board of Education.

**EVENTS:** ADMISSION WITHIN THE DISTRICT, THE CONFERENCE, AND STATE:

**Certified Employee Admission to Regular Season At-Home Activities - :**

The district provides all employees with regular season activity passes free of charge for these activities.

District Passes are valid for the employee, spouse, and school-age children.

Note: Family members who have graduated high school or beyond are not included in this benefit.

**Certified Employee Admission to Regular Season Away Conference District or State Activities -**

Specific conference, district, and state events are under conference, district, or state laws or policies. The employee is responsible for these admittance fees.

**Certified Employees who "work" the Admission Booth/Desk or Take Tickets for District Activities-** Note: The District may assign staff to these duties as needed. The District may contract out for ticket takers.

The following Pay Scale will be used:

<b>Activity</b>	<b>Description</b>	<b>Pay</b> Note: Anyone scheduled activity is one(1) activity. No exceptions when Boys & Girls events are held on the same date.)
Football	Admission Booth - Ticket Taker	\$20.00 per Game
Volleyball	Admission Table - Ticket Taker	\$20.00 per Event for A & B Matches
Cross Country	Admission Taker - Ticket Taker	\$20.00 per Event JV & Varsity
Basketball (Boys & Girls)	Admission Table - Ticket Taker	\$20.00 per Event for JV & Varsity Games
Wrestling (Boys & Girls)	Admission Table - Ticket Taker	\$20.00 per Event for JV & Varsity Games
Track (Boys & Girls)	Admission Taker - Ticket Taker	\$20.00 per Event for JV & Varsity Games
Golf	Admission Taker - Ticket Taker	\$20.00 per Event for JV & Varsity Matches
Music	Admission Table - Ticket Taker	\$20.00 per Event
Drama/One-Act	Admission Table - Ticket Taker	\$20.00 per Event

**Separability:** If any portion of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provisions or applications shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

General Conditions of this Agreement:

1. **BASE SALARY:** 2025-2026 - \$40,000
2. **HEALTH INSURANCE:** Educators Health Alliance Plan; \$1,450 deductible for the calendar year 2025-26 school year; until mutually negotiated otherwise, Option 1-4 (Employee only, Employee and child, Employee spouse, and Employee, spouse & children).
3. **LIFE INSURANCE and LTD:** The District will provide a group MLF \$10,000 Life Insurance and LTD to each certified employee.

BEA Representatives

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_ Date

Board of Education Representatives

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_ Date

**Appendix Listing:**

- BEA Nebraska Commission of Industrial Relations Certification Order
- Extra Duty Scale
- Professional Growth - Definition and Activity for Credit
- Staff Grievance - Definition and Procedures
- District PTO Bank Request Form

NEBRASKA COMMISSION OF INDUSTRIAL RELATIONS

BLOOMFIELD EDUCATION )  
ASSOCIATION, an Unincorporated )  
Association, )  
Petitioner, )  
v. )  
SCHOOL DISTRICT NO. 54-0586 OF )  
KNOX COUNTY, NEBRASKA a/k/a )  
BLOOMFIELD PUBLIC SCHOOLS, a )  
Political Subdivision of the State of )  
Nebraska, )  
Respondent. )

Case No. 1347  
Representation Docket No. 476  
CERTIFICATION ORDER

NEBRASKA COMMISSION  
OF INDUSTRIAL RELATIONS  
FILED

DEC 04 2013

CLERK

This matter comes before the Commission pursuant to the Commission's Rules, following the Report of Election heretofore entered on November 27, 2013. The Commission, being fully advised in the premises, finds that more than five business days have elapsed since the Report of Election was filed herein; that no objections to said report have been filed. The Commission finds that Bloomfield Education Association should be certified as the exclusive collective bargaining agent for the following bargaining unit.

The positions of teachers and guidance counselors, all employees of the School District performing their duties in Bloomfield, Nebraska

IT IS THEREFORE ORDERED that Bloomfield Education Association be and hereby is certified as the exclusive collective bargaining agent for the bargaining unit described above.

Entered December 4, 2013.

NEBRASKA COMMISSION OF INDUSTRIAL RELATIONS

J. L. Spray, Commissioner

By Annette Hord  
Annette Hord, Clerk

DEC 05 2013

## EXTRA DUTY SCHEDULE 2025-26

If more than one personnel is assigned/allotted, each receives the % of Base/Yr.

Activity	Personnel Assigned/ Allotted	% of Base/Yr				
		<u>1st Year</u>	2nd Year	3rd Year	4th Year	5th Year +
<b>Activities</b>						
Director	1	10	10.5	11	11.5	12
Plus 2, free Instructional Periods per day						
<b>Cheer</b>						
Sponsor	2	4	4.3	4.6	4.9	5.2
<b>Dance</b>						
Sponsor	2	2.5	2.5	2.5	2.5	2.5
<b>High School Sports</b>						
<b>Head Coach</b>						
Football	1	12	12.5	13	13.5	14
Volleyball	1	12	12.5	13	13.5	14
Cross Country Minimum of 5 CCers	1	7	7.5	8	8.5	9
Basketball	2	12	12.5	13	13.5	14
Golf Minimum of 5 Golfers	1	7	7.5	8	8.5	9
Track	1	10	10.5	11	11.5	12
<b>Assistant Coach(es)</b>						
Football	3	8	8.5	9	9.5	10
Volleyball	1	8	8.5	9	9.5	10
Basketball	2 (3 if there are enough players to make a C team)	8	8.5	9	9.5	10
Wrestling	1	8	8.5	9	9.5	10
Track	4	7	7.5	8	8.5	9
<b>Junior High Sports</b>						
Football	1	3	3	3	3	3
Volleyball	1	3	3	3	3	3
Basketball	1	3	3	3	3	3
Wrestling	1	3	3	3	3	3
Track	1	3	3	3	3	3

Summer Programs	Based on a maximum of 90 hours - less than that will be prorated down.					
Weights	1	5	5	5	5	5
<b>Music</b> Elem/Jr/Sr High School						
Band	1	10	10.5	11	11.5	12
Vocal	1	6	6.5	7	7.5	8
Accompanist	Work under a Classified Agreement					
Elementary Vocal	1	1	2			
<b>Speech</b>						
Coach	1	7	7.5	8	8.5	9
Assistant	1	4	4.5	5	5.5	6
<b>Drama</b>						
Coach	1	7	7.5	8	8.5	9
Assistant	1	4	4.5	5	5.5	6
<b>Yearbook</b>						
	3	3.5	3.7	3.9	4.1	4.3
<b>FCCLA</b>						
Sponsor	1	7	7.5	8	8.5	9
<b>FFA</b>						
Sponsor	1	See Annual Contract				
<b>Student Council</b>						
Elementary	1	1	1	1	1	1
Junior High & High School	1	2.5	2.5	2.5	2.5	2.5
<b>HAL</b>						
K-12	1	1.25	1.25	1.25	1.25	1.25
<b>Crisis Team</b>						
Chair	1	1	1	1	1	1
<b>Lead Teacher/ Bee Keepers</b>						
Elementary	2	2.5	2.5	2.5	2.5	2.5
<b>Class Sponsor</b>						
Senior Class	2	1	1.1	1.2	1.3	1.4
Junior Class	2 (max)	1.5	1.7	1.9	2.1	2.3
Sophomore Class	2	0.005	0.005	0.005	0.005	0.005
Freshmen Class	2	0.0025	0.0025	0.0025	0.0025	0.0025

National Honor Society						
Sponsor	1	2	2	2	2	2
Strive TV						
Sponsor	1	7	7.5	8	8.5	9

Teachers covering classes during their planning period may request \$15/period taught.

Teaching Dual Credit Courses: All teachers who teach dual credit courses through any college or university shall receive 1/2 of the monies sent to the school as payment for said course. The remaining 1/2 will be added to the general fund account.

Tenured teachers can host a student teacher with principal approval once every three years. Should the college reimburse the district for student-teacher placement, that pay will go to the District's General Fund.

The high school's SAT and 504 Team Leaders shall receive 1.5% of the base salary.

Elementary MTSS Team members (3 max) 2%. All meetings shall be held outside of regular school hours. 1 day/quarter may be scheduled for a Data Day (6% max)

All extra duty positions are in full and not prorated by FTE.

Mileage or school transportation shall be provided for teachers who are shared between school districts.

## PROFESSIONAL GROWTH

Professional growth shall refer to the kinds of professional work or activities that contribute to professional growth. Every six years permanent certified employees shall give evidence of professional growth. Six semester hours of college credit shall be accepted as evidence of professional growth, or, in the alternative, such other activities are approved by the school board as stated in this policy. If activities are stricken from the list or conditions made more stringent, such changes shall not be retroactive with regard to work already begun. Changes in professional growth requirements will be implemented in such a way as to cause no penalty to those who are currently working on professional growth requirements.

Persons contemplating professional growth activities are requested to consult with principals or the superintendent before engaging in the activity, to ascertain the feasibility of the activity.

To meet statutory professional growth requirements for a given six-year period, a permanent teacher must submit professional growth applications showing completion of acceptable professional growth activities totaling 90 points.

The following activities are acceptable for professional credit:

1. College Credit Earned in Accredited Colleges - fifteen (15) pts. Per semester hour.  
Permanent teachers must submit a transcript from the college showing that the credit has been earned.
2. Auditing College Courses - six (6) pts. Per semester hour.  
Applicants must submit a statement from the college showing the number of sessions attended and the number of sessions held. The applicant must attend 90% of the sessions to receive professional growth credit.
3. Adult Education Classes - 3 clock hours equals one (1) point.  
This adult education classwork must contribute significantly to the teaching field of the applicant and must have prior approval.
4. Curriculum Workshops - 3 clock hours equals one (1) point.  
The planning and development of a curriculum guide in the applicant's teaching field.
5. General Workshops - 3 clock hours equals one (1) point.  
Workshops pertaining to general educational topics: special education, gifted education, I.R.A. meetings and conferences, Delta Kappa Gamma meetings, etc.
6. Teaching Accredited College Courses - ten (10) pts. Per semester hour.
7. Teaching Approved Adult Education Classes - 5 clock hours equals one (1) point.
8. Supervising Student Teachers - nine (9) pts.  
For each student teacher with responsibilities under a permanent teacher.
9. Professional Publications - fifteen (15) pts.  
For each piece of professional writing that is published in a professional publication.

10. Professional Work.

NEA, NSEA, BEA, and/or any recognized professional organization. Serving as President, Secretary, Treasurer, or major committee (negotiations) of the local organization; an officer or committee of the state or national organization attending a national or regional convention or workshop. - five (5) points. - the application must include the time period the work covers, the total number of hours served, and the problems considered.

11. Educational Travel.

The principal will evaluate sponsored tours without academic credit or independent travel for prior approval based on educational values for classroom use. Generally, tours or travel outside the United States of not less than two weeks will be granted up to a maximum of thirty (30) points. Up to twenty (20) points will be granted for travel in the United States.

12. Conferences.

Attendance at professional conferences or conventions that relate to education will be granted one (1) point for each 3 clock hours of the session attended.

13. Classroom Visitation at Another School- 3 clock hours equals one (1) point.

14. Projects.

Projects for professional growth will be presented to the principal in a proposal to determine objectives, time requirements, and student benefits. Up to thirty (30) points will be granted for each project.

15. Classes taken via the Internet shall count towards professional growth.

The number of points shall be agreed upon in advance with the principal and the teacher.

Professional growth activities are intended for the benefit of the individual. The school shall not be responsible for providing time and/or money for teachers to achieve professional growth points as required by statute, except for items 8, 12, and 13, which the district may partially or wholly subsidize. This policy is retroactive to September 1, 1982, when the statute took effect.

**BLOOMFIELD COMMUNITY SCHOOLS REQUEST  
FOR PROFESSIONAL GROWTH CREDIT**

This form must be completed for (see Professional Leave forms effective September 9, 1996) each activity for professional growth credit, except college credit, within thirty (30) days after completing the activity.

Name \_\_\_\_\_ Date \_\_\_\_\_

Activity \_\_\_\_\_

Sponsoring  
Organization \_\_\_\_\_

Presenter \_\_\_\_\_

Activity  
Description \_\_\_\_\_

\_\_\_\_\_

or Three Things I Learned: (Optional), \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Number of Clock Hours \_\_\_\_\_

Approved for \_\_\_\_\_ Points

Date \_\_\_\_\_

Approved by \_\_\_\_\_

I would like to share what I

learned with the rest of the

staff. \_\_\_\_\_

(Opt.) Yes No

This activity was not approved.

Reasons \_\_\_\_\_  
\_\_\_\_\_

Date \_\_\_\_\_

Not Approved by \_\_\_\_\_

The accumulated points will be given to each staff member prior to April 15 annually by the Superintendent.

## STAFF GRIEVANCES

### I. DEFINITIONS

1. Grievance - Any alleged violation or dispute concerning the interpretation or application of a term or provision of this agreement.
2. Grievant - The Association or member(s) of the bargaining unit who is adversely affected by the grievance and who files a grievance.
3. Days - This shall mean calendar days except weekends and school holidays. It is understood that when school is not in session, the decision timelines are subject to reasonable extension.

### II. STIPULATIONS

It is recognized that the Bloomfield Board of Education and the Bloomfield Education Association have an equal and mutual interest in the success and promptness of settling grievances. Therefore, it is agreed that the following rules will bind both parties:

1. Both parties will accomplish the procedures by the earliest reasonable time.
2. Both parties will withhold publicity until a joint release is issued by the parties, as is customary in collective bargaining negotiations.
3. No formal meetings will be set during school hours.
4. All parties agree to work for the welfare of the school system and strive to maintain good morale and courtesy among the parties.
5. Both parties agree to maintain the confidentiality of information regarding a grievance case.
6. Each party stipulates it will not advocate the violation of any law.

### III. PROCEDURES

#### I. Level I (Informal)

The Grievant must first discuss the grievance with the principal or supervisor with direct responsibility.

#### II. Level II (Formal)

If the grievance remains unresolved, then the grievance may be processed as follows.

Step 1. The Grievant or the association may present the grievance in writing to the Grievant's principal, who will arrange for a meeting of the parties in interest within five (5) days. The association's representative, the Grievant, and the principal shall attend the meeting. Within five (5) days after the meeting, the principal shall provide the Grievant and the association with a written answer to the grievance.

Step 2. If the grievance is not resolved at Step 1, the Grievant of the association shall have five (5) days after receipt of the principal's answer to appeal to the Superintendent. The Superintendent or the Superintendent's designee shall arrange for a meeting with the Grievant and the association's representatives within five (5) days of receipt of the appeal. The Superintendent or designee will have five (5) days from the meeting date to provide the Grievant and the association with a written decision.

Step 3. Suppose the grievance is not resolved at Step 2. In that case, the Grievant or the association shall have five (5) days to appeal the grievance to the Board of Education by filing the appeal in writing with the Board President and the Superintendent. The Board of Education or a Board committee shall have ten (10) days from the date the appeal is received to schedule a meeting to address the grievance. The meeting shall be held as soon as practical but not later than the next regular Board meeting (unless the appeal is received within five (5) days of the next regular Board meeting. In this event, the meeting shall be held at the following regular Board meeting) following receipt of the appeal. The Board or Board Committee will have five (5) days from the meeting date to notify, in writing, the Grievant and the association of the decision of the Board or Board Committee.

#### IV. PROCEDURAL RULES

1. Decisions rendered at Level II, Steps 1, 2, and 3 of the grievance procedure, will be in writing, set forth the decision and the reasons thereof, and transmitted promptly to all parties in interest.
2. If the written grievance is not filed within 30 calendar days after the educator knew, or should have known, of the fact or condition on which the grievance is based, then the grievance shall be waived. This timeline is not subject to extension except by mutual agreement.
3. A grievance or complaint may be withdrawn at any level without prejudice.
4. No reprisals of any kind shall be taken against any party to the grievance for actions taken regarding the grievance or against any other participant in the grievance procedure because of such participation.
5. The grievance documents shall be filed separately from the personnel files of the participants.

Forms for filing and presenting grievances and complaints and other necessary documents follow.

GRIEVANCE FORM A

**FORMAL GRIEVANCE PRESENTATION**

(To be completed by the aggrieved person).

AGGRIEVED PERSON \_\_\_\_\_ DATE OF FORMAL PRESENTATION \_\_\_\_\_

SCHOOL \_\_\_\_\_ PRINCIPAL \_\_\_\_\_

SUBJECT AREA OR GRADE \_\_\_\_\_

STATEMENT OF GRIEVANCE:

ACTION REQUESTED:

\_\_\_\_\_  
SIGNATURE OF AGGRIEVED

**DECISION BY SUPERINTENDENT**

AGGRIEVED  
PERSON \_\_\_\_\_

DATE OF FORMAL GRIEVANCE  
PRESENTATION \_\_\_\_\_

DATE APPEAL RECEIVED  
BY SUPERINTENDENT \_\_\_\_\_

DATE HEARING HELD  
BY SUPERINTENDENT \_\_\_\_\_

DECISION OF SUPERINTENDENT AND REASONS, THEREFORE:

DATE OF DECISION \_\_\_\_\_

\_\_\_\_\_

(Signature of Superintendent)

AGGRIEVED PERSON'S RESPONSE:

\_\_\_\_\_ I accept the above decision of the Superintendent.

\_\_\_\_\_ I hereby appeal to the Board of Education.

DATE OF RESPONSE \_\_\_\_\_

\_\_\_\_\_

(Signature of Aggrieved)

**REVIEW BY BOARD OF EDUCATION**

AGGRIEVED  
PERSON \_\_\_\_\_

DATE OF FORMAL GRIEVANCE  
PRESENTATION \_\_\_\_\_

BOARD RESPONSE

(To be completed by the Board of Education President).

DATE APPEAL RECEIVED BY  
BOARD OF EDUCATION \_\_\_\_\_

DATE HEARING HELD BY  
BOARD OF EDUCATION \_\_\_\_\_

DECISION OF THE BOARD OF EDUCATION AND REASONS, THEREFORE:

DATE OF DECISION \_\_\_\_\_

\_\_\_\_\_  
(Signature of Board President)

# Bloomfield Community Schools Office of the Superintendent

## District PTO Bank Request Form

Name: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Building: \_\_\_\_\_

Home Phone: \_\_\_\_\_

Cell Phone: \_\_\_\_\_

### **REQUEST**

Number of Days: \_\_\_\_\_ (Maximum of 20 days)

Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_

Estimated Return to Work Date: \_\_\_\_\_

I have used the entire amount of my personal PTO and accumulated PTO. I am applying to the Board of Education with a request to use District PTO Bank days.

Member Signature: \_\_\_\_\_ Date: \_\_\_\_\_

-----  
(Office Use)

Approve / Deny

Number of Days Approved: \_\_\_\_\_

\_\_\_\_\_  
Superintendent of Schools

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board of Education

\_\_\_\_\_  
Date



Deb Wragge &lt;dwragge@blfdbees.org&gt;

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**6000 Policies**

2 messages

**Tabitha Gilsdorf** <tgilsdorf@blfdbees.org>

Thu, Jan 9, 2025 at 1:40 PM

To: Todd Strom &lt;tstrom@blfdbees.org&gt;, Deb Wragge &lt;dwragge@blfdbees.org&gt;, Klint Conroy &lt;kconroy@blfdbees.org&gt;, Heather Gubbels &lt;hgubbels@blfdbees.org&gt;

I have finished updating all the policies with the elementary information in them. I also had Mrs. Loecker look over the medical ones. She sent the form to me and I shared it with Mrs. Gubbels for policy 6920A. If you have any questions, please let me know. Thanks and have a great rest of the day!

--

Tabitha Gilsdorf  
Pre-K-6 Elementary Principal  
Bloomfield Community Schools

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**Deb Wragge** <dwragge@blfdbees.org>

Thu, Jan 9, 2025 at 1:45 PM

To: Tabitha Gilsdorf &lt;tgilsdorf@blfdbees.org&gt;

Cc: Todd Strom &lt;tstrom@blfdbees.org&gt;, Klint Conroy &lt;kconroy@blfdbees.org&gt;, Heather Gubbels &lt;hgubbels@blfdbees.org&gt;

Thank you so much. I appreciate your timeliness.

together we can do this job.

Deb

**Deb Wragge, President,****Bloomfield Community School Board of Education****A** 87486 540 Ave; Creighton, NE 68729**M** 402-841-6972 **H** 402-373-4940**E** [dwragge@blfdbees.org](mailto:dwragge@blfdbees.org)**SMS** 402-841-6972 **Messenger** 402-841-6972**X** DebWragge73813

*"Develop a passion for learning. If you do, you will never cease to grow". Anthony J D'Angelo*

To avoid a possible quorum as identified by the Nebraska Open Meeting Act, please refrain from responding **to Reply All. Respond Reply.**

[Quoted text hidden]

Brittany Smith  
5<sup>th</sup> Grade Homeroom/ 3-6Math  
Assistant Volleyball/ Assistant Track

Monday January 13, 2025

To Whom It May Concern:

Please accept this letter as my resignation from the assistant volleyball position at Bloomfield Community Schools. I will not be returning as a volleyball coach in the Fall of 2025. My family is growing, and I feel as though I am needing to spend more time at home.

I have thoroughly enjoyed my two years of being the volleyball assistant and all the experiences and knowledge that I have gained. The girls have a bright future and I'm excited to watch and cheer them on throughout the years.

Thank you all for the opportunity to be a part of the program. Thank you also for the support throughout both seasons that I've been a part of. I hope the best for the athletes, coaches, and program.

Respectfully,  
Brittany Smith

