North Bend Central Public Schools
Regular Board of Education Meeting
NBC Board of Education Room
Monday, December 8, 2025
7:00 PM

I. **SECTION I OPENING**
- I.A. Call Meeting to Order
- I.B. Pledge of Allegiance
- I.C. Roll Call
- I.D. Excuse Absent Board Members
- I.E. Acknowledge Posted Open Meeting Act

II. **SECTION II REVIEW OF THE AGENDA**
- II.A. Publication of Notice
  - II.A.a. Changes/Approval of Agenda
  - II.A.b. Notes Regarding Agenda

III. **SECTION III CELEBRATION OF EXCELLENCE**

IV. **SECTION IV RECOGNITION OF VISITORS/PUBLIC COMMENT**

V. **SECTION V BUSINESS ITEMS**
- V.A. Approval of Prior Minutes:
- V.B. Review of Financial Statements
  - V.B.a. Activity Fund
- V.C. Approval of Bills
  - V.C.a. Check Listing Report

VI. **SECTION VI REPORTS**
- VI.A. SUPERINTENDENT REPORT
- VI.B. HIGH SCHOOL PRINCIPAL REPORT
- VI.C. ELEMENTARY PRINCIPAL REPORT
- VI.D. ACTIVITIES DIRECTOR REPORT

VII. **SECTION VII BUSINESS ITEMS**
- VII.A. Approve early graduation of a senior student
- VII.B. Annual American Civics Hearing
  - VII.B.a. Public comment specific to American Civics
- VII.C. Approve board goals for the 2025-2026 school year
- VII.D. Discuss student enrollment capacity resolution
- VII.E. Approve payment to Psychometric Solutions, for the administration of the staff climate survey earlier this fall
- VII.F. Approve Psychometric Solutions for the administration of a board self-assessment process
- VII.G. Approve updated Early Retirement Incentive Policy
- VII.H. Discuss digital signage for both campuses
- VII.I. Review of board policy, policy numbers 5020-5036

VIII. **SECTION VIII PERSONNEL**
- VIII.A. Approve hiring Ben Rolenc, part-time activity custodian
- VIII.B. Review and complete superintendent evaluation for the 2025-2026 school year

IX. **SECTION IX REMINDERS AND DATES**

IX.A. Next Meeting: January 12, 2026 7:00p.m.

X. **Adjourn**

(The agenda contains a list of subjects known at the time of distribution on November 10, 2026. A copy of the agenda reflecting any changes will be available for public inspection during normal business hours in the High School office. Except for items of an emergency nature, the agenda will not be enlarged later than 24 hours before the scheduled commencement of the meeting.)

MINUTES OF BOARD OF EDUCATION

Work Session	North Bend Public Library	6:00 P.M.	November 24, 2025
Kind of Meeting	Meeting Place	Time	Date

	PRESENT	ABSENT
President.....	Doug Hoops	
Vice Pres.....	Bob Feurer	
Secretary.....	Andy Swanson	
Treasurer.....	Justin Taylor	
Member.....	Amy Williams	
Member.....	Nick Emanuel	
Superintendent.....	Patrick Ningen	
Recording Secretary…..		

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1. **A. CALL TO ORDER:** President Hoops called the Board meeting to order at 6:22 p.m.

   B. ROLL CALL: Present: Doug Hoops, Francis Emanuel, Bob Feurer, Justin Taylor, Nick Emanuel and Andy Swanson.

   C. EXCUSE ABSENT BOARD MEMBERS: none

   D. ACKNOWLEDGE POSTED OPEN MEETING ACT: President Hoops announced and informed the public that a current copy of the Open Meetings Act is posted on the wall of the meeting room and directed the public to its location.

2. **REVIEW OF THE AGENDA:**

   A. PUBLICATION NOTICE: Notice of the meeting was given in advance by posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education and posted on November 19, 2025. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be herein after noted, were taken while the convened meeting was open to the attendance of the public.

   B. Changes/Approval of agenda: none

   C. Notes regarding agenda: none

3. **BUSINESS ITEMS:**

   A. DISCUSS SESSIONS ATTENDED AT LAST WEEK'S NASB STATE EDUCATION CONFERENCE: The board discussed the sessions they attended at the NASB State Education Conference in Omaha the week prior.

   B. DISCUSS DIRECTION OF STUDENT ENROLLMENT CAPACITY: The board then discussed enrollment capacity. The board wanted the in-district/out-of-district student population breakdown of our current preschool classes.

   C. DISCUSS SETTING BOARD GOALS FOR THE SCHOOL YEAR: The board discussed and made a preliminary draft of their goals for the year. The goals will be discussed more and approved at the December board meeting.

   D. DISCUSS BOARD SELF-ASSESSMENT PROCESS: The board discussed completing a self-evaluation process and will vote on a service provider at the December meeting.

   E. DISCUSS APPRECIATION FOR STAFF, BASED ON AQUESTT CLASSIFICATION: The board discussed how to best show appreciation to the staff for accomplishing a third straight Excellent classification in AQuESTT.

4. REMINDERS AND DATES:

A. NEXT MEETINGS: Regular Board Meeting, December 8, 2025 at 7:00p.m.

ADJOURNMENT: Motion adjourn the meeting at 9:03p.m. Motion Carried 6-0.

Respectfully submitted,

_____
Doug Hoops, President

_____
Andy Swanson, Secretary

December 2025

Mid-Term Graduation

One student has done the necessary paperwork and met the requirements for mid-term graduation. **Riley Claussen**

Riley has been employed at Fremont Methodist Health in the kitchen. She has recently been offered a leadership position and will start work full-time in January as a lead in the culinary department. Riley will be here on Monday to make her formal request for mid-term graduation.

I would recommend approval.

Semester Test

We will conclude the semester with a semester test for grades 8th-12th. Below is the schedule for the test. As I shared with you last month, we are doing a two-day test schedule this year.

December 18th

Class Period 1	8:10 - 8:37
Test - Period 1	8:40 - 9:40
Class Period 2	9:43 - 10:10
Test Period 2	10:13 - 11:13
Study Session	11:16 - 12:30
3 Lunch Sessions	
Class Period 3	12:33 - 12:55
Test Period 3	12:58 - 1:58
Class Period 4	2: 01 - 2: 27
Test Period 4	2:30 - 3:30

December 19th - 1:30 Dismissal

Class Period 5	8:10 - 8:33
Test Period 5	8:26 - 9:36
Class Period 6	9:40 - 10:03
Test Period 6	10:06 - 11:06
Study Session	11:09 - 12:00
3 Lunch Sessions	
Class Period 7	12:03 - 12:27
Test Period 7	12:30 - 1:30

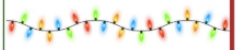
Semesters End

Mrs. Armstrong has created a 12 Days of Christmas calendar to share holiday fun the last 12 days of the semester. We greatly appreciate Whitney's efforts as it adds a holiday flare to our school while students are studying for finals.

In a focus of staff wellness, staff received an end of semester checklist. The checklist includes tasks to complete to ensure that teachers can disconnect and recharge over the break.
Staff will report back January 5th for an inservice followed by students the next day.

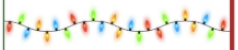
THE NORTH BEND CENTRAL 12 DAYS OF CHRISTMAS

STAFF

Monday	Tuesday	Wednesday	Thursday	Friday
		3 **Bonus Day** DECK THE HALLS Decorate your classroom door during TAP. Most creative/fun/interesting door wins a prize! Doors will be judged on Friday morning & announced during TAP Friday.	4 Don't have a BLUE Christmas! Wear BLUE & jeans today to make sure you don't. 	5 The Nightmare Before Christmas  "Trick or Treat" the office & bring a can of food for Blessings Food Pantry to wear jeans & receive a Christmas Treat!
8 Finish up that Christmas shopping list!  All staff can leave at 3:30 today. Just don't beat the students out the door!	9 'Mele Kalikimaka' That is Merry Christmas in Hawaiian.  Wear your island gear to celebrate like a Hawaiian!	10  Candy Cane Day Grab a candy cane at lunch today! Dress the part and wear red or white.	11  Rockin' Round The Christmas Tree! Decorate yourself with your favorite Christmas Accessories! Hats, Necklaces, Earrings, etc!	12  Show your holiday spirit! Put on your favorite Christmas sweater today!
15  *Sugar Plums dancing in your head?* Grab a Christmas Sweet at lunch today!	16  Reindeer Look A Like Dress up like one of the Santa's Reindeer: Dasher, Dancer, Prancer, Vixen, Comet, Cupid, Donner, Blitzen, or Rudolph	17  Don't be a Grinch, just dress like one and stop by the Staff Break Room to grab some Hot Chocolate!	18  Polar Express Day Get ready to be picked up by the Polar Express and wear your Christmas Pajamas!	19 CHRISTMAS GLOW Wear neon, sequins or anything BRIGHT! 

THE NORTH BEND CENTRAL 12 DAYS OF CHRISTMAS

STUDENTS

Monday	Tuesday	Wednesday	Thursday	Friday
		3 **Bonus Day** DECK THE HALLS Decorate your classroom door during TAP. Most creative/fun/interesting door wins a prize! Doors will be judged on Friday morning & announced during TAP Friday.	4 Don't have a BLUE Christmas! Wear BLUE today to make sure you don't. 	5 The Nightmare Before Christmas  "Trick or Treat" the office & bring a can of food for Blessings Food Pantry to receive a Christmas Treat!
8 *I'm dreaming of a white Christmas...* Guess the number of 'snow balls' at lunch today! 	9 'Mele Kalikimaka' That is Merry Christmas in Hawaiian.  Wear your island gear to celebrate like a Hawaiian!	10  Candy Cane Day Grab a candy cane at lunch today! Dress the part and wear red or white.	11  Rockin' Round The Christmas Tree! Decorate yourself with your favorite Christmas Accessories! Hats, Necklaces, Earrings, etc!	12  Show your holiday spirit! Put on your favorite Christmas sweater today!
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January Board meeting

Second Semester

We started this semester a little differently than in years past with a *Secret Start to the Second Semester (SS2SS)*! When the first bell rang on the 6th, students reported to their TAP classrooms instead of first period. While in TAP, students watched a Welcome Back video from me that explained the purpose of the morning, emphasized goal setting, and introduced the choice board they would work from during SS2SS.

This time also allowed students to charge their devices so they were ready once the regular school day began. We intentionally surprised students and hoped this unique start would give them a little time to reflect and prepare for the upcoming months.

Communication with Parents

Parents of seniors and juniors will be receiving letters home this month. The senior letter will include important dates and upcoming activities as the Class of 2026 enters their final semester of high school. We know these last few months move quickly, so our goal is to keep students and families well informed.

Parents of 11th grade students will also receive a letter regarding the required ACT testing on April 7th. While this date is listed as an in-service day on the school calendar, all 11th graders are expected to report to school to take the ACT. Because NBC participates in the paper/pencil ACT option, we are limited in the number of available testing dates.

Students will arrive at 8:00 a.m., and testing should conclude around 1:30 p.m. We have begun preparing 11th graders for the ACT using John Baylor Test Prep materials. Students who actively participate in test preparation and give their best effort on both the practice ACT and the official test on April 7th will qualify for the semester test incentive in May.

Career Education/Talon/ESU 2/NBC Foundation

We are excited to announce that five additional students have enrolled in the Talon CDL Program for the second semester. During first semester, two students participated, and the program has continued to grow due to its early success.

ESU #2 secured a grant to assist with program funding. While the grant is limited, we are pleased to share that all participating students have received funding support for this semester. Mrs. Wright has done an excellent job communicating with both students and Talon, which has contributed to a strong partnership and has helped establish NBC students as highly desirable participants in the program.

Students will complete the online portion of the course independently or during their career education time. They will also be excused from school once per week to participate in behind-

the-wheel training at Talon. To date, three NBC students have completed the program, giving us a solid understanding of the commitment and expectations required for success.

Statewide, the average cost to obtain CDL certification is approximately $3,750, with costs continuing to rise each year. According to the Nebraska Department of Labor, CDL certification is currently the #1 most sought-after H3 career (High Skill, High Wage, High Demand) in the state. Through this partnership, the ESU #2 grant covers all but $1,000 of the Talon training cost. Students may also apply for a North Bend Central Foundation grant of up to $500 to help offset the remaining expense.

This program is yet another example of how North Bend Central is stepping up to address the skilled trades gap across our state and nation by providing students with meaningful opportunities to earn valuable credentials before they even graduate. CDL certification gives students a significant competitive advantage in the hiring process, supports career advancement, and greatly enhances earning potential across a wide range of career pathways.

2025-26 December- Elementary School Board Report

Friendsgiving! During the month of November, students participated in daily kindness challenges. Each day brought a new challenge, such as giving someone a high five or inviting someone new to sit next to you.
It was great to see the kids getting together. The elementary students were really excited before it started and the MS/HS students were very respectful. We have some great kids here!
We were really surprised with how quiet the rooms were. We expected it to be a little "rowdy", but it wasn't.

12 Days of NBCE Christmas- We are so grateful to Whitney Armstong for putting the calendar together for us each year. Our days differ slightly from the high school calendar to fit the needs of younger children. We all look forward to these days every year!

Winter Benchmark Assessments- During the month of December we complete benchmark assessments for foundational reading skills/fluency through FAST Bridge and reading and math skills through MAP. We analyze the data during collaboration meetings to determine next steps for instruction, application of strategies, and grouping of students.

K-5 Winter Program- Our Kindergarten through 5th grade students will perform their Winter Program during the school day, in the afternoon, on Wednesday, January 21st in the Old Gym at the High School.

On December 12th at 2:30 pm, the 4th and 5th grade band/choir will perform a Winter Concert. This performance will be for their families. We will also make sure we provide some coverage in classrooms where teachers of participants will want to watch.

Board Notes

We are now into our Winter Sports and Activities seasons. Some congratulations are in order for a couple groups whose seasons fly by in the blink of eye but require a lot of time and dedication to make them all work. Our Unified Bowling team experienced another great season under the direction of Kelsey Vyhlidal. They won many of their duals and were the runner up in Districts and just missing out on another trip to State.

Congratulations to our One Acts Cast and Crew as they performed multiple times over the course of the last couple of weeks and just missed out during their district performance. They placed in the top 5 on Saturday and did a great job this year. Would like to thank the kids and also Mr. Dan Wright and Ms. Kyndall Roberts for their time and efforts to give our kids the opportunities that they do.

Since we last met, we also had our Veterans Day program. Mr. Ken Streff does a great job of organizing and presenting this event for our students here at the High School with the help of community members and many of our staff here at NBC. It really is a great event for our kids to be a part of.

Junior High Girls Wrestling has started their inaugural season. There are seven girls who have chosen to be part of the team and have done a great job through the early part of their season. I think it shows great promise in regards to adding an opportunity to learn how to wrestle that will pay off in the future for or High School teams.

We are also into the actual season for Girls and Boys Wrestling, Girls and Boys Basketball, and Girls and Boys Bowling. All these seasons have started and we are seeing success for the kids in many areas. Just want to wish them the best of luck as they start their seasons.

We are going to be hosting the North Bend Central Wrestling Invitational on Saturday the 13th of December. Coach Streff has done a wonderful job of building and growing this Girls and Boys Wrestling Tournament to the point we are using 5 mats and have a total of 32 teams. What a great chance for good competition and also to show off our great school facilities.

We are also going to hosting our Holiday Basketball Tournament here on December 29th and 30th. That will include the following teams: NBC, Fort Calhoun, GACC, and Ord.

We will continue to work with Mrs. Petersen, Mr. Roy Wright, and all the coaches to help facilitate a process of organization and cleaning that Mr. Ningen presented recently. Mr. Wright has a great plan and over the next couple of months we hope to have a much more streamlined storage area.