

Shickley Public Schools
April 14, 2025
5:00 PM: Regular Board of Education Meeting
Shickley School

1. **Preliminary Procedures**
 - 1.1. Call to Order
 - 1.2. Roll Call
 - 1.3. Pledge of Allegiance
 - 1.4. Public Notice of the Meeting and Notification of Open Meeting Law
 - 1.5. Approve Board Member Absence(s)
 - 1.6. Approve the Agenda
2. Consent Agenda
3. Financial Reports
4. Claims and Bills
5. **Welcome Visitors**
 - 5.1. Public Comments not on agenda items
 - 5.2. Public Comments on agenda items
6. Committee Reports
7. **Discussion Items: Consider and Discuss - No Action to be Taken**
 - 7.1. Cell Phone Policy
8. **Action Items: Consider, Discuss, and Take all Necessary Action**
 - 8.1. Early Learning Facility Handbook for 25-26
 - 8.2. Additional Personal Day Request
 - 8.3. High School Principal Contract for 25-26
 - 8.4. Superintendent Contract for 2025-27
 - 8.5. Strategic Plan: Guiding Principles
9. **Informational Items**
 - 9.1. Administrative Reports
 - 9.2. Other Information
10. Establish Future Board of Education Meeting Date(s) and Time(s)
11. Closed Session
12. Items from Closed Session
13. Adjournment

84-1407. Act, how cited.

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

Source: Laws 2004, LB 821, § 34.

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.

Source: Laws 1975, LB 325, § 1; Laws 1996, LB 900, § 1071; Laws 2004, LB 821, § 35.

Annotations

- Nebraska's public meetings laws do not apply to school board deliberations pertaining solely to disputed adjudicative facts. *McQuinn v. Douglas Cty. Sch. Dist. No. 66*, 259 Neb. 720, 612 N.W.2d 198 (2000).
- The primary purpose of the public meetings law is to ensure that public policy is formulated at open meetings. *Marks v. Judicial Nominating Comm.*, 236 Neb. 429, 461 N.W.2d 551 (1990).
- The public meetings law is broadly interpreted and liberally construed to obtain the objective of openness in favor of the public, and provisions permitting closed sessions must be narrowly and strictly construed. *Grein v. Board of Education of Fremont*, 216 Neb. 158, 343 N.W.2d 718 (1984).
- Although a committee was a subcommittee of a natural resources district board, it was not subject to the Open Meetings Act because there was never a quorum of board members in attendance and the committee did not hold hearings, make policy, or take formal action on behalf of the board. *Koch v. Lower Loup NRD*, 27 Neb. App. 301, 931 N.W.2d 160 (2019).
- A county board of equalization is a public body whose meetings shall be open to the public. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).

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, and (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;

(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.

Source: Laws 1975, LB 325, § 2; Laws 1983, LB 43, § 1; Laws 1989, LB 429, § 42; Laws 1989, LB 311, § 14; Laws 1992, LB 1019, § 124; Laws 1993, LB 635, § 1; Laws 1996, LB 1044, § 978; Laws 1997, LB 798, § 37; Laws 2004, LB 821, § 36; Laws 2007, LB296, § 810; Laws 2011, LB366, § 2; Laws 2021, LB83, § 11.

Effective Date: April 22, 2021

Annotations

- A township is a political subdivision, and as such, a township board is subject to the provisions of the public meetings laws. *Steenblock v. Elkhorn Township Bd.*, 245 Neb. 722, 515 N.W.2d 128 (1994).
- A county agricultural society is a public body to which the provisions of the Nebraska public meetings law are applicable. *Nixon v. Madison Co. Ag. Soc'y*, 217 Neb. 37, 348 N.W.2d 119 (1984).
- Failure by a public governing body, as defined under section 84-1409, R.R.S.1943, to take and record a roll call vote on an action, as required by section 84-1413(2), R.S.Supp.,1980, grants any citizen the right to sue for the purpose of having the action declared void. In this case such failure could not be later corrected by a nunc pro tunc order because there was no showing that a roll call vote on the disputed action was actually taken, and even if it was the record showed it was not recorded until over a year later. Sections 23-1301, R.R.S.1943, and 23-1302, R.R.S.1943, make it the duty of the county clerk to record proceedings of the board of county commissioners. *State ex rel. Schuler v. Dunbar*, 208 Neb. 69, 302 N.W.2d 674 (1981).
- Although a committee was a subcommittee of a natural resources district board, it was not subject to the Open Meetings Act because there was never a quorum of board members in attendance and the committee did not hold hearings, make policy, or take formal action on behalf of the board. *Koch v. Lower Loup NRD*, 27 Neb. App. 301, 931 N.W.2d 160 (2019).
- Although the Open Meetings Act does not define "subcommittee," a subcommittee is generally defined as a group within a committee to which the committee may refer business. *Koch v. Lower Loup NRD*, 27 Neb. App. 301, 931 N.W.2d 160 (2019).
- The Open Meetings Act does not require policymakers to remain ignorant of the issues they must decide until the moment the public is invited to comment on a proposed policy. By excluding nonquorum subgroups from the definition of a public body, the Legislature has balanced the public's need to be heard on matters of public policy with a practical accommodation for a public body's need for information to conduct business. *Koch v. Lower Loup NRD*, 27 Neb. App. 301, 931 N.W.2d 160 (2019).
- As an administrative agency of the county, a county board of equalization is a public body. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- The electors of a township at their annual meeting are a public body under the Open Meetings Act. *State ex rel. Newman v. Columbus Township Bd.*, 15 Neb. App. 656, 735 N.W.2d 399 (2007).

- The meeting at issue in this case was a "meeting" within the parameters of subsection (2) of this section because it involved the discussion of public business, the formation of tentative policy, or the taking of any action of the public power district. *Hansmeyer v. Nebraska Pub. Power Dist.*, 6 Neb. App. 889, 578 N.W.2d 476 (1998).
- Informational sessions in which the governmental body hears reports are briefings. *Johnson v. Nebraska Environmental Control Council*, 2 Neb. App. 263, 509 N.W.2d 21 (1993).

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.

Source: Laws 1975, LB 325, § 3; Laws 1983, LB 43, § 2; Laws 1985, LB 117, § 1; Laws 1992, LB 1019, § 125; Laws 1994, LB 621, § 1; Laws 1996, LB 900, § 1072; Laws 2004, LB 821, § 37; Laws 2004, LB 1179, § 1; Laws 2006, LB 898, § 1; Laws 2011, LB390, § 29; Laws 2012, LB995, § 17.

Annotations

- There is no absolute discovery privilege for communications that occur during a closed session. *State ex rel. Upper Republican NRD v. District Judges*, 273 Neb. 148, 728 N.W.2d 275 (2007).
- If a person present at a meeting observes a public meetings law violation in the form of an improper closed session and fails to object, that person waives his or her right to object at a later date. *Wasikowski v. Nebraska Quality Jobs Bd.*, 264 Neb. 403, 648 N.W.2d 756 (2002).
- The public interest mentioned in this section is that shared by citizens in general and by the community at large concerning pecuniary or legal rights and liabilities. *Grein v. Board of Education*, 216 Neb. 158, 343 N.W.2d 718 (1984).
- Hearing in closed executive session was contrary to this section since there was no showing of necessity or reason under subdivision (1)(a), (b), or (c), but did not result in reversal of board decision. *Simonds v. Board of Examiners*, 213 Neb. 259, 329 N.W.2d 92 (1983).
- Negotiations for the purchase of land need not be conducted at an open meeting but the deliberations of a city council as to whether an offer to purchase real estate should be made should take place in an open meeting. *Pokorny v. City of Schuyler*, 202 Neb. 334, 275 N.W.2d 281 (1979).
- Public meeting law was not violated where the Board of Regents of the University of Nebraska voted to hold a closed session to consider the university president's resignation, and also discussed the appointment of an interim president during such session. *Meyer v. Board of Regents*, 1 Neb. App. 893, 510 N.W.2d 450 (1993).

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)(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, 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 or village. 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.

(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)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(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;

(xiii) A natural resources district; and

(xiv) The Judicial Resources Commission.

(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 subsection (1) 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 an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, the organization 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. The governing body of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by virtual conferencing if the governing body's quarterly meetings are not held by virtual conferencing.

(3) 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.

(4) 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.

(5) 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 (4) 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.

(6) 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.

(7)(a) Notwithstanding subsections (2) and (5) 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 subsection (1) 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 (4) 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 subsections (5) and (6) of section 84-1413.

Source: Laws 1975, LB 325, § 4; Laws 1983, LB 43, § 3; Laws 1987, LB 663, § 25; Laws 1993, LB 635, § 2; Laws 1996, LB 469, § 6; Laws 1996, LB 1161, § 1; Laws 1999, LB 47, § 2; Laws 1999, LB 87, § 100; Laws 1999, LB 461, § 1; Laws 2000, LB 968, § 85; Laws 2004, LB 821, § 38; Laws 2004, LB 1179, § 2; Laws 2006, LB 898, § 2; Laws 2007, LB199, § 9; Laws 2009, LB361, § 2; Laws 2012, LB735, § 1; Laws 2013, LB510, § 1; Laws 2017, LB318, § 1; Laws 2019, LB212, § 5; Laws 2020, LB148, § 3; Laws 2021, LB83, § 12.

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Cross References

- **Emergency Management Act**, see section 81-829.36.
- **Intergovernmental Risk Management Act**, see section 44-4301.
- **Interlocal Cooperation Act**, see section 13-801.
- **Joint Public Agency Act**, see section 13-2501.
- **Municipal Cooperative Financing Act**, see section 18-2401.

Annotations

- Under subsection (1) of this section, the Legislature has imposed only two conditions on the public body's notification method of a public meeting: (1) It must give reasonable

advance publicized notice of the time and place of each meeting and (2) it must be recorded in the public body's minutes. *City of Elkhorn v. City of Omaha*, 272 Neb. 867, 725 N.W.2d 792 (2007).

- An emergency is "(a)ny event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; a sudden or unexpected happening; an unforeseen occurrence or condition." *Steenblock v. Elkhorn Township Bd.*, 245 Neb. 722, 515 N.W.2d 128 (1994).
- An agenda which gives reasonable notice of the matters to be considered at a meeting of a city council complies with the requirements of this section. *Pokorny v. City of Schuyler*, 202 Neb. 334, 275 N.W.2d 281 (1979).
- When notice is required, a notice of a special meeting of a city council posted in three public places at 10:00 p.m. on the day preceding the meeting is not reasonable advance publicized notice of a meeting as is required by this section. *Pokorny v. City of Schuyler*, 202 Neb. 334, 275 N.W.2d 281 (1979).
- Teacher waived right to object to lack of public notice in board of education employment hearing by voluntary participation in the hearing without objection. *Alexander v. School Dist. No. 17*, 197 Neb. 251, 248 N.W.2d 335 (1976).
- A county board of commissioners and a county board of equalization are not required to give separate notices when the notice states only the time and place that the boards meet and directs a citizen to where the agendas for each board can be found. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- A county board of equalization is a public body which is required to give advanced publicized notice of its meetings. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- Notice of recessed and reconvened meetings must be given in the same fashion as the original meeting. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- True notice of a meeting is not given by burying such in the minutes of a prior board proceeding. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- An agenda notice which merely stated "work order reports" was an inadequate notice under this section because it did not give interested persons knowledge that plans for a 345 kv transmission line through the district was going to be discussed and voted upon at the meeting. Inadequate agenda notice under this section meant there was a substantial violation of the public meeting laws; however, later actions by the board of directors cured the defects in notice, and such actions were in substantial compliance with the statute. *Hansmeyer v. Nebraska Pub. Power Dist.*, 6 Neb. App. 889, 578 N.W.2d 476 (1998).

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.

(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. A body may not be required to allow citizens to speak at each meeting, but it may not forbid public participation at all meetings.

(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.

Source: Laws 1975, LB 325, § 5; Laws 1983, LB 43, § 4; Laws 1985, LB 117, § 2; Laws 1987, LB 324, § 5; Laws 1996, LB 900, § 1073; Laws 2001, LB 250, § 2; Laws 2004, LB 821, § 39; Laws 2006, LB 898, § 3; Laws 2008, LB962, § 1; Laws 2021, LB83, § 13.

Effective Date: April 22, 2021

Annotations

- To preserve an objection that a public body failed to make documents available at a public meeting as required by subsection (8) of this section, a person who attends a public meeting must not only object to the violation, but must make that objection to the public body or to a member of the public body. *Stoetzel & Sons v. City of Hastings*, 265 Neb. 637, 658 N.W.2d 636 (2003).

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, except as provided in subsection (6) of this section, and 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 the minutes is absent due to a serious illness or emergency.

(6) Minutes of the meetings of the board of a school district or educational service unit may be kept as an electronic record.

(7) 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.

Source: Laws 1975, LB 325, § 6; Laws 1978, LB 609, § 3; Laws 1979, LB 86, § 9; Laws 1987, LB 663, § 26; Laws 2005, LB 501, § 1; Laws 2009, LB361, § 3; Laws 2015, LB365, § 2; Laws 2016, LB876, § 1; Laws 2021, LB83, § 14.

Effective Date: April 22, 2021

Annotations

- Under prior law, if a person present at a meeting observes and fails to object to an alleged public meetings laws violation in the form of a failure to conduct rollcall votes before taking actions on questions or motions pending, that person waives his or her right to object at a later date. *Hauser v. Nebraska Police Stds. Adv. Council*, 264 Neb. 944, 653 N.W.2d 240 (2002).
- Subsection (2) of this section does not require the record to state that the vote was by roll call, but requires only that the record show if and how each member voted. Neither does the statute set a time limit for recording the results of a vote, after which no corrections of the record can be made. If no intervening rights of third persons have arisen, a board of county commissioners has power to correct the record of the proceedings had at a previous

meeting so as to make them speak the truth, particularly where the correction supplies some omitted fact or action and is done not to contradict or change the original record but to have the record show that a certain action was taken or thing done, which the original record fails to show. *State ex rel. Schuler v. Dunbar*, 214 Neb. 85, 333 N.W.2d 652 (1983).

- Failure by a public governing body, as defined under section 84-1409, R.R.S.1943, to take and record a roll call vote on an action, as required by section 84-1413(2), R.S.Supp.,1980, grants any citizen the right to sue for the purpose of having the action declared void. In this case such failure could not be later corrected by a nunc pro tunc order because there was no showing that a roll call vote on the disputed action was actually taken, and even if it was the record showed it was not recorded until over a year later. Sections 23-1301, R.R.S.1943, and 23-1302, R.R.S.1943, make it the duty of the county clerk to record proceedings of the board of county commissioners. *State ex rel. Schuler v. Dunbar*, 208 Neb. 69, 302 N.W.2d 674 (1981).
- There is no requirement that a public body make a record of where notice was published or posted. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).

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.

Source: Laws 1975, LB 325, § 9; Laws 1977, LB 39, § 318; Laws 1983, LB 43, § 5; Laws 1992, LB 1019, § 126; Laws 1994, LB 621, § 2; Laws 1996, LB 900, § 1074; Laws 2004, LB 821, § 40; Laws 2006, LB 898, § 4.

Annotations

- The Legislature has granted standing to a broad scope of its citizens for the very limited purpose of challenging meetings allegedly in violation of the Open Meetings Act, so that they may help police the public policy embodied by the act. *Schauer v. Grooms*, 280 Neb. 426, 786 N.W.2d 909 (2010).

- Any citizen of the state may commence an action to declare a public body's action void. *City of Elkhorn v. City of Omaha*, 272 Neb. 867, 725 N.W.2d 792 (2007).
- The reading of ordinances constitutes a formal action under subsection (1) of this section. *City of Elkhorn v. City of Omaha*, 272 Neb. 867, 725 N.W.2d 792 (2007).
- If a person present at a meeting observes a public meetings law violation in the form of an improper closed session and fails to object, that person waives his or her right to object at a later date. *Wasikowski v. Nebraska Quality Jobs Bd.*, 264 Neb. 403, 648 N.W.2d 756 (2002).
- Under the Public Meetings Act, a county lacks capacity to maintain an action to declare its official conduct "void" for noncompliance with the act. *County of York v. Johnson*, 230 Neb. 403, 432 N.W.2d 215 (1988).
- When a petitioner under this section is successful in the district court, that court may allow attorney fees. *Tracy Corp. II v. Nebraska Pub. Serv. Comm.*, 218 Neb. 900, 360 N.W.2d 485 (1984).
- Informal discussions between the Tax Commissioner and the State Board of Equalization in which instructions were clarified, with such clarification leading to the amendment of hearing notices, did not constitute a public meeting subject to the provisions of this section. *Box Butte County v. State Board of Equalization and Assessment*, 206 Neb. 696, 295 N.W.2d 670 (1980).
- The right to collaterally attack an order made in contravention of the Public Meeting Act must occur within a period of one year as is specifically provided by this section. *Witt v. School District No. 70*, 202 Neb. 63, 273 N.W.2d 669 (1979).
- Statutory change, requiring "publicized notice" for board of education employment hearings, occurring between dates meeting scheduled and conducted, held not to void proceedings. *Alexander v. School Dist. No. 17*, 197 Neb. 251, 248 N.W.2d 335 (1976).
- Voiding an entire meeting is a proper remedy for violations of the Open Meetings Act. Once a meeting has been declared void pursuant to Nebraska's public meetings law, board members are prohibited from considering any information obtained at the illegal meeting. *Wolf v. Grubbs*, 17 Neb. App. 292, 759 N.W.2d 499 (2009).
- Actions by the board of directors were merely voidable under this section, and not void. Pursuant to subsection (3) of this section, the plaintiffs were awarded partial attorney fees because they were successful in having the court declare that the board of directors was in substantial violation of the statute, even though the plaintiffs did not get the relief requested of having the board's actions declared void. *Hansmeyer v. Nebraska Pub. Power Dist.*, 6 Neb. App. 889, 578 N.W.2d 476 (1998).

Regular Board of Education Meeting

Monday, March 10, 2025 7:00 PM Central

School Lobby 104 East Murray Shickley, NE 68436-0407

President Noel called the meeting to order at 7:00 pm. Roll call was taken with all members present. The Pledge of Allegiance was recited and Open Meetings Act acknowledged. Jered Kempf moved and Cassie Schlegel seconded a motion to approve the agenda. Carried. Yes: 6, No: 0. Cassie Schlegel moved and Wendell Nelson seconded a motion to approve the consent agenda. Carried. Yes: 6, No: 0. Jered Kempf moved and Cassie Schlegel seconded a motion to approve the financial reports as presented. Carried Yes: 6, No: 0. Jered Kempf moved and Cassie Schlegel seconded a motion to approve the claims and bills as presented with the exception of those for Five Loaves Market & Bakery. Carried. Yes: 6, No: 0. Wendell Nelson moved and Jered Kempf seconded a motion to approve bills submitted by Five Loaves Market & Bakery. Carried. Yes: 5, No: 0, Schlegel Abstained. Five visitors were in attendance. There were no public comments. Committee Reports were presented. The finance committee met prior to the board meeting and reviewed the monthly financials. The policy committee met recently. They are continuing to review the policy book. The curriculum committee met and were given a presentation on the proposed new science curriculum. Superintendent Essink provided an update on the Strategic Planning process and staffing needs. Cassie Schlegel moved and Jered Kempf seconded a motion to approve the contract of Carissa Eberhardt for the elementary principal position. Carried. Yes: 5, No: 1. Wendell Nelson: No. Jered Kempf moved and Wendell Nelson seconded a motion to approve the purchase of a six year contract for HMH: Science Dimensions curriculum. Carried. Yes: 6, No: 0. Wendell Nelson moved and Cassie Schlegel seconded a motion to increase monthly fees for the Early Learning Facility to \$675 per month, a \$25 increase. Carried. Yes: 6, No: 0. Principal Schroeder provided information on 3rd Period activities including careers and social emotional curriculum. Jered Kempf presented information on his visit to classrooms the prior week. The next regular board meeting will be April 14th at 5:00pm. Cassie Schlegel moved and Jered Kempf seconded a motion to adjourn the meeting at 7:28 pm. Carried.

Work Session of the Board of Education Meeting
Tuesday, March 18, 2025 6:00 PM Central, School Library
104 East Murray, Shickley, NE 68436-0407

President Noel called the meeting to order at 6:00 PM. Role call was taken, the Pledge of Allegiance recited, and the Open Meetings Act noted.

Jered Kempf moved and Wendell Nelson seconded a motion to approve the agenda.

Carried. Yes: 6, No: 0. There were no public comments. Members discussed the Strategic Planning process with guidance from Stacie Higgins of NASB. Cassie Schlegel moved and Wendell Nelson seconded a motion to adjourn the meeting at 7:45 pm. Carried.

Accounts

GENERAL FUND

XX3840

Available balance

\$2,204,510.31

GENERAL FUND SAVINGS

XXXX5040

Available balance

\$113,638.41

BUILDING FUND

XXX0725

Available balance

\$10,741.61

BUILDING FUND SAVINGS

XX8121

Available balance

\$456,337.02

DEPRECIATION FUND

XXX4158

Available balance

\$5,174.45

DEPRECIATION FUND SAVINGS

XX0614

Available balance

\$277,797.75

LUNCH FUND

XX0648

Available balance

\$18,548.75

ACTIVITIES FUND

XX3527

Available balance

\$123,802.52

QCPUF FUND SAVINGS

XX1116

Available balance

\$166,535.86

General Fund Cash Flow Report

April 14, 2025

Shickley Public Schools - General Fund
Statement of Cash Flows

For the 1 Month and 7 Months Ended March 31, 2025

	1 Month Ended March 31, 2025	7 Months Ended March 31, 2025
Cash Flows from Operating Activities		
Cash Received	\$ 346,029.16	\$ 3,217,092.64
Cash Paid - Salaries and Wages	(180,754.37)	(1,294,534.88)
Cash Paid - Group Insurance	(39,174.22)	(272,360.06)
Cash Paid - FICA	(14,313.75)	(103,256.60)
Cash Paid - Retirement	(17,337.68)	(123,085.21)
Cash Paid - Health Benefits	0.00	(45,514.60)
Cash Paid - Other Benefits	(957.20)	(7,431.83)
Cash Paid - Vendors	<u>(322,799.53)</u>	<u>(2,551,631.62)</u>
Net Cash Received (Paid) for Operating Activities	<u>23,229.63</u>	<u>665,461.02</u>
Net Increase (Decrease) In Cash	23,229.63	665,461.02
Beginning Cash	<u>2,301,232.96</u>	<u>1,659,001.57</u>
Ending Cash	<u>\$ 2,324,462.59</u>	<u>\$ 2,324,462.59</u>

Reconciliation of Net Income (Loss) To Cash Received (Paid) for Operating Activities

Net Income (Loss)	\$ 23,229.63	\$ 665,483.96
Increase (Decrease) in Operating Liabilities:		
Other Withholdings	<u>0.00</u>	<u>(22.94)</u>
Total Adjustments	<u>0.00</u>	<u>(22.94)</u>
Net Cash Received (Paid) for Operating Activities	<u>\$ 23,229.63</u>	<u>\$ 665,461.02</u>

Treasurer's Report

April 14, 2025

General Fund

Depreciation Fund

Activity Fund

School Nutrition Fund

Special Building Fund

Qualified Capital Purpose
Undertaking Fund (QCPUF)

Shickley Public Schools - General Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of March 31, 2025 and 2024

	2025	2024
Current Assets		
General Fund Checking	\$ 2,210,824.18	\$ 1,756,108.40
General Fund Savings	<u>113,638.41</u>	<u>74,726.70</u>
Total Current Assets	<u>2,324,462.59</u>	<u>1,830,835.10</u>
Total Assets	<u>\$ 2,324,462.59</u>	<u>\$ 1,830,835.10</u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	1,658,978.63	1,009,823.91
Net Income	<u>665,483.96</u>	<u>821,011.19</u>
Total Fund Balance	<u>2,324,462.59</u>	<u>1,830,835.10</u>
Total Liabilities and Fund Balance	<u>\$ 2,324,462.59</u>	<u>\$ 1,830,835.10</u>

Shickley Public Schools - General Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 7 Months Ended March 31, 2025

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Taxes Levied by the School	\$ 40,160.44	\$ 0.00	\$ 1,694,331.35	\$ 0.00		
Public Power District Sales Tax	1,201.51	0.00	1,201.51	0.00		
Motor Vehicle Taxes	14,944.88	0.00	94,298.77	0.00		
Penalties & Interest on Taxes	0.00	0.00	1,849.85	0.00		
Other Taxes Levied by the School	100,216.91	0.00	502,262.82	0.00		
Tuition - Preschool	16,353.00	0.00	75,052.00	0.00		
Interest on Investments	931.91	0.00	5,158.29	0.00		
Postsecondary Receipts	0.00	0.00	3,873.60	0.00		
County Fines & Licenses	1,114.14	0.00	3,162.68	0.00		
ESU Receipts	0.00	0.00	8,838.78	0.00		
State Aid	73,062.00	0.00	255,717.00	0.00		
SPEd - School Age	57,925.00	0.00	218,334.00	0.00		
Homestead Exemption	1,278.70	0.00	1,278.70	0.00		
Property Tax Credit	38,840.67	0.00	238,074.78	0.00		
Pro-Rate Motor Vehicle	0.00	0.00	2,398.35	0.00		
State Apportionment	0.00	0.00	41,223.02	0.00		
Other State Receipts	0.00	0.00	31,806.34	0.00		
IDEA - Preschool - (619) Base & Enrollment	0.00	0.00	2,021.00	0.00		
IDEA - Part B - (611) Base & Enrollment	0.00	0.00	34,841.00	0.00		
Other Non-Revenue Receipts	0.00	0.00	1,368.80	0.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	346,029.16	0.00	3,217,092.64	0.00	5,016,970.00	64.12%
Disbursements						
Salaries	180,754.37	0.00	1,294,534.88	0.00		
Additional Compensation	11,696.28	0.00	83,099.27	0.00		
Group Insurance	39,174.22	0.00	272,360.06	0.00		
Social Security	14,313.75	0.00	103,256.60	0.00		
Retirement	17,337.68	0.00	123,085.21	0.00		
Health Benefits	0.00	0.00	45,514.60	0.00		
Other Benefits	957.20	0.00	7,431.83	0.00		
Accounting/Auditing Services	1,750.00	0.00	28,093.30	0.00		
Contracted Legal Services	40.00	0.00	940.00	0.00		
Professional Educational Services	0.00	0.00	2,550.00	0.00		
Employee Training & Development	480.00	0.00	12,211.30	0.00		
Mileage Paid to Staff	0.00	0.00	3,171.11	0.00		
Other Professional Services	7,126.98	0.00	62,504.14	0.00		
Technical Services	0.00	0.00	6,099.13	0.00		
Distance Education & Telecommunication	0.00	0.00	9,600.00	0.00		

Shickley Public Schools - General Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 7 Months Ended March 31, 2025

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Utility Services	4,427.15	0.00	29,328.83	0.00		
Non-Technology Repairs & Maintenance	94.50	0.00	44,611.62	0.00		
Technology Related Repairs & Maintenance	2,950.52	0.00	23,796.04	0.00		
Rentals of Land & Buildings	170.00	0.00	1,190.00	0.00		
Other Purchased Property Services	32.50	0.00	215.00	0.00		
Student Transportation Services	0.00	0.00	75.00	0.00		
Insurance	19,735.45	0.00	75,724.99	0.00		
Communications	61.69	0.00	1,834.93	0.00		
Postage	73.00	0.00	1,658.24	0.00		
Advertising	82.05	0.00	1,204.02	0.00		
Printing & Binding	1,630.42	0.00	11,412.94	0.00		
Tuition - Other Districts in State	0.00	0.00	30,276.67	0.00		
Tuition - Postsecondary Schools	1,244.00	0.00	7,269.80	0.00		
Tuition - Other	5,200.00	0.00	28,080.00	0.00		
Travel	149.95	0.00	2,385.44	0.00		
General Supplies	3,965.25	0.00	88,950.13	0.00		
Utility Energy Services	5,756.40	0.00	22,817.26	0.00		
Fuels	2,497.92	0.00	18,566.89	0.00		
Books & Periodicals	561.11	0.00	5,785.37	0.00		
Digital Instruction Materials	225.00	0.00	3,470.00	0.00		
Web/Cloud Based Software	0.00	0.00	19,614.33	0.00		
Technology Supplies	178.79	0.00	6,085.42	0.00		
Machinery	0.00	0.00	7,620.00	0.00		
Technology Related Hardware	0.00	0.00	5,708.66	0.00		
Technology Software	0.00	0.00	14,889.00	0.00		
Dues & Fees	133.35	0.00	4,586.67	0.00		
Fund Transfers to Lunch Fund	0.00	0.00	40,000.00	0.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	<u>322,799.53</u>	<u>0.00</u>	<u>2,551,608.68</u>	<u>0.00</u>	<u>5,500,000.00</u>	<u>46.39%</u>
Net Income (Loss)	<u>\$ 23,229.63</u>	<u>\$ 0.00</u>	<u>\$ 665,483.96</u>	<u>\$ 0.00</u>		

Shickley Public Schools - Depreciation Fund
 Shickley, Nebraska
Statement of Assets, Liabilities, and Fund Balance
 As of March 31, 2025 and 2024

	2025	2024
Current Assets		
Depreciation Fund Checking	\$ 5,174.45	\$ 0.00
Depreciation Fund Savings	<u>277,797.75</u>	<u>0.00</u>
Total Current Assets	<u>282,972.20</u>	<u>0.00</u>
Total Assets	<u>\$ 282,972.20</u>	<u>\$ 0.00</u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	415,911.68	0.00
Net Income	<u>(132,939.48)</u>	<u>0.00</u>
Total Fund Balance	<u>282,972.20</u>	<u>0.00</u>
Total Liabilities and Fund Balance	<u>\$ 282,972.20</u>	<u>\$ 0.00</u>

Shickley Public Schools - Depreciation Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 7 Months Ended March 31, 2025

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Interest on Investments	\$ 188.62	\$ 0.00	\$ 1,699.12	\$ 0.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	<u>188.62</u>	<u>0.00</u>	<u>1,699.12</u>	<u>0.00</u>	<u>102,000.00</u>	<u>1.67%</u>
Disbursements						
Other Professional Services	0.00	0.00	73,625.00	0.00		
Rentals - Vehicles and Equipment	0.00	0.00	3,000.00	0.00		
Vehicles	0.00	0.00	50,000.00	0.00		
Technology-Related Hardware	0.00	0.00	8,013.60	0.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	<u>0.00</u>	<u>0.00</u>	<u>134,638.60</u>	<u>0.00</u>	<u>480,321.00</u>	<u>28.03%</u>
Net Income (Loss)	<u>\$ 188.62</u>	<u>\$ 0.00</u>	<u>\$ (132,939.48)</u>	<u>\$ 0.00</u>		

Shickley Public Schools - Activities Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of March 31, 2025 and 2024

	2025	2024
Current Assets		
Activities Fund Checking	\$ 124,148.62	\$ 0.00
Total Current Assets	<u>124,148.62</u>	<u>0.00</u>
Total Assets	<u>\$ 124,148.62</u>	<u>\$ 0.00</u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	<u>124,148.62</u>	<u>0.00</u>
Total Fund Balance	<u>124,148.62</u>	<u>0.00</u>
Total Liabilities and Fund Balance	<u>\$ 124,148.62</u>	<u>\$ 0.00</u>

Shickley Public Schools - Activities Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 7 Months Ended March 31, 2025

	Beginning Balance	Receipts	Transfers	Disbursements	Ending Balance
Activities					
Annual	\$ 12,364.10	\$ 4,635.00	\$ -	\$ (1,858.70)	\$ 15,140.40
Athletics	(8,446.73)	16,562.17	-	(25,110.69)	(16,995.25)
Athletics - Golf	205.00	-	-	-	205.00
Class of 2024	368.80	-	-	(368.80)	-
Class of 2025	4,039.82	1,422.80	-	(740.35)	4,722.27
Class of 2026	6,313.60	201.10	-	(102.90)	6,411.80
Class of 2027	7,460.00	-	-	-	7,460.00
Class of 2028	1,245.00	-	-	-	1,245.00
Class of 2029	830.00	-	-	(74.77)	755.23
College Access	250.00	1,000.00	-	(307.09)	942.91
Concessions	2,311.30	11,961.10	-	(13,583.23)	689.17
Drama	2,581.18	1,710.73	-	(2,626.26)	1,665.65
Educators Rising	1,536.40	1,250.00	-	(687.00)	2,099.40
FBLA	5,140.77	843.53	-	(1,644.44)	4,339.86
FFA	(5,593.50)	30,348.23	4,238.91	(18,029.33)	10,964.31
Grants	32,192.13	500.00	(6,750.00)	(7,362.21)	18,579.92
Interest	488.91	232.92	(488.91)	-	232.92
Library	1,297.03	3,131.30	523.50	(3,329.37)	1,622.46
Music	12,410.70	1,095.00	-	(1,873.36)	11,632.34
National Honor Society	-	221.80	-	-	221.80
PBIS	1,349.90	-	(1,349.90)	-	-
Post Prom	112.61	1,500.00	-	-	1,612.61
School Culture	-	528.40	4,096.81	(790.04)	3,835.17
Special Projects	18,826.61	783.25	-	(2,019.53)	17,590.33
Speech	2,079.30	334.80	-	(1,912.74)	501.36
Striv	5,310.00	4,095.00	-	-	9,405.00
Student Council	3,516.36	201.10	-	(223.34)	3,494.12
Sunshine Committee	(253.09)	-	253.09	-	-
Swimming Pool	21,851.22	-	-	(11,850.00)	10,001.22
Teacher Scholarship	1,900.00	-	-	(500.00)	1,400.00
Wellness	1,749.99	4,315.00	(523.50)	(1,167.87)	4,373.62
Total Activities	<u>\$ 133,437.41</u>	<u>\$ 86,873.23</u>	<u>\$ -</u>	<u>\$ (96,162.02)</u>	<u>\$ 124,148.62</u>
Activities Budget	<u>\$ 135,477.00</u>	<u>\$ 280,000.00</u>	<u>\$ -</u>	<u>\$ 300,000.00</u>	<u>\$ 115,477.00</u>

Shickley Public Schools - Lunch Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of March 31, 2025 and 2024

	2025	2024
Current Assets		
Lunch Fund Checking	\$ 18,548.75	\$ 66,733.12
Total Current Assets	<u>18,548.75</u>	<u>66,733.12</u>
Total Assets	<u>\$ 18,548.75</u>	<u>\$ 66,733.12</u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	24,596.23	66,733.12
Net Income	<u>(6,047.48)</u>	<u>0.00</u>
Total Fund Balance	<u>18,548.75</u>	<u>66,733.12</u>
Total Liabilities and Fund Balance	<u>\$ 18,548.75</u>	<u>\$ 66,733.12</u>

Shickley Public Schools - Lunch Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 7 Months Ended March 31, 2025

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Interest on Investments	\$ 5.47	\$ 0.00	\$ 36.25	\$ 0.00		
Daily Sales - School Lunch	5,380.00	0.00	42,357.83	0.00		
Daily Sales - Non-Reimbursable Programs	797.20	0.00	5,375.20	0.00		
Federal Nutrition Programs	2,890.07	0.00	22,872.12	0.00		
Fund Transfers In	0.00	0.00	40,000.00	0.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	9,072.74	0.00	110,641.40	0.00	255,000.00	43.39%
	<hr/>	<hr/>	<hr/>	<hr/>		
Disbursements						
Salaries	6,857.24	0.00	41,856.20	0.00		
Additional Compensation	974.00	0.00	4,524.00	0.00		
Group Insurance	1,091.50	0.00	6,260.68	0.00		
Social Security	593.56	0.00	3,509.38	0.00		
Retirement	211.31	0.00	2,989.76	0.00		
General Supplies	163.50	0.00	163.50	0.00		
Food	6,299.10	0.00	57,255.75	0.00		
Dues & Fees	0.00	0.00	129.61	0.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	16,190.21	0.00	116,688.88	0.00	270,419.00	43.15%
	<hr/>	<hr/>	<hr/>	<hr/>		
Net Income (Loss)	\$ (7,117.47)	\$ 0.00	\$ (6,047.48)	\$ 0.00		

Shickley Public Schools - Building Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of March 31, 2025 and 2024

	2025	2024
Current Assets		
Building Fund Checking	\$ 10,741.61	\$ 1,231.36
Building Fund Savings	456,337.02	213,481.08
County Treasurer Balance	<u>0.00</u>	<u>(214,712.44)</u>
Total Current Assets	<u>467,078.63</u>	<u>0.00</u>
Total Assets	<u>\$ 467,078.63</u>	<u>\$ 0.00</u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	450,472.82	0.00
Net Income	<u>16,605.81</u>	<u>0.00</u>
Total Fund Balance	<u>467,078.63</u>	<u>0.00</u>
Total Liabilities and Fund Balance	<u>\$ 467,078.63</u>	<u>\$ 0.00</u>

Shickley Public Schools - Building Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 7 Months Ended March 31, 2025

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Taxes Levied by the School	\$ 3,174.50	\$ 0.00	\$ 79,175.88	\$ 0.00		
Public Power District Sales Tax	95.04	0.00	95.04	0.00		
Penalties and Interest on Taxes	1.49	0.00	140.35	0.00		
Other Taxes Levied by the School	7,927.61	0.00	39,731.24	0.00		
Interest on Investments	307.04	0.00	2,218.94	0.00		
Homestead Exemption	102.16	0.00	102.16	0.00		
Property Tax Credit	3,072.47	0.00	18,832.78	0.00		
Pro-Rate Motor Vehicle	0.00	0.00	181.56	0.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	<u>14,680.31</u>	<u>0.00</u>	<u>140,477.95</u>	<u>0.00</u>	<u>311,617.00</u>	<u>45.08%</u>
Disbursements						
Buildings	0.00	0.00	45,000.00	0.00		
Furniture & Fixtures	0.00	0.00	11,711.75	0.00		
Technology Hardware	0.00	0.00	67,160.39	0.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	<u>0.00</u>	<u>0.00</u>	<u>123,872.14</u>	<u>0.00</u>	<u>776,005.00</u>	<u>15.96%</u>
Net Income (Loss)	<u>\$ 14,680.31</u>	<u>\$ 0.00</u>	<u>\$ 16,605.81</u>	<u>\$ 0.00</u>		

Shickley Public Schools - QCPUF Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of March 31, 2025 and 2024

	2025	2024
Current Assets		
QCPUF Savings	\$ 166,535.86	\$ 158,268.32
Total Current Assets	<u>166,535.86</u>	<u>158,268.32</u>
Total Assets	<u>\$ 166,535.86</u>	<u>\$ 158,268.32</u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	287,675.27	0.00
Net Income	<u>(121,139.41)</u>	<u>0.00</u>
Total Fund Balance	<u>166,535.86</u>	<u>0.00</u>
Total Liabilities and Fund Balance	<u>\$ 166,535.86</u>	<u>\$ 158,268.32</u>

Shickley Public Schools - QCPUF Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 7 Months Ended March 31, 2025

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Taxes Levied by the School	\$ 2,516.26	\$ 0.00	\$ 63,684.38	\$ 0.00		
Public Power District Sales Tax	75.32	0.00	75.32	0.00		
Penalties & Interest on Taxes	1.24	0.00	115.55	0.00		
Interest on Investments	110.85	0.00	1,008.89	0.00		
Other Taxes Levied by the School	6,282.25	0.00	31,485.13	0.00		
Homestead Exemption	79.59	0.00	79.59	0.00		
Property Tax Credit	2,434.78	0.00	14,924.09	0.00		
Pro-Rate Motor Vehicle	0.00	0.00	150.14	0.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	<u>11,500.29</u>	<u>0.00</u>	<u>111,523.09</u>	<u>0.00</u>	<u>246,372.00</u>	<u>45.27%</u>
Disbursements						
Debt Related Expenses	0.00	0.00	210.00	0.00		
Redemption of Principal	0.00	0.00	230,000.00	0.00		
Interest on Long Term Debt	0.00	0.00	2,452.50	0.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	<u>0.00</u>	<u>0.00</u>	<u>232,662.50</u>	<u>0.00</u>	<u>244,400.00</u>	<u>95.20%</u>
Net Income (Loss)	<u>\$ 11,500.29</u>	<u>\$ 0.00</u>	<u>\$ (121,139.41)</u>	<u>\$ 0.00</u>		

Claims and Bills Report

April 14, 2025

**Shickley Public Schools - General Fund
School - ESSA Bills**

General Fund Checking
April 1, 2025 - April 30, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
04/01/25	OMNIFY	01-2-02510-810-000	Dues & Fees	Omnify Benefits	Omnify Benefits Charge	3.00
						<u>3.00</u>
04/08/25		01-2-02570-291-000	Other Benefits - Teachers/Professionals	Shickley Public School - Lunch Fund	Reimbursement for Adult Meals	729.20
						<u>729.20</u>
04/14/25		01-2-02610-520-000	Insurance	EMC Insurance	Insurance Payment	9,479.09
						<u>9,479.09</u>
04/14/25		01-2-02710-626-000	Fuels	Wex Bank	Transportation Fuel	1,754.31
04/14/25		01-2-02712-626-000	Fuels	Wex Bank	Transportation Fuel - SPED	525.45
						<u>2,279.76</u>
04/14/25	37744	01-2-01100-610-000	General Supplies	5 Loaves Market & Bakery	General Food	437.23
04/14/25	37744	01-2-01190-610-002	General Supplies	5 Loaves Market & Bakery	Daycare Food	609.00
						<u>1,046.23</u>
04/14/25	37745	01-2-02730-431-000	Non-Technology Repairs & Maintenance	74 Repair LLC	Bus Repairs	3,249.69
						<u>3,249.69</u>
04/14/25	37746	01-2-01100-610-001	General Supplies	ACT	ACT Testing	234.00
						<u>234.00</u>
04/14/25	37747	01-2-01200-569-000	Tuition - Other	Boys Town - Father Flanagan's Boys Home	SPED Tuition	4,940.00
						<u>4,940.00</u>
04/14/25	37748	01-2-02680-410-000	Utility Services	Burton Enterprises	Trash Service	170.00
						<u>170.00</u>
04/14/25	37749	01-2-02680-610-000	General Supplies	CEI Security and Sound	Security Camera	1,244.00
						<u>1,244.00</u>
04/14/25	37750	01-2-03551-565-001	Tuition - Postsecondary Schools	Central Community College	College Class	164.00
						<u>164.00</u>
04/14/25	37751	01-2-02230-650-000	Technology Supplies	Computer Hardware	Repairs	198.00
						<u>198.00</u>
04/14/25	37752	01-2-02230-432-000	Technology Related Repairs & Maintenance	DAS State Accounting	Data Service	318.11
						<u>318.11</u>

**Shickley Public Schools - General Fund
School - ESSA Bills**

General Fund Checking
April 1, 2025 - April 30, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
04/14/25	37753	01-2-03300-610-000	General Supplies	Deterdings Pool & Spa	Pool Supplies	750.23
						<u>750.23</u>
04/14/25	37754	01-2-01100-610-000	General Supplies	Eakes Office Solutions	Janitorial Supplies	1,605.43
						<u>1,605.43</u>
04/14/25	37755	01-2-02580-810-000	Dues & Fees	Educational Service Unit #6	Technology Hosted Services	73.43
04/14/25	37755	01-2-02230-432-002	Technology Related Repairs & Maintenance	Educational Service Unit #6	Technology Contracted Services	2,228.67
04/14/25	37755	01-2-01200-320-000	Professional Educational Services	Educational Service Unit #6	SPED Workshop	75.00
04/14/25	37755	01-2-02213-330-001	Employee Training & Development	Educational Service Unit #6	Professional Development Workshop Fee	125.00
04/14/25	37755	01-2-01200-561-001	Tuition - Other Districts in State	Educational Service Unit #6	Success	15,873.61
04/14/25	37755	01-2-01200-561-002	Tuition - Other Districts in State	Educational Service Unit #6	Success - Crave	9,403.72
04/14/25	37755	01-2-02143-340-001	Other Professional Services	Educational Service Unit #6	Diagnostic/Psych Charges - Intermediate	654.09
04/14/25	37755	01-2-02142-340-002	Other Professional Services	Educational Service Unit #6	Diagnostic/Psych Charges - 3-5	654.09
04/14/25	37755	01-2-02141-340-002	Other Professional Services	Educational Service Unit #6	Diagnostic/Psych Charges - Elementary	654.09
04/14/25	37755	01-2-02141-340-001	Other Professional Services	Educational Service Unit #6	Diagnostic/Psych Charges - Junior High	654.09
04/14/25	37755	01-2-02141-340-001	Other Professional Services	Educational Service Unit #6	Diagnostic/Psych Charges - High School	654.09
04/14/25	37755	01-2-02151-340-002	Other Professional Services	Educational Service Unit #6	Hearing Resource Charge - Elementary	1,483.30
04/14/25	37755	01-2-01200-610-000	General Supplies	Educational Service Unit #6	Crave	40.00
						<u>32,573.18</u>
04/14/25	37756	01-2-02580-610-000	General Supplies	Educational Service Unit #7	Anti Virus	116.88
						<u>116.88</u>
04/14/25	37757	01-2-02670-340-000	Other Professional Services	Electronic Systems, Inc.	Technical Repairs	2,026.80
						<u>2,026.80</u>
04/14/25	37758	01-2-02190-340-000	Other Professional Services	Fillmore County Hospital	District - Contracted Services	2,500.00
						<u>2,500.00</u>
04/14/25	37759	01-2-01100-520-000	Insurance	First Dakota Indemnity Company	Workman's Comp Insurance	6,052.00
						<u>6,052.00</u>
04/14/25	37760	01-2-02320-643-000	Web/Cloud Based Software	Follett School Solutions	Library Software	1,327.32
						<u>1,327.32</u>
04/14/25	37761	01-2-02610-621-000	Utility Energy Services	Galyen Energy	Propane	3,413.93
						<u>3,413.93</u>
04/14/25	37762	01-2-02620-610-000	General Supplies	Geneva Welding	Materials	41.29
						<u>41.29</u>
04/14/25	37763	01-2-02161-340-002	Other Professional Services	GO Physical Therapy, LLC	OT Rehab Services - Elementary	1,487.20

**Shickley Public Schools - General Fund
School - ESSA Bills**

General Fund Checking
April 1, 2025 - April 30, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
04/14/25	37763	01-2-02161-340-001	Other Professional Services	GO Physical Therapy, LLC	OT Rehab Services - Secondary	318.75
04/14/25	37763	01-2-02173-340-002	Other Professional Services	GO Physical Therapy, LLC	PT Rehab Services - 0-2	112.50
04/14/25	37763	01-2-02171-340-002	Other Professional Services	GO Physical Therapy, LLC	PT Rehab Services - Elementary	453.50
04/14/25	37763	01-2-02171-340-001	Other Professional Services	GO Physical Therapy, LLC	PT Rehab Services - Secondary	187.50
04/14/25	37763	01-2-02151-340-001	Other Professional Services	GO Physical Therapy, LLC	SLP Rehab Services - Secondary	207.85
04/14/25	37763	01-2-02183-340-002	Other Professional Services	GO Physical Therapy, LLC	Vision Services - 0-2	31.00
04/14/25	37763	01-2-02182-340-002	Other Professional Services	GO Physical Therapy, LLC	Vision Services - 3-5	62.00
04/14/25	37763	01-2-02181-340-002	Other Professional Services	GO Physical Therapy, LLC	Vision Services - Elementary	1,258.90
						<u>4,119.20</u>
04/14/25	37764	01-2-02310-540-000	Advertising	Hastings Tribune	Notice	8.59
						<u>8.59</u>
04/14/25	37765	01-2-02320-580-000	Travel	Holiday Inn - Kearney	School Board Travel & Lodging	199.00
						<u>199.00</u>
04/14/25	37766	01-2-01100-550-000	Printing & Binding	Hometown Leasing	Copier Lease	1,630.42
						<u>1,630.42</u>
04/14/25	37767	01-2-01100-640-002	Books & Periodicals	Houghton Mifflin Company	Science Curriculum	9,185.13
04/14/25	37767	01-2-01100-641-000	Digital Instruction Materials	Houghton Mifflin Company	Digital Curriculum	10,985.04
						<u>20,170.17</u>
04/14/25	37768	01-2-02580-530-000	Communications	Intermedia	Telephone	56.63
						<u>56.63</u>
04/14/25	37769	01-2-01100-734-000	Technology Related Hardware	Kansas City Audio-Visual	Hardware	1,781.63
						<u>1,781.63</u>
04/14/25	37770	01-2-02610-350-000	Technical Services	Kelch Plumbing	Plumbing Repairs & Maintenance	980.53
						<u>980.53</u>
04/14/25	37771	01-2-02510-315-000	Accounting/Auditing Services	Krista Hamburger, CPA	Accounting/Payroll Services	1,750.00
						<u>1,750.00</u>
04/14/25	37772	01-2-02330-317-000	Contracted Legal Services	KSB School Law	Legal Services	755.00
						<u>755.00</u>
04/14/25	37773	01-2-02640-431-000	Non-Technology Repairs & Maintenance	Lee's Refrigeration	Freezer Repairs	833.94
						<u>833.94</u>
04/14/25	37774	01-2-01100-610-000	General Supplies	Matheson Tri-Gas, Inc.	Welding	107.60
						<u>107.60</u>

**Shickley Public Schools - General Fund
School - ESSA Bills**

General Fund Checking
April 1, 2025 - April 30, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
						107.60
04/14/25	37775	01-2-02310-320-000	Professional Educational Services	NASB	Strategic Planning	4,478.80
						4,478.80
04/14/25	37776	01-2-02310-540-000	Advertising	Nebraska Signal	Board Proceedings	91.88
						91.88
04/14/25	37777	01-2-02640-431-000	Non-Technology Repairs & Maintenance	Nick's Farm Store	Mower Service	1,206.08
						1,206.08
04/14/25	37778	01-2-02630-350-000	Technical Services	Noel Lawn Care	Application	698.25
						698.25
04/14/25	37779	01-2-02670-340-000	Other Professional Services	One Source	Background Check	53.00
						53.00
04/14/25	37780	01-2-02660-350-000	Technical Services	Protex Central	Fire Alarm Panel	420.00
						420.00
04/14/25	37781	01-2-02620-610-000	General Supplies	Shickley Lumber Company	Tools	78.56
						78.56
04/14/25	37782	01-2-03551-565-001	Tuition - Postsecondary Schools	Southeast Community College	SENCAP Students	3,722.60
04/14/25	37782	01-2-03535-565-001	Tuition - Postsecondary Schools	Southeast Community College	HAL Online Students	3,191.20
						6,913.80
04/14/25	37783	01-2-02610-431-000	Non-Technology Repairs & Maintenance	Trane, U.S. Inc.	Elementary & English Room	6,611.73
						6,611.73
04/14/25	37784	01-2-02230-432-000	Technology Related Repairs & Maintenance	Unite Private Networks	Internet	428.98
						428.98
04/14/25	37785	01-2-02130-610-000	General Supplies	US Bank	Medical Supplies	20.24
04/14/25	37785	01-2-01190-610-002	General Supplies	US Bank	Daycare Supplies	74.30
04/14/25	37785	01-2-01100-531-000	Postage	US Bank	Postage/Envelopes	15.01
04/14/25	37785	01-2-01100-610-000	General Supplies	US Bank	Supplies	2,425.16
04/14/25	37785	01-2-01100-640-002	Books & Periodicals	US Bank	Books	48.43
04/14/25	37785	01-2-02213-330-000	Employee Training & Development	US Bank	Staff Training	229.00
						2,812.14
04/14/25	37786	01-2-02680-410-001	Utility Services	Village of Shickley	Utilities - Secondary	1,851.53

**Shickley Public Schools - General Fund
School - ESSA Bills**

General Fund Checking
April 1, 2025 - April 30, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
04/14/25	37786	01-2-02680-410-002	Utility Services	Village of Shickley	Utilities - Elementary	1,134.81
04/14/25	37786	01-2-02680-410-001	Utility Services	Village of Shickley	Utilities - Greenhouse	330.64
04/14/25	37786	01-2-03300-410-000	Utility Services	Village of Shickley	Utilities - Pool	304.51
						<u>3,621.49</u>
04/14/25	37787	01-2-01100-610-000	General Supplies	VVS Canteen	Lounge Supplies	182.46
						<u>182.46</u>
04/14/25	37788	01-2-03300-530-000	Communications	Windstream	Telephone - Pool	5.06
						<u>5.06</u>
04/14/25	37789	01-2-02680-490-000	Other Purchased Property Services	Woodward's Disposal Service	Document Disposal	32.50
						<u>32.50</u>
04/14/25	37790	01-2-02610-441-000	Rentals of Land & Buildings	WP Properties, LLC	Storage Rent	170.00
						<u>170.00</u>
						Total Paid <u>134,659.58</u>

Check count = 51

**Shickley Public Schools - Lunch Fund
School - ESSA Bills**

Lunch Fund Checking
April 1, 2025 - April 30, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
04/14/25	8007	06-2-03100-630-000	Food	5 Loaves Market & Bakery	Food Supplies	34.50
						<u>34.50</u>
04/14/25	8008	06-2-03100-630-000	Food	Cashwa Distribution	Food Supplies	1,897.67
						<u>1,897.67</u>
04/14/25	8009	06-2-03100-630-000	Food	Hiland Dairy	Food Supplies	990.46
						<u>990.46</u>
04/14/25	8010	06-2-03100-110-000	Salaries - Non-Instructional	Shickley Public School - General Fund	Regular Wages	6,367.72
04/14/25	8010	06-2-03100-120-000	Salaries - Temporary - Non-Instructional	Shickley Public School - General Fund	Temporary Wages	380.48
04/14/25	8010	06-2-03100-130-000	Salaries - Overtime - Non-Instructional	Shickley Public School - General Fund	Overtime Wages	109.73
04/14/25	8010	06-2-03100-150-000	Additional Compensation - Non-Instructional	Shickley Public School - General Fund	Sick/PTO Wages	384.00
04/14/25	8010	06-2-03100-210-000	Group Insurance - Non-Instructional	Shickley Public School - General Fund	Health Insurance	1,063.06
04/14/25	8010	06-2-03100-220-000	Social Security - Non-Instructional	Shickley Public School - General Fund	FICA	548.47
04/14/25	8010	06-2-03100-230-000	Retirement - Non-Instructional	Shickley Public School - General Fund	Retirement	182.59
						<u>9,036.05</u>
04/14/25	8011	06-2-03100-630-000	Food	US Foods	Food Supplies	803.09
						<u>803.09</u>

Total Paid 12,761.77

Check count = 5

Payroll Summary Report

April 14, 2025

Shickley Public Schools - General Fund

Payroll Cash Requirements

April 18, 2025

Description	Amount	Total
Cash Required for Net Pay and Electronic Funds Transfer (EFT)		
Net Pay Distributions		
Net Direct Deposits	144,343.81	
Net Pay		144,343.81
Employee Taxes		
FICA-SS	11,940.82	
FICA-MED	2,792.60	
FIT	9,158.09	
Nebraska SIT	5,824.48	
Employer Taxes		
ERFICA-SS	11,940.82	
ERFICA-MED	2,792.60	
Taxes Total		44,449.41
Payroll Total		188,793.22
Cash Required for Balance of Payroll		
<u>Employee Deductions</u>		
DENTAL	751.53	
HSA	1,160.00	
125 PLAN	1,423.81	
VISION	334.71	
LEGAL	215.50	
DISABILITY - POST-TAX	279.61	
ACCIDENT - PRE-TAX	119.60	
ACCIDENT - POST-TAX	254.02	
WHOLE LIFE	223.32	
RETIREMENT	17,459.22	
PURCHASE OF SERV	346.94	
GARNISHMENT	352.17	
<u>Employer Contributions</u>		
HEALTH INSURANCE	40,876.91	
SCHOOL DENTAL	898.46	
SCHOOL RETIREMENT	17,634.19	
Payroll Total		82,329.99
Cash Required for Billing Detail		
	Qty	
Payroll Fees		
Total Payroll Fees		
Total Cash Required		271,123.21

Shickley Public Schools - General Fund

Payroll Liabilities Paid

April 1, 2025 - April 30, 2025

Date	Ref	Name	Description	Amount
04/14/25		Colonial Life	Other Withholdings	876.55
				<u>876.55</u>
04/14/25		Heartland Bank	HSA Withholding	1,160.00
				<u>1,160.00</u>
04/14/25	37739	Ameritas	Medical/Dental Withholding	334.71
				<u>334.71</u>
04/14/25	37740	Blue Cross Blue Shield	Medical/Dental Withholding	42,526.90
				<u>42,526.90</u>
04/14/25	37741	Credit Management Services	Other Withholdings	352.17
				<u>352.17</u>
04/14/25	37742	First Concord Benefits Group	Dues & Fees	35.00
04/14/25	37742	First Concord Benefits Group	125 Plan Withholding	1,423.81
				<u>1,458.81</u>
04/14/25	37743	Pre-Paid Legal Services	Pre-Paid Legal Withholding	215.50
				<u>215.50</u>
04/18/25		Internal Revenue Service	FICA Withholding	29,466.84
04/18/25		Internal Revenue Service	Federal Withholding	9,158.09
				<u>38,624.93</u>
04/18/25		Nebraska Department of Revenue	State Withholding	5,824.48
				<u>5,824.48</u>
04/18/25		Nebraska Public Employees Retirement Systems	Retirement Withholding	35,440.35
				<u>35,440.35</u>

Total Paid 126,814.40

Check count = 10

Welcome to the Shickley Early Learning Facility (ELF)

Definitions

Full-Time: Monday through Friday anytime between the hours of 7:15 a.m. and 5:30 p.m.

Infant: 6 weeks to 18 months

Parent: biological or adoptive parent, guardians, or anyone in actual or legal control of the child attending ELF

Toddler/Playskool: 18 Months and up

Program Director

The Director for the Early Learning Facility is Sue Loseke, who can be reached at (402) 627-3375 or 402-759-2622.

Communication

So we can provide the best possible care, please feel free to communicate any needs, wants and/or concerns regarding your child. It is only through good parent/provider interaction that good quality nurturing care can be achieved.

If you have questions or concerns about your child, please contact their teacher. If the teacher is not available you can speak with the assigned para in your child's room. The phone number and email is as follows:

Infant Room: Sue Loseke, Teacher

Phone: 402-759-2622

Email: susan.loseke@longhornpower.org

Toddler Room: Ally Logston, Teacher

Phone: 660-216-1883

Email: ally.logston@longhornpower.org

If you need to get further assistance contact:

1. Dr. Essink, Superintendent

Billing Questions: Sue Loseke at 402-627-3375 or susan.loseke@longhornpower.org

Teaching Strategies, Curriculum, and Program Plan

Early Learning Facility classrooms will utilize *The Creative Curriculum for Infants, Toddlers & Twos*. The curriculum was specifically designed to provide in-depth support for the unique demands of early learning programs. The curriculum includes daily instructional tools, research-based objectives, and focus on routines

and experiences. Modifications and deviations from the curriculum will be made in accordance with applicable state and federal law.

Termination Policy

The first two weeks will be regarded as a trial period, in which case either party may terminate the contract without notice. After the first two weeks of enrollment, two weeks of written notice from parent or provider is preferred to end the services rendered, with the exception of gross misconduct on part of the provider, parent, or child. This is grounds for immediate discontinuation of service. In cases of non-payment, legal action may be taken.

Advance Notice of Terminating Service

If you will no longer be needing our services, a two-week notice will be required. This helps us tremendously. Unlike a traditional childcare center, we are limited to a certain number of spots. If we have advance notice of discontinuation of needed services then it is possible for us to make future arrangements with new families inquiring about enrollment for their child. This helps to keep our open spots fluctuation to a minimum, and helps us be able to focus more on being the best providers possible.

ELF Hours

The facility is open Monday through Friday 7:15 a.m. to 5:30 p.m. with the following exceptions: see the attached sheet for date's ELF will be closed. These dates may change each year.

Fees for Infant-Toddlers - Beginning August 1, 2025

Your child's spot in ELF is \$675.00 per month. The fee will be reduced during the month of December to \$475.00. During the months of June and July, the rate is \$33.00 for each day your child is at the facility. The fees will be due at the 1st day of the month or no later than the 20th. Please submit payment in check form or cash to Sue Loseke.

Payment Process and Late Payment Policy

All monthly payments are due by the 1st of the month. All monthly fee payments are non-refundable. Checks or cash will be accepted. Summer days of service due at the end of the month.

Parents who are late paying their monthly bill will be charged a \$50 monthly late fee. After 30 days of nonpayment, the parent(s) must meet with the superintendent to discuss payment. Failure to complete payment as directed may result in termination of services at the discretion of the superintendent. The district reserves the right to use small claims court or debt collection services to recoup any outstanding balance whether or not the child remains at ELF.

Future Needs

You must notify the Coordinator/Director at least 6 months prior to your expected due date and be willing to pay \$25 a week from the time you ask for a spot until you come to our program. Priority will be given to current families and in-district families.

Immunizations

All ELF attendees must comply with the Shickley Public Schools' and other applicable immunization regulations. Within 30 days of enrollment, parents of all ELF children must provide:

1. Documentation of age-appropriate immunization;
2. Certification by a physician, advanced practice registered nurse, or physician assistant that immunization is not appropriate for a stated medical reason; or
3. A written statement that the parent or guardian does not wish to have the child immunized and the reasons for that decision.

Health Matters

For the health and safety of your child and all of the children, do not bring your child to the facility when they are sick. Staff may then become sick making it difficult to care for the children at the high standards that we have set for ourselves. We can only care for children with mild cold or cold-like symptoms that are otherwise feeling and acting normally. Mild cold symptoms are a clear runny nose, slight cough, and a slight or no fever. If you are not sure if your child should be brought to ELF, please call and check with us. If a child becomes ill during ELF hours, the parents will be contacted to pick up their child.

Parents need to pick up their children within one hour of being notified. If parents are not available, the emergency contact person will be notified.

Note: Once the child is removed due to illness, they may not return until symptoms requiring removal are no longer present. The child must also be void of any contagious disease, unless accompanied by a doctor's note stating the illness in question is not contagious, and the child is otherwise feeling well enough to participate in our daily schedule.

Guidelines for Children Requiring Exclusion From ELF

A child with any of the following illnesses must be completely free of any symptoms before returning. If the child is taking antibiotics for an illness, the child may return after the initial 24 hours of beginning antibiotics for an illness, as long as he or she has a slight to no fever (under 101F under the arm), no longer contagious, and is otherwise feeling well enough to participate in our daily schedule. Signs of illness include the following; *unusual lethargy, irritability, persistent crying for no reason, runny nose (more than clear), cough (more than slight), difficulty breathing, diarrhea, vomiting, mouth sores, rashes (note from doctor stating non-contagious is ok), pink eye, chicken pox, mumps, measles, rosella, hepatitis A, impetigo, lice, ringworm, scabies,*

strep throat, scarlet fever, tuberculosis, shingles, and any other contagious disease or rash. Any child with a fever of 101 degrees or above, orally (in the mouth), or axillary (under the arm), may not attend. State law requires that we notify parents of children who have been exposed to certain contagious diseases. Please notify us if your child becomes infected, so a note can be posted.

Note: A fever in and of itself is not all bad (given that it is not too high). A fever is your body's natural way of trying to protect itself against whatever a virus or bacteria is attacking it. Illnesses that cause fevers cannot live in our body's abnormally hot environment. However, a fever is an obvious indicator that the child is sick and possibly contagious, therefore requiring exclusion from the facility.

Communicable Diseases

We will notify parents of all enrolled children of any case of reportable communicable disease. The report will be made on the same day it is reported to us or we observe the illness, unless we are directed otherwise by an applicable health agency. We will post notices of an outbreak in a conspicuous place. The name of the affected child(ren) will not be posted without parent permission.

Child's Absences

If your child is absent due to illness or other, please let us know as soon as possible so the day's activities won't be held up waiting for your child to arrive. Also, we need to know how many children we need to prepare meals for.

Medication

We generally do not give medications to the children. If your child needs to be medicated in order to get through the day, and be able to comfortably participate in our classroom activities, then it is quite possible he or she may be too sick to attend.

We will administer certain medication consistent with state law, such as doctor prescribed medications to the children, given that they are no longer contagious, and only if the medication consent form has been signed. Examples of these would be: antibiotics for ear infections and Tylenol for teething or pain associated with bumps or bruises (not to bring down a fever). If you're not sure if we will administer a certain medication or not, please feel free to ask.

We will never give more than the recommended dosages; we won't give any medication which has expired. Any prescription medication given or applied on an "as needed" basis and any medication administered by a route other than oral, topical, or inhalant must be accompanied by a written statement from the licensed health care professional who prescribed it. The written statement must describe the route and what symptoms need to exist in order for the medication to be given or applied. Please be sure your consent form (your written instructions) and the medication you bring meet these requirements. We will report any medication errors to the parents.

Child's Records

Regulations require each child to have a Record kept current by the Early Learning Facility. The documents and data in each child's Record may be maintained in multiple formats, including digitally. The Record will contain at least the following:

1. Name of child;
2. Birthdate of child;
3. Enrollment date;
4. Date care ceased, if applicable;
5. Parent or guardian's home address and telephone number;
6. Parent or guardian's employment address and telephone number;
7. Individual(s) to whom the child may be released by the caregiver;
8. Individual(s) who will take responsibility for the child in an emergency when the parent or guardian cannot be reached;
9. Consent to contact a physician in an emergency;
10. Current health status of the child; and
11. List of child's allergies and intolerance to food, insect bites, or stings, or other factors that result in a medical reaction, and clear instructions in the event of an exposure to the factor.

Other state and federal records laws and retention requirements may apply. If you have any questions about records, please contact the Coordinator/Director.

Staff Qualifications

All teachers will be certificated by the Nebraska Department of Education, including having passed all applicable screenings and background checks. Other staff will pass appropriate background checks and receive training as required by NDE regulations. At least one staff member per classroom will be age-appropriate first aid and CPR trained.

Reporting Child Abuse

All staff are required by law to report *any* suspected incidents of possible child abuse or neglect whenever they have reasonable cause to believe such abuse or neglect may have occurred or observe circumstances which could result in abuse, regardless of whether it occurs at ELF or elsewhere. Your child may be questioned by child protective services at any time without your consent consistent with applicable law.

Sex Offenders

Staff will not knowingly allow any individual who is a registered sex offender on the premises. Exceptions may be made for parents who are registered sex offenders to drop off and/or pick up their children at the discretion of the Coordinator/Director and consistent with Shickley Public Schools policy. Any parent who is a registered sex offender and wants to drop off or pick up students must secure written permission from the Coordinator/Director, and such consent may be revoked at any

time for any reason. Law enforcement will be contacted immediately upon any unauthorized presence of a sex offender.

Medical and Dental Emergency Procedures

Emergency information is kept on file at our facility. In case of illness or injury, this information will be used to notify you or the person designated by you, on your child's status. If your child is injured while at our facility, first aid will be administered. If treatment by a doctor is necessary, every effort will be made to contact you or the doctor you have chosen to treat your child. In all cases, an injury report is completed, and a copy is given to the parents. Authorization for emergency treatment must be signed at the time of enrollment to ensure that in the event of an emergency, we can make sure your child receives the necessary emergency treatment he or she needs. It is very important that all emergency contact information is kept up to date and correct. Please inform us immediately of any changes to keep your information current. Parents are responsible for all costs involved in emergency medical treatment, including emergency transportation if required.

Note: In case of a serious accident or sudden illness requiring immediate medical attention, the following procedures will be followed.

1. A phone call to 911 is made.
2. Child's parents (or emergency contacts) are called.
3. Child is separated from the other children and appropriately cared for.
4. Parent, provider, or ambulance takes the child and health records to the doctor or hospital.

Emergency Preparedness, Evacuation Procedures, and Reunification

Shickley Public School has written policies and procedures for dealing with emergencies, natural disasters, and reunifications. We will perform drills as required by law. Evacuation plans are posted in the facility. In the unlikely event, the children will be evacuated to an emergency location, and you will be notified as soon as possible.

No Smoking, Smokeless Tobacco, Alcohol, or Controlled Substances

Tobacco products (cigarettes, chew, etc.), including alternative nicotine products like e-cigs and vape pens are not permitted on the premises at any time. Alcohol and controlled substances are not allowed on the premises at any time. Parents or any other individuals authorized by parents to drop off or pick up children may be excluded from the premises for violating any aspect of this policy.

Diaper Policy

It is the parent's responsibility to provide **disposable** diapers, wipes, and diaper cream for your child. It is also the parent's responsibility to check periodically to see

if or when your child needs more diapers, wipes and cream, (not providers). Each child has his or her own space for its diapers and supplies. **Cloth diapers are not permissible.**

Wet or soiled diapers will be checked frequently and changed immediately. Diaper changing stations will be cleaned after each use or by changing the cover on the surface. Staff will wash their hands after each change.

Toilet Training

We are more than happy to encourage toilet/potty training as long as the child is ready (typically between 2 and 3 years old). Parents will be required to supply pull-ups and wipes. Communication between parents and staff is imperative for a successful transition from diapers to toilet. When parents begin toileting, they must contact their child's teacher and agree to a toileting plan before it will be implemented by any staff.

Toys

We have well organized, separate, age appropriate toys for the toddler and infant class. Infants will not be allowed to be around or play with small objects and toys. During the initial adjustment period, we encourage your child to bring a piece of home with them; a special blanket, toy, or teddy can be very comforting. Photos of family members, neighbors, and pets can be left with them to help remind your child of familiar people if he or she feels lonely during the day. However, please do not bring your child's toys except on designated sharing/show and tell days. As much as we try to encourage sharing, this seldom works when it is the child's own personal toy. It only causes problems between them and the other children. Never send your child with toy weapons.

Miscellaneous

- At the Early Learning Facility, we do not transport any child by car or any moving vehicle unless a medical emergency requires us to do so.
- Understand that your child may be included in classroom evaluations by the Nebraska Department of Education and other agencies.
- Understand that your child may be included in pictures connected with our program.

Open Door Policy

Please feel free to come and go at any time throughout the day to visit your child. However, please keep in mind that in doing so it can prove to be disruptive to the other children in our care. During times like these, the other children have a hard time listening and following adult directions. For safety reasons the doors to the facility will be locked between 8am and 3pm. When coming to the facility during these times be sure to ring the bell or call.

PBIS/Pyramid Behavior Management & Discipline

We believe the discipline of a child is achieved through patience, consistency, and positive reinforcement. We also try to teach the children in our care manners, kindness and to be respectful to others. One of the ways we do this is by the example we as providers set. We understand our actions and reactions speak much louder than our words. The children are explained the ELF rules frequently, so they will know what's expected of them. Once a child is old enough to understand the rules and disobeys them by exhibiting inappropriate behavior (hitting, aggression, etc.), hurts others, or damages property, the following developmentally appropriate guidance techniques will be used. These techniques are as follows:

1. **Positive Reinforcement:** The child will be encouraged when he or she is demonstrating acceptable behavior.
2. **Redirection:** The child is redirected to another activity and given an opportunity to try again at another time.
3. **Time-Out:** The child is separated from the group for an age appropriate amount of time (one minute per one year of age). This technique is only used when a child repeatedly will not follow our directions or listen to our words, is exhibiting temper tantrum type behavior, or hurting oneself, others or equipment. When the child shows that he or she is ready to demonstrate acceptable behavior, they are encouraged to join the rest of the group to try again.

ELF staff will only discipline students when parents are not present to do so.

Aggressive Behavior: It is considered normal and common for a child to act out during the toddler age by biting, hitting, scratching, etc. Oftentimes children will act out for various reasons such as, but not limited to, the inability to communicate their needs, someone is in their space, or they think they are just playing. Regardless of the reason, we do not tolerate or allow aggressive behaviors. If a child becomes aggressive, staff will intervene as appropriate. This may include some incidental touching and in extreme cases, brief restraint. The child will immediately be taken to time-out and talked to about how it hurts others when we (insert behavior). The child will then be closely monitored for recurrences. If the behavior continues to happen, the child will be separated from his/her peers if possible.

Note: Sometimes if both a parent and a provider are both in the same area (examples would be during drop-off and pick-up times) a child may forget the rules or test the boundaries. Please help show your child that you respect us, the rules of our house, and our property by reminding them that the rules still apply when you are around. We will also remind them of the rules and correct them if needed.

Cleanliness

We take the well being of your child very seriously and work hard to provide an environment that is as healthy as possible. We are committed to keeping our facility and the children in it as clean as possible, in order to help minimize and/or prevent the spread of germs. Our facility is kept clean and disinfected at all times. We thoroughly clean surfaces that children come in close contact with using soap and water. The high chairs are cleaned between each use, and the diaper changing tables are cleaned and disinfected between each diaper change. Toys are cleaned and disinfected often. Hand washing is the single most effective practice in preventing the spread of germs. We wash our hands many times throughout the day, as well as the children's hands before and/or after engaging in a thorough list of activities.

Arrival and Departure

Please send your child clean, dressed (no pajamas, unless you don't mind your child wearing their pajamas all day), fed and ready for the day, as well as all of your child's necessary supplies needed for that day. Please do not send food (i.e. half eaten breakfasts, breakfast bars, candy, etc) or gum with the children. Please make your goodbye brief (no more than a couple of minutes): the longer you prolong departure the harder it gets for both parents and especially for your child. Never leave without telling your child goodbye. Please be in control of your child during drop-off and pick-up times. No one other than the parent or person designated by you will be allowed to pick up your child without advanced written permission indicating the person's name and relationship to your child. We may ask for identification of anyone picking up a child. If there is a court order keeping one parent away from the child, we must have a written note from the custodial parent on file to that effect. Otherwise, we cannot prevent the non-custodial parent from picking up the child.

Supplies Needed

Parents are responsible for supplying the following items: diapers/pull-ups, wipes, diaper creams, toothbrush, weather appropriate clothes and a change of clothes, jacket, shoes that lace-up or Velcro and/or stay on feet (no flip-flops please), and pacifier (if needed). We supply and apply sunscreen to children when playing outside. For the older children sleeping on a mat, a crib sheet, blanket, and a pillow are needed. If necessary a comfort object for rest-time, and anything else your child may need. Staff will clean your child's crib sheet, blanket, and pillow at the end of every week. There is a good possibility your child will get dirty throughout the day because of food, paint, markers, dirt, bubbles, etc. So please dress your child accordingly for play. We will wash the children's clothing, or you may take your child's clothing home to be washed, whichever you prefer. We are not responsible for replacing stained or soiled clothing. For those who have children that are using a bottle, formula and a preferred bottle must be supplied by the family as well. We would ask if you have a toddler if you could provide 2 sippy cups. We use one for milk and one for water. It is easiest if you bring them the kind they prefer. Please mark with their names.

Note: Please periodically check your child's locker/cubby to make sure they still have all their necessary items. Furthermore, as the weather changes throughout the year, so do your child's items needed. We greatly appreciate your adherence to this subject, as it helps ours and the children's day run more smoothly to have all of his or her necessary belongings with them. This way we can care for your child in the best possible way.

Meals/Snacks

Each day we provide three nutritious and well-balanced meals consistent with applicable state and federal guidelines. Weekly menus are available upon request. We provide breakfast, lunch and an afternoon snack. Milk or juice is served with all the meals and snacks, and water is offered throughout the day. We also provide baby food for infants. The meals and snacks for each week constantly vary in order to ensure the children receive a well-balanced diet. The children are offered the food, but they will not be forced to eat. It is our goal to offer nutritious meals and snacks to the children in our care, as nutrition is a vital part of a child's health. Children need to eat well-balanced meals in order to meet his or her daily energy needs and to help them build a strong body and mind. We know that the good food habits that a child develops will help them prevent cavities, iron deficiency anemia, and obesity, etc. – all common nutritional problems in young children.

Breast Milk and Formula

We support your decisions related to nursing, providing expressed breast milk, and/or using formula. If you plan to nurse your child, please talk with your child's teacher so we can be prepared for the plan that you have for your child.

All formula or breast milk must be refrigerated and clearly labeled with the child's name, date received, and date expressed or frozen, if applicable. Unused prepared formula will be discarded as indicated by the label. Unfrozen breast milk will be discarded after 48 hours. If your feeding plan includes frozen breast milk and it is agreed between you and your child's teacher that frozen breast milk will be given to your child, it will not be kept for more than 3 months.

Special Diets

If your child has any particular dietary needs resulting from being allergic to certain foods we must be informed. We ask for a doctor's note verifying the needs and guidelines to ensure that we cover the bases as much as possible.

Daily Schedule for Toddlers

Activities may vary depending on time of the year, weather, age and temperament of the children. Age appropriate activities are scheduled with the flexibility allowed to respond to the needs of each individual child and their various ages.

Daily Schedule for Infants

Throughout each day we practice on reaching, grasping, rolling, sitting, crawling, standing, walking, climbing, throwing, catching, kicking, cooing and talking; whichever developmental stage your child happens to be in at the time. Napping for the infant room is based on the child's needs.

7:15 a.m. – 5:30 p.m. cuddles, love and affection, eat, poop, and sleep.

Guidelines – What is Asked of Children

1. All food and drinks must be kept in the kitchen area.
2. No playing in the bathroom.
3. No coloring on anything but paper.
4. Name-calling and foul language or yelling is not allowed.
5. No hitting, kicking, pushing, pinching, biting, spitting or pulling hair.
6. No pulling or picking of plants, grass, trees, or flowers.
7. No picking-up, pulling, poking or squeezing of babies.
8. All kitchen and bathroom cupboards are off limits to children.
9. Take turns and share.
10. Help clean up.
11. Laugh, smile, play and be happy.

Scheduling of your child at ELF: Contact Sue Loseke for Infants and Toddlers.

A Final Note

It is important you feel comfortable with our policies and procedures. If you do not understand something, have a concern, or feel uncomfortable with one or more of our policies and/or procedures, it is important you express it to us before enrolling your child. We are always open to suggestions and feel communication is a very important part of offering a quality program. If there are any problems or concerns in the future, we encourage you to talk to us about them. If a lengthy discussion is needed, a time that is convenient for both of us will be scheduled, as the other children still need our attention during business hours.

ELF SCHEDULE FOR SCHOOL YEAR 2024-2025

Date	Activity	Reminder
August 8, 2025	TEACHER INSERVICE	ELF/School Closed
August 11, 2025	TEACHER INSERVICE	ELF/School Closed
September 1, 2025	LABOR DAY	ELF/School Closed
September 2, 2025	COHORT	ELF/School Closed
October 1, 2025	PROFESSIONAL DEVELOPMENT Dismiss at 1:00	ELF/School Closed
October 10, 2025	FALL BREAK	ELF/School Closed
November 12, 2025	PROFESSIONAL DEVELOPMENT Dismiss at 1:00	ELF/School Closed
November 26, 2025	THANKSGIVING BREAK Dismiss at 1:00	ELF/School Closed
November 27, 2025	THANKSGIVING BREAK	ELF/School Closed
November 28, 2025	THANKSGIVING BREAK	ELF/School Closed
December 19, 2025	CHRISTMAS BREAK Dismiss at 2:30	ELF/School Closed
December 22-31, 2025	CHRISTMAS BREAK	ELF/School Closed
January 1-2, 2026	CHRISTMAS BREAK	ELF/School Closed
January 5, 2026	TEACHER IN-SERVICE	ELF/School Closed
January 19, 2026	COHORT	ELF/School Closed
February 4, 2026	PROFESSIONAL DEVELOPMENT Dismiss at 1:00	ELF/School Closed
February 13, 2026	NO SCHOOL	ELF/School Closed
March 12, 2026	SPRING BREAK	ELF/School Closed
March 13, 2026	SPRING BREAK	ELF/School Closed
April 3, 2026	EASTER BREAK	ELF/School Closed
April 6, 2026	EASTER BREAK	ELF/School Closed
May 21, 2026	WORKDAY	ELF/School Closed
May 22, 2026	WORKDAY	ELF/School Closed
May 25, 2026	MEMORIAL DAY	ELF/School Closed

Thank you for the opportunity to work with you and care for your little one. We look forward to a future of keeping your child smiling and safe.

SIGNATURE AND ACKNOWLEDGEMENT

By signing below, I agree to the following:

1. I have received and reviewed this handbook;
2. I have had an opportunity to ask any questions or seek clarification on any aspect of the handbook prior to signing it;
3. I will comply with all applicable laws, regulations, rules, policies, and handbook provisions of the Early Learning Facility or applicable to it, including the lawful directives of staff and all such rules and policies of Shickley Public Schools.

Parent Name (print): _____

Parent Signature: _____

Date: _____

Parent Name (print): _____

Parent Signature: _____

Date: _____

For Office Use Only

Date Received: _____

Person Who Received It: _____

3/17/25

Shickley Board of Education,

I am writing to you regarding personal days for the 2025-2026 school year. I am getting married in Punta Cana, Dominican Republic on Monday, November 24th. The resort requires that Justin and I arrive two business days before our wedding, which means we are planning to leave Thursday, November 20th.

Per Policy 410.08 - Certificated Employee Unpaid Leave, I am requesting one unpaid additional personal day for the 25-26 school year. This trip is in conjunction with Thanksgiving but will use all four personal days granted through the Negotiated Agreement.

Thank you for considering this request.

Sincerely,

Ally Logston

EMPLOYMENT CONTRACT FOR ADMINISTRATOR - 7-12 PRINCIPAL

This Contract is made by and between the **Board of Education of Fillmore County School District 30-0054, a/k/a Shickley Public Schools**, hereinafter referred to as “the Board” and **Greg Schroeder**, hereinafter referred to as “Administrator”.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 14th of April 2025, the Board hereby agrees to employ the Administrator and the Administrator hereby agrees to accept such employment as a 7-12 Principal, with other duties as assigned by the Superintendent, subject to the following terms and conditions:

Section 1: Term of Contract: The Administrator shall be employed for a period of one year, beginning on or about August 1, 2025, and expiring on or about the 31st day of July 2026. (**215 working days** per year) The Administrator shall be expected to be on duty on all days that faculty members are expected to be on duty, as well as other days before, during, and after the school year.

Section 2: Salary: In consideration of an annual salary of **\$100,000** to be paid over the period of one year and of the further agreements and considerations hereinafter stated, the Administrator agrees to perform faithfully the duties of 7-12 Principal in and for the district as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board there under. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of other professional staff employees of the District.

Section 3: Professional Status: The Administrator hereby affirms that he/she is not under contract with another school board, school district, or Board of Education covering any part or all of the same term of this contract. The Administrator affirms that he/she holds a valid and appropriate certificate with the endorsement as a 7-12 principal in the State of Nebraska, which certificate is registered as required by law and which he/she will maintain as a valid certificate throughout the terms of this contract.

Section 4: Administrator’s Duties: The duties of the Administrator shall be prescribed for the position of 7-12 Administrator in the Board of Education Policy Manual and/or in the job description, or as assigned by the Superintendent. The duties shall be performed in accordance with standards and goals established by the Board of Education. The Administrator agrees to devote his/her time, skill, labor, and attention to duties as 7-12 Principal throughout the term of this contract; provided, however, the Administrator, by agreement with the Board of Education, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations.

Section 5: Disability: Should the Administrator be unable to perform these duties by reason of illness, accident, or other disability beyond his/her control, and such disability shall continue for more than six (6) months, or if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may, at its discretion terminate this contract, whereupon the respective rights, duties, and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Administrator under any insurance coverage furnished by the district.

Section 6: Discharge, Cancellation, and Amendment: This contract may be amended or canceled and the Administrator discharged during the term of the contract as provided in Nebraska State Statute 79-824 through 79-842.

Section 7: Transportation: The Board shall provide the Administrator with transportation required in the performance of his/her official duties or shall reimburse him/her for such transportation at the then current IRS rate for reimbursement for mileage without such reimbursement constituting income to the employee.

Section 8: Sick Leave: The Administrator shall be allowed nine (9) working days of paid sick leave during each year of this contract, accumulative to forty-five (45) days. For the purpose of this section, the term “working day” shall not include any Saturday, Sunday, or School Holiday.

Section 9: Sick Bank: The Administrator shall be allowed to participate in the sick leave bank provided for all certificated employees.

Section 10: Personal Leave: The Administrator shall be allowed five (5) personal days during each contract year. The principal will be allowed to carry over one day from year to year for a maximum of six (6) days.

Section 11: Professional Development: The Administrator shall continue his/her professional development by attending appropriate professional meetings. The district, if approved by the Superintendent and/or Board, shall pay the expenses of such attendance.

Section 12: Fringe Benefits: The Administrator shall receive all fringe benefits of employment, which are granted to other certified employees of the district. In addition to said fringe benefits, the district shall, with Superintendent's approval, provide the Administrator with professional expense reimbursement.

Section 13: Cell Phone: The Principal shall provide his/her own cell phone and cell phone plan for use in the course of employment as Administrator. The District shall reimburse the Principal \$80.00 per month for the expense of such a cell phone and cell phone plan.

Section 14: No Penalty For Release Or Resignation: There shall be no penalty for releasing the Administrator from this contract by April 15th of the contract year; provided that no resignation shall become effective until the expiration of the contract unless accepted by the Board. In which case, the Board shall fix the time that the resignation shall take place.

Section 15: Governing Laws: The parties shall be governed by all applicable State and Federal laws, rules, and regulations in the performance of their respective duties and obligations under this contract.

Section 16: Amendments To Be In Writing: This contract may be modified or amended only if it is in writing and if duly authorized and executed by the Administrator and the Board.

Section 18: Severability: If a court of competent jurisdiction shall declare any portion of this contract invalid or unenforceable, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

Section 19: Contract Amendment or Non-Renewal: This contract may be amended or non-renewed as provided in Nebraska State Statute 79-824 through 79-842.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this _____ day of _____, 2025

President, Board of Education

Secretary, Board of Education

Executed by the Administrator this _____ day of _____, 2025

Administrator

Superintendent Pay Transparency Notice—Contract Dr. Stan Essink

Notice is hereby given that Shickley Public School has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on April 14, 2025 at 5:00 pm in the school lobby in Shickley, Nebraska.

After the 2025-2026 school year, how many years remaining on the contract.

1

The estimated costs to the district for the 2025/26 year and future years are listed below:

	2025/26 Base Pay, Additional Compensation & Benefits	2026/27 Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 148,000.00	\$ 148,000.00	\$ 296,000.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 28,820.16	\$ 28,820.16	\$ 57,640.32
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 25,941.14	\$ 25,941.14	\$ 51,882.28
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 1,500.00	\$ 1,500.00	\$ 3,000.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 960.00	\$ 960.00	\$ 1,920.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>	\$ 3,800.00	\$ 3,800.00	\$ 7,600.00
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$209,021.30	\$ 209,021.30	\$ 418,042.60

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT SHICKLEY PUBLIC SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of Shickley Public Schools**, legally known as **Fillmore County School District 30-0054**, and referred to as "the Board" and "the District" respectively, and **Stan Essink**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of 2 year(s) beginning on July 1, 2025 and expiring on June 30, 2027. References to "contract year" shall mean the period from July 1st through June 30th. The Superintendent's generally expected working days shall consist of all days Monday through Friday, but generally not Saturdays and Sundays and any holidays or leave days listed in Section 11. However, the Superintendent will work all days necessary to complete the Superintendent's duties, even if those are weekend days or holidays. The Superintendent shall keep complete and accurate records of working days and shall provide the Board of Education with a report of the accumulated working days at least quarterly.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular December 2026 board meeting (and each December thereafter)** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular November meeting** of each year of this contract and shall make the renewal of the Superintendent's employment contract an agenda item for the regular **December** board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the contract year shall be \$148,000 which shall be paid in 12 equal monthly installments beginning in the month of August 2025. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The District shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that the Superintendent is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, the Superintendent will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which the Superintendent will register and maintain on file in the District's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that the Superintendent registers the certificate. The Superintendent represents that: (1) all information provided in connection with the Superintendent's application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, the Superintendent will advise the Board immediately; (2) the Superintendent has never been convicted of or plead no contest to a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) the Superintendent has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote the Superintendent's time, skill, labor and attention to all required duties throughout the contract term. The Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out the Superintendent's duties and obligations to the District.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall

be the chief administrative officer for the District and shall be responsible for implementing Board policy. The Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. The Superintendent is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of the Superintendent's duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under NEB. REV. STAT. § 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of its official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with the obligations in the Renewal of Contract or Evaluation provisions of this contract shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform any of the Superintendent's duties by reason of illness, accident or other disability beyond the Superintendent's control, and the disability continues for a period of more than 30 days, or if the disability is permanent, irreparable, or of such a nature as to make performance of the Superintendent's duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

Section 10. Transportation. The Board shall provide the Superintendent with transportation or reimburse the Superintendent for mileage required in the performance of official duties at the then-current IRS rate.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

a. Health Insurance. Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

b. Dental Insurance. Dental insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

c. Sick Leave. The Superintendent shall be entitled to 9 days of sick leave per year which may accumulate to a total of 45 days. Sick leave will be granted for the following reasons:

1) Illness of the Superintendent.

2) Illness and/or death of an immediate family member, defined as:

i. Parent of the Superintendent.

ii. Spouse of the Superintendent.

iii. Child(ren) of the Superintendent.

iv. Father-in-law of the Superintendent.

v. Mother-in-law of the Superintendent.

vi. Grandparents of the Superintendent.

vii. Grandparents of the Superintendent's spouse.

viii. Grandchild of the Superintendent.

ix. Brother or sister of the Superintendent.

x. Brother or sister of the Superintendent's spouse

3) The Superintendent may use two sick days per year for bereavement. There are no limitations on the relationship of the Superintendent and the deceased.

If the Superintendent qualifies for disability pay under a long-term disability policy, the Superintendent shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of sick days accrued and used and shall provide the Board with a report of accumulated sick days at least quarterly and upon request.

The Superintendent shall not be compensated for unused days of sick leave upon the ending of employment with the District.

- d. Vacation.** The Superintendent shall have 20 vacation days for the initial contract year which the Superintendent may use at times the Superintendent chooses so long as the absence does not interfere with the proper performance of the Superintendent's duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the initial contract year, the Board shall give the Superintendent the number of vacation days necessary to restore the total to 20 days. For example, if the Superintendent uses 10 days of vacation in year one, the Board will provide the Superintendent with 10 days the following year to bring the total vacation days back to 20. The Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of all vacation days and shall provide the Board of Education with a report of accumulated vacation days at least quarterly and upon request. The Board may require the Superintendent to use vacation days and shall compensate the Superintendent for unused vacation days upon the conclusion of employment at a rate of **\$1.00** per day.
- e. Professional Development.** The Superintendent is expected to continue and seek professional development and to participate in relevant learning experiences. With the approval of the Board, the Superintendent may attend appropriate professional meetings at the local, state, and regional level; and the Board will pay for valid expenses of attendance.
- f. Professional Dues.** The District will pay the annual dues for the Superintendent's membership in the following organizations: Nebraska Council of School Administrators and _____.
- g. Holidays.** The Superintendent shall receive the following holidays off without loss of pay or having to take a paid leave day: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. Additionally, the day after

Thanksgiving and the days between Christmas Day and New Year's Day are paid leave days.

- h. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that the Superintendent can be reached at all times for work-related emergencies or while away from school grounds during the work day. The District will reimburse the Superintendent up to a maximum of \$80.00 per month for the actual cost of a cellular phone service plan.
- i. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$1,200.00 or more.

Section 12. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 13. Compensation Upon Termination. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary paid but not earned prior to the date of termination of this contract.

Section 14. Evaluation. The Board shall evaluate the Superintendent twice during the Superintendent's first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make the Superintendent evaluation an agenda item for the regular **December** Board meeting during each year of this contract; and provide the

Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 15. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by carrying out the Superintendent's duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of the Superintendent's performance of duties or position as the Superintendent of the District, the Board will provide the Superintendent with a legal defense to the maximum extent permitted by law so long as the Superintendent acted in good faith and in a manner which the Superintendent reasonably believed to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that the Superintendent's conduct was unlawful.

Section 16. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, the Superintendent will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this contract. In deference to the requirements of state and federal law, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of the position.

Section 17. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the District to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising the Superintendent of the alleged reasons for the proposed action and provide the opportunity to present the Superintendent's version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 18. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

Section 19. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 20. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this _____ day of _____, 2025.

President, Board of Education

Secretary, Board of Education

Executed by the Superintendent this _____ day of _____, 2025.

Superintendent

Strategic Plan Guiding Principles Summary (2025-2030)

Guiding Principle I: Personnel Effectiveness

Strategy 1.1

- Professional Development that aligns with district goals and objectives.
- District calendar and resources for professional development.
- Regular updates

Strategy 1.2

- Formal onboarding process for new staff.
- Develop a community welcoming group for new staff.
- Onboarding for new school board members.

Guiding Principle II: District/Building Culture and Climate

Strategy 2.1

- Continue to improve administrative communication and district efforts to inform the public.
- School board pursues opportunities to learn more about the staff and school environment.
- Professional development for administrators to lead district initiatives.

Strategy 2.2

- Refine elementary MTSS protocol and procedures.
- Develop and implement MTSS with the 7-12th grades.
- Implement school improvement plans and goals and provide progress updates and information.

Guiding Principle III: Academic Learning and Success

Strategy 3.1

- Align PD strategies to address school improvement goals and dedicate time for data utilization to achieve set goals.
- Board oversees curriculum policies and allocates resources for curriculum purchase and replacement.
- Administration leads efforts to align both curriculum and instruction across the district with fidelity and staff input.
- Board and administration allocates appropriate time and resources to ensure alignment.

Guiding Principle IV: District Resources

Strategy 4.1

- The board will use committees to bring forth and prioritize long-term facilities and curriculum recommendations.
- Long-term facility planning including consideration of: functional learning spaces, bathroom access, HVAC, vehicles, and technology.

Shickley Targeted Improvement Plan

Shickley utilizes the Targeted Improvement Plan to positively impact instruction across both grade and ability levels. This plan is designed to work within the MTSS (Multi-Tiered Systems of Support) Framework and also directly correlates to our School Improvement Plan (5 Year Cycle) which looks to improve Reading Comprehension and Vocabulary throughout the district.

Our area of Focus is Explicit Instruction - Also known as “be very specific when teaching”. This is critical and easily seen at our lower grade levels. As students progress through the system, explicit instruction techniques merge with project based learning (Example: Science Fair). Explicit Instruction at all grade levels is a foundational piece to student growth.

While there are 16 total aspects of explicit instruction, Shickley focuses on the 8 aspects listed below as they can be observable at multiple times:

Instruction on Critical Content	Provide Step-by-Step Demonstrations	Clear and Concise Language	Providing a Range of Examples and Non-Examples
Provide Guided and Supported Practice	Require Frequent Responses	Monitor Student Performance Closely	Affirmative and Effective Feedback

We provided ESU supported district wide Professional Development on Explicit Instruction Strategies four times throughout the school year. Teachers are asked to do a Self-Assessment of their daily explicit instruction usage as a data collection point.

Moving into the next school year, the plan is to incorporate Universal Design for Learning into the explicit instruction. The goal of this is to enhance planning strategies to reach a broader array of students within a single lesson.