

Shickley Public Schools
October 13, 2025
7:00 PM: Regular Board of Education Meeting
School Library

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 - Excluding Five Loaves Market & Bakery
5. Claims and Bills for Five Loaves Market & Bakery
6. Special Education Information
7. **Welcome Visitors**
 - 7.1. Public Comments not on agenda items
 - 7.2. Public Comments on agenda items
8. Committee Reports
9. Discussion Items: Consider and Discuss - No Action to be Taken
10. **Action Items: Consider, Discuss, and Take all Necessary Action**
 - 10.1. Bargaining unit for 2027-28.
 - 10.2. Local Substitute
 - 10.3. Transfer to Lunch Fund
 - 10.4. Policy Updates
 - 10.5. New Policy: 718.01 - Travel Costs Related to Federal Grants
 - 10.6. Option Enrollment Resolution
11. **Informational Items**
 - 11.1. Administrative Reports
 - 11.2. Shickley Dual Credit Stats
12. Establish Future Board of Education Meeting Date(s) and Time(s)
13. Closed Session
14. Items from Closed Session
15. 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.

Effective Date: April 22, 2021

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, September 8, 2025 7:00 PM Central

School Lobby 104 East Murray Shickley, NE 68436-0407

Budget Hearing opened at 6:45 pm. Dr. Essink gave a presentation on the 2025-26 budget. There were no questions or comments on the Budget. President Noel called the meeting to order at 7:00 P.M. Roll Call was taken. All members present. The Pledge of Allegiance was recited and the Open Meeting Law noted. Kempf moved and Nelson seconded a motion to approve the agenda. Carried. Yes: 6, No: 0. Schlegel moved and Kempf seconded a motion to approve the consent agenda. Carried. Yes: 6, No: 0. Kempf moved and Schlegel seconded a motion to approve the financial reports as presented. Carried. Yes: 6, No: 0. Nelson moved and Kempf seconded a motion to approve the claims and bills as presented excluding Five Loaves Market & Bakery. Carried. Yes: 6, No: 0. Kempf moved and Nelson seconded a motion to approve the claims and bills for Five Loaves Market & Bakery. Carried. Yes: 5, No: 0, Abstain (Schlegel): 1. Jerry Baysinger provided information on the Bruning Davenport Feasibility Study. Juan Rodriguez presented information on ESU 6's technical support to the district. Visitors were welcomed. There were no public comments. The finance committee met prior to the meeting and reviewed the 2026 budget. The Policy committee is working reviewing the Policy book. Building, Grounds, and Transportation committee is discussing transportation needs. Dr. Essink reviewed policy updates to be voted on at a future meeting. Applications by school personnel to the Shickley Community Foundation were reviewed. A date and time for the Tax Asking and Budget Approval was discussed. Kempf moved and Schlegel seconded a motion to approve the FFA national convention travel to Indianapolis, IN, October 28-November 1, 2025. Carried. Yes: 6, No: 0. Schlegel moved and Nelson seconded a motion to approve a certified staff unpaid leave request. Yes: 6, No: 0. Nelson moved and Kempf seconded a motion to approve the HVAC service agreement with Facility Advocates for \$12,300. Carried. Yes: 6, No: 0. Kempf moved and Nelson seconded a motion to approve the purchase of two vans from Woodhouse Ford for student transportation. Carried. Yes: 6, No: 0. Carissa Eberhardt provided a principal report on safety protocols and student support systems. The next regular board meeting is scheduled for October 13, at 7:00. A tax hearing and special board meeting to approve the budget and tax asking will be held on September 23rd. Schlegel moved and Kempf seconded a motion to go into closed session to discuss a potential financial transaction at 8:18 pm. Carried. Yes: 6, No: 0. Nelson moved and Kempf seconded a motion to move out of closed session at 8:27pm. Carried. Yes: 6, No: 0. Kempf moved and Nelson seconded a motion to adjourn the meeting at 8:28pm. Carried. Yes: 6, No: 0

Special Board of Education Meeting
Tuesday, September 23, 2025

School Office, 104 East Murray Shickley, NE 68436-0407

Budget Hearing opened at 8:01 am. Dr. Essink presented on the upcoming budget. Hearing ended at 8:11 am. The special session was called to order by President Noel at 8:11 am. Roll call was taken with all members present, the Pledge of Allegiance was recited, and the Open Meeting Act noted. Kempf moved and Nelson seconded a motion to approve the agenda. Carried. Yes: 6, No: 0. No visitors were present. Kempf moved and Schlegel seconded a motion to approve the proposed 25-26 budget. Carried. Yes: 6, No: 0. Schlegel moved and Nelson seconded a motion to adopt a Tax Asking Request of \$4,558,793 for the 25-26 budget year. Carried. Yes: 6, No: 0. The next regular board meeting is scheduled for October 13, 2025. Kempf moved and Nelson seconded a motion to adjourn the meeting at 8:14 am. Carried. Yes: 6, No: 0

Accounts

LUNCH FUND XX0648	Available balance \$6,663.07
ACTIVITIES FUND XX3527	Available balance \$113,933.77
GENERAL FUND XX3840	Available balance \$2,456,412.54
DEPRECIATION FUND XXX4158	Available balance \$5,174.45
BUILDING FUND XXX0725	Available balance \$154.61
DEPRECIATION FUND SAVINGS XX0614	Available balance \$327,834.62
BUILDING FUND SAVINGS XX8121	Available balance \$465,519.51
QCPUF FUND SAVINGS XX1116	Available balance \$302,313.45
GENERAL FUND SAVINGS XXXX5040	Available balance \$114,091.22

General Fund Cash Flow Report

October 13, 2025

Shickley Public Schools - General Fund
Statement of Cash Flows

For the 1 Month and 1 Month Ended September 30, 2025

	1 Month Ended September 30, 2025	1 Month Ended September 30, 2025
Cash Flows from Operating Activities		
Cash Received	\$ 589,838.52	\$ 589,838.52
Cash Paid - Salaries and Wages	(202,456.93)	(202,456.93)
Cash Paid - Group Insurance	(42,669.20)	(42,669.20)
Cash Paid - FICA	(15,986.34)	(15,986.34)
Cash Paid - Retirement	(15,983.35)	(15,983.35)
Cash Paid - Health Benefits	(11,285.76)	(11,285.76)
Cash Paid - Other Benefits	(240.00)	(240.00)
Cash Paid - Vendors	<u>(485,434.11)</u>	<u>(485,434.11)</u>
Net Cash Received (Paid) for Operating Activities	<u>104,404.41</u>	<u>104,404.41</u>
Net Increase (Decrease) In Cash	104,404.41	104,404.41
Beginning Cash	<u>2,460,217.71</u>	<u>2,460,217.71</u>
Ending Cash	<u>\$ 2,564,622.12</u>	<u>\$ 2,564,622.12</u>

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

Net Income (Loss)	\$ 104,404.41	\$ 104,404.41
Increase (Decrease) in Operating Liabilities:	<u> </u>	<u> </u>
Total Adjustments	<u>0.00</u>	<u>0.00</u>
Net Cash Received (Paid) for Operating Activities	<u>\$ 104,404.41</u>	<u>\$ 104,404.41</u>

Treasurer's Report

October 13, 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 September 30, 2025 and 2024

	2025	2024
Current Assets		
General Fund Checking	\$ 2,450,530.90	\$ 1,950,598.43
General Fund Savings	<u>114,091.22</u>	<u>113,161.68</u>
Total Current Assets	<u>2,564,622.12</u>	<u>2,063,760.11</u>
Total Assets	<u>\$ 2,564,622.12</u>	<u>\$ 2,063,760.11</u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	2,460,217.71	1,658,978.63
Net Income	<u>104,404.41</u>	<u>404,781.48</u>
Total Fund Balance	<u>2,564,622.12</u>	<u>2,063,760.11</u>
Total Liabilities and Fund Balance	<u>\$ 2,564,622.12</u>	<u>\$ 2,063,760.11</u>

Shickley Public Schools - General Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 1 Month Ended September 30, 2025

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Taxes Levied by the School	\$ 496,699.29	\$ 717,508.61	\$ 496,699.29	\$ 717,508.61		
Motor Vehicle Taxes	5,221.25	5,732.88	5,221.25	5,732.88		
Penalties & Interest on Taxes	255.94	23.92	255.94	23.92		
Tuition - Preschool	9,666.00	10,766.00	9,666.00	10,766.00		
Interest on Investments	1,024.01	752.59	1,024.01	752.59		
County Fines & Licenses	431.65	467.09	431.65	467.09		
ESU Receipts	0.00	867.40	0.00	867.40		
State Aid	39,884.00	36,531.00	39,884.00	36,531.00		
Other State Receipts	0.00	3,983.31	0.00	3,983.31		
IDEA - Preschool - (619) Base & Enrollment	2,016.00	0.00	2,016.00	0.00		
IDEA - Part B - (611) Base & Enrollment	34,385.00	0.00	34,385.00	0.00		
Other Non-Revenue Receipts	255.38	368.80	255.38	368.80		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	589,838.52	777,001.60	589,838.52	777,001.60	5,138,273.00	11.48%
Disbursements						
Salaries	202,456.93	188,399.01	202,456.93	188,399.01		
Additional Compensation	9,877.87	11,757.09	9,877.87	11,757.09		
Group Insurance	42,669.20	38,709.35	42,669.20	38,709.35		
Social Security	15,986.34	15,064.40	15,986.34	15,064.40		
Retirement	15,983.35	17,628.18	15,983.35	17,628.18		
Health Benefits	11,285.76	9,814.56	11,285.76	9,814.56		
Other Benefits	240.00	724.63	240.00	724.63		
Accounting/Auditing Services	1,950.00	1,750.00	1,950.00	1,750.00		
Contracted Legal Services	480.00	432.00	480.00	432.00		
Professional Educational Services	150.00	0.00	150.00	0.00		
Employee Training & Development	3,396.70	2,306.00	3,396.70	2,306.00		
Other Professional Services	5,569.30	4,434.67	5,569.30	4,434.67		
Technical Services	12,460.54	3,006.55	12,460.54	3,006.55		
Distance Education & Telecommunication	4,400.00	4,800.00	4,400.00	4,800.00		
Utility Services	5,937.73	5,717.63	5,937.73	5,717.63		
Non-Technology Repairs & Maintenance	7,195.53	616.43	7,195.53	616.43		
Technology Related Repairs & Maintenance	3,301.70	3,568.76	3,301.70	3,568.76		
Rentals of Land & Buildings	170.00	170.00	170.00	170.00		
Other Purchased Property Services	32.50	30.00	32.50	30.00		
Student Transportation Services Purchased	5,100.02	0.00	5,100.02	0.00		
Insurance	103,459.00	10,714.72	103,459.00	10,714.72		
Communications	61.52	153.79	61.52	153.79		
Postage	12.80	1,338.50	12.80	1,338.50		

Shickley Public Schools - General Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 1 Month Ended September 30, 2025

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Advertising	59.50	70.00	59.50	70.00		
Printing & Binding	1,746.17	1,630.42	1,746.17	1,630.42		
Travel	(65.31)	597.54	(65.31)	597.54		
General Supplies	12,030.96	27,673.46	12,030.96	27,673.46		
Utility Energy Services	740.15	486.90	740.15	486.90		
Fuels	1,065.01	1,603.33	1,065.01	1,603.33		
Books & Periodicals	1,012.82	2,490.43	1,012.82	2,490.43		
Digital Instruction Materials	4,582.92	1,588.00	4,582.92	1,588.00		
Web/Cloud Based Software	0.00	2,356.00	0.00	2,356.00		
Technology Supplies	230.60	72.83	230.60	72.83		
Technology Software	11,576.91	12,389.00	11,576.91	12,389.00		
Dues & Fees	277.59	125.94	277.59	125.94		
Total Disbursements	<u>485,434.11</u>	<u>372,220.12</u>	<u>485,434.11</u>	<u>372,220.12</u>	<u>6,575,000.00</u>	<u>7.38%</u>
Net Income (Loss)	<u>\$ 104,404.41</u>	<u>\$ 404,781.48</u>	<u>\$ 104,404.41</u>	<u>\$ 404,781.48</u>		

Shickley Public Schools - Depreciation Fund
 Shickley, Nebraska
Statement of Assets, Liabilities, and Fund Balance
 As of September 30, 2025 and 2024

	2025	2024
Current Assets		
Depreciation Fund Checking	\$ 5,174.45	\$ 16,188.05
Depreciation Fund Savings	<u>327,834.62</u>	<u>400,029.17</u>
Total Current Assets	<u>333,009.07</u>	<u>416,217.22</u>
Total Assets	<u>\$ 333,009.07</u>	<u>\$ 416,217.22</u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	332,790.06	415,911.68
Net Income	<u>219.01</u>	<u>305.54</u>
Total Fund Balance	<u>333,009.07</u>	<u>416,217.22</u>
Total Liabilities and Fund Balance	<u>\$ 333,009.07</u>	<u>\$ 416,217.22</u>

Shickley Public Schools - Depreciation Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 1 Month Ended September 30, 2025

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Interest on Investments	\$ 219.01	\$ 305.54	\$ 219.01	\$ 305.54		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	<hr/> 219.01	<hr/> 305.54	<hr/> 219.01	<hr/> 305.54	<hr/> 202,500.00	<hr/> 0.11%
Disbursements						
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	<hr/> 0.00	<hr/> 0.00	<hr/> 0.00	<hr/> 0.00	<hr/> 535,284.00	<hr/> 0.00%
Net Income (Loss)	<hr/> <u>\$ 219.01</u>	<hr/> <u>\$ 305.54</u>	<hr/> <u>\$ 219.01</u>	<hr/> <u>\$ 305.54</u>		

Shickley Public Schools - Activities Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of September 30, 2025 and 2024

	2025	2024
Current Assets		
Activities Fund Checking	\$ 114,073.77	\$ 120,287.84
Total Current Assets	<u>114,073.77</u>	<u>120,287.84</u>
Total Assets	<u>\$ 114,073.77</u>	<u>\$ 120,287.84</u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	<u>114,073.77</u>	<u>120,287.84</u>
Total Fund Balance	<u>114,073.77</u>	<u>120,287.84</u>
Total Liabilities and Fund Balance	<u>\$ 114,073.77</u>	<u>\$ 120,287.84</u>

Shickley Public Schools - Activities Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 1 Month Ended September 30, 2025

	Beginning Balance	Receipts	Transfers	Disbursements	Ending Balance
Activities					
Annual	\$ 12,511.90	\$ -	\$ -	\$ (2,177.64)	\$ 10,334.26
Athletics	(2,566.03)	3,386.00	-	(6,344.82)	(5,524.85)
Athletics - Golf	205.00	-	-	-	205.00
Class of 2026	4,232.51	-	-	-	4,232.51
Class of 2027	9,940.00	-	-	-	9,940.00
Class of 2028	1,814.00	-	-	-	1,814.00
Class of 2029	1,714.14	-	-	-	1,714.14
Class of 2030	966.92	-	-	-	966.92
College Access	991.14	-	-	-	991.14
Concessions	2,486.63	4,036.50	-	(3,348.95)	3,174.18
Drama	2,315.65	-	-	(32.04)	2,283.61
Educators Rising	2,349.40	-	-	(50.00)	2,299.40
FBLA	3,683.88	210.00	-	-	3,893.88
FFA	4,805.01	2,376.98	-	(1,314.92)	5,867.07
Grants	24,116.28	-	-	(4,412.55)	19,703.73
Interest	378.51	32.14	-	-	410.65
Library	1,622.46	-	-	(221.05)	1,401.41
Music	9,738.95	50.00	-	(239.80)	9,549.15
National Honor Society	721.80	-	-	-	721.80
Post Prom	93.29	1,000.00	-	-	1,093.29
School Culture	3,357.88	360.00	-	(994.26)	2,723.62
Special Projects	18,450.70	-	-	-	18,450.70
Speech	1,950.84	-	-	-	1,950.84
Striv	9,405.00	-	-	-	9,405.00
Student Council	3,386.85	-	-	-	3,386.85
Swimming Pool	341.84	-	-	-	341.84
Teacher Scholarship	1,400.00	-	-	-	1,400.00
Wellness	2,892.26	-	-	(1,548.63)	1,343.63
Total Activities	<u>\$ 123,306.81</u>	<u>\$ 11,451.62</u>	<u>\$ -</u>	<u>\$ (20,684.66)</u>	<u>\$ 114,073.77</u>
Activities Budget	<u>\$ 123,307.00</u>	<u>\$ 265,000.00</u>	<u>\$ -</u>	<u>\$ 300,000.00</u>	<u>\$ 88,307.00</u>

Shickley Public Schools - Lunch Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of September 30, 2025 and 2024

	2025	2024
Current Assets		
Lunch Fund Checking	\$ <u>6,663.07</u>	\$ <u>14,389.07</u>
Total Current Assets	<u>6,663.07</u>	<u>14,389.07</u>
Total Assets	\$ <u><u>6,663.07</u></u>	\$ <u><u>14,389.07</u></u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	19,648.51	24,596.23
Net Income	<u>(12,985.44)</u>	<u>(10,207.16)</u>
Total Fund Balance	<u>6,663.07</u>	<u>14,389.07</u>
Total Liabilities and Fund Balance	\$ <u><u>6,663.07</u></u>	\$ <u><u>14,389.07</u></u>

Shickley Public Schools - Lunch Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 1 Month Ended September 30, 2025

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Interest on Investments	\$ 2.34	\$ 3.79	\$ 2.34	\$ 3.79		
Daily Sales - School Lunch	5,700.00	6,961.55	5,700.00	6,961.55		
Daily Sales - Non-Reimbursable Programs	0.00	527.20	0.00	527.20		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	<u>5,702.34</u>	<u>7,492.54</u>	<u>5,702.34</u>	<u>7,492.54</u>	<u>275,539.00</u>	<u>2.07%</u>
Disbursements						
Salaries	6,385.01	5,625.60	6,385.01	5,625.60		
Group Insurance	1,083.80	807.40	1,083.80	807.40		
Social Security	482.93	424.82	482.93	424.82		
Retirement	283.84	495.25	283.84	495.25		
Food	10,452.20	10,217.02	10,452.20	10,217.02		
Dues & Fees	0.00	129.61	0.00	129.61		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	<u>18,687.78</u>	<u>17,699.70</u>	<u>18,687.78</u>	<u>17,699.70</u>	<u>275,000.00</u>	<u>6.80%</u>
Net Income (Loss)	<u>\$ (12,985.44)</u>	<u>\$ (10,207.16)</u>	<u>\$ (12,985.44)</u>	<u>\$ (10,207.16)</u>		

Shickley Public Schools - Building Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of September 30, 2025 and 2024

	2025	2024
Current Assets		
Building Fund Checking	\$ 154.61	\$ 453.36
Building Fund Savings	<u>465,519.51</u>	<u>452,808.79</u>
Total Current Assets	<u>465,674.12</u>	<u>453,262.15</u>
Total Assets	<u>\$ 465,674.12</u>	<u>\$ 453,262.15</u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	426,073.13	450,472.82
Net Income	<u>39,600.99</u>	<u>2,789.33</u>
Total Fund Balance	<u>465,674.12</u>	<u>453,262.15</u>
Total Liabilities and Fund Balance	<u>\$ 465,674.12</u>	<u>\$ 453,262.15</u>

Shickley Public Schools - Building Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 1 Month Ended September 30, 2025

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Taxes Levied by the School	\$ 39,285.93	\$ 2,463.62	\$ 39,285.93	\$ 2,463.62		
Penalties and Interest on Taxes	17.99	0.66	17.99	0.66		
Interest on Investments	297.07	325.05	297.07	325.05		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	<u>39,600.99</u>	<u>2,789.33</u>	<u>39,600.99</u>	<u>2,789.33</u>	<u>407,150.00</u>	<u>9.73%</u>
Disbursements						
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>858,681.00</u>	<u>0.00%</u>
Net Income (Loss)	<u>\$ 39,600.99</u>	<u>\$ 2,789.33</u>	<u>\$ 39,600.99</u>	<u>\$ 2,789.33</u>		

Shickley Public Schools - QCPUF Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of September 30, 2025 and 2024

	2025	2024
Current Assets		
QCPUF Savings	\$ 302,313.45	\$ 290,363.85
Total Current Assets	<u>302,313.45</u>	<u>290,363.85</u>
Total Assets	<u>\$ 302,313.45</u>	<u>\$ 290,363.85</u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	270,965.05	287,675.27
Net Income	<u>31,348.40</u>	<u>2,688.58</u>
Total Fund Balance	<u>302,313.45</u>	<u>290,363.85</u>
Total Liabilities and Fund Balance	<u>\$ 302,313.45</u>	<u>\$ 290,363.85</u>

Shickley Public Schools - QCPUF Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 1 Month Ended September 30, 2025

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Taxes Levied by the School	\$ 31,139.81	\$ 2,484.00	\$ 31,139.81	\$ 2,484.00		
Penalties & Interest on Taxes	17.67	0.00	17.67	0.00		
Interest on Investments	190.92	204.58	190.92	204.58		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	<u>31,348.40</u>	<u>2,688.58</u>	<u>31,348.40</u>	<u>2,688.58</u>	<u>228,280.00</u>	<u>13.73%</u>
Disbursements						
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>242,703.00</u>	<u>0.00%</u>
Net Income (Loss)	<u>\$ 31,348.40</u>	<u>\$ 2,688.58</u>	<u>\$ 31,348.40</u>	<u>\$ 2,688.58</u>		

Claims and Bills Report

October 13, 2025

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

General Fund Checking
October 1, 2025 - October 31, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
10/01/25	ACCT	01-2-02510-315-000	Accounting/Auditing Services	Krista Hamburger, CPA	Accounting/Payroll Services	1,950.00
						<u>1,950.00</u>
10/01/25	OMNIFY	01-2-02510-810-000	Dues & Fees	Omnify Benefits	Omnify Benefits Charge	3.00
						<u>3.00</u>
10/13/25		01-2-02710-626-000	Fuels	Wex Bank	Transportation Fuel	1,920.67
10/13/25		01-2-02712-626-000	Fuels	Wex Bank	Transportation Fuel - SPED	790.45
						<u>2,711.12</u>
10/13/25	38056	01-2-01100-610-000	General Supplies	5 Loaves Market & Bakery	General Food	33.95
10/13/25	38056	01-2-01190-610-002	General Supplies	5 Loaves Market & Bakery	Daycare Food	1,301.85
						<u>1,335.80</u>
10/13/25	38057	01-2-03300-350-000	Technical Services	Alfs Well Drilling	Pool Repair	562.92
						<u>562.92</u>
10/13/25	38058	01-2-01200-569-000	Tuition - Other	Boys Town - Father Flanagan's Boys Home	SPED Tuition	3,640.00
						<u>3,640.00</u>
10/13/25	38059	01-2-01100-641-000	Digital Instruction Materials	Branching Minds, LLC	Licenses	5,494.50
						<u>5,494.50</u>
10/13/25	38060	01-2-01100-610-000	General Supplies	Bubba's Anytime Cafe	Board Meeting Meals	73.50
						<u>73.50</u>
10/13/25	38061	01-2-02680-410-000	Utility Services	Burton Enterprises	Trash Service	170.00
						<u>170.00</u>
10/13/25	38062	01-2-02230-432-000	Technology Related Repairs & Maintenance	Computer Hardware	Apple Care	5,077.50
						<u>5,077.50</u>
10/13/25	38063	01-2-01100-610-000	General Supplies	Eakes Office Solutions	Janitorial Supplies	565.89
						<u>565.89</u>
10/13/25	38064	01-2-02580-810-000	Dues & Fees	Educational Service Unit #6	Technology Hosted Services	73.43
10/13/25	38064	01-2-02230-432-002	Technology Related Repairs & Maintenance	Educational Service Unit #6	Technology Contracted Services	4,788.67
10/13/25	38064	01-2-02213-330-000	Employee Training & Development	Educational Service Unit #6	Professional Development	1,000.00
10/13/25	38064	01-2-01200-610-000	General Supplies	Educational Service Unit #6	Crave	150.00
						<u>6,012.10</u>

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

General Fund Checking
October 1, 2025 - October 31, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
10/13/25	38065	01-2-02610-431-000	Non-Technology Repairs & Maintenance	Facility Advocates	Building Repairs	11,251.25
						<u>11,251.25</u>
10/13/25	38066	01-2-01100-281-000	Health Benefits - Teachers/Professionals	Fillmore Central Schools	Health Insurance	14,063.10
						<u>14,063.10</u>
10/13/25	38067	01-2-02190-340-000	Other Professional Services	Fillmore County Hospital	District - Contracted Services	2,500.00
						<u>2,500.00</u>
10/13/25	38068	01-2-02610-621-000	Utility Energy Services	Galyen Energy	Propane	550.04
						<u>550.04</u>
10/13/25	38069	01-2-02162-340-002	Other Professional Services	GO Physical Therapy, LLC	OT Rehab Services - 3-5	60.00
10/13/25	38069	01-2-02161-340-002	Other Professional Services	GO Physical Therapy, LLC	OT Rehab Services - Elementary	1,014.53
10/13/25	38069	01-2-02161-340-001	Other Professional Services	GO Physical Therapy, LLC	OT Rehab Services - Secondary	540.00
10/13/25	38069	01-2-02171-340-002	Other Professional Services	GO Physical Therapy, LLC	PT Rehab Services - Elementary	227.00
10/13/25	38069	01-2-02181-340-002	Other Professional Services	GO Physical Therapy, LLC	Vision Services - Elementary	854.50
						<u>2,696.03</u>
10/13/25	38070	01-2-01100-550-000	Printing & Binding	Hometown Leasing	Copier Lease	1,746.17
						<u>1,746.17</u>
10/13/25	38071	01-2-02580-530-000	Communications	Intermedia	Telephone	56.00
						<u>56.00</u>
10/13/25	38072	01-2-01100-643-000	Web/Cloud Based Software	IXL Learning	Site License K-12	1,556.25
						<u>1,556.25</u>
10/13/25	38073	01-2-01100-640-001	Books & Periodicals	J.W. Pepper & Son, Inc.	Music	408.78
						<u>408.78</u>
10/13/25	38074	01-2-02610-610-000	General Supplies	Jensen Publishing Inc	Huskerland Preps	25.00
						<u>25.00</u>
10/13/25	38075	01-2-02610-350-000	Technical Services	Kelch Plumbing	Plumbing Repairs & Maintenance	1,174.06
						<u>1,174.06</u>
10/13/25	38076	01-2-02330-317-000	Contracted Legal Services	KSB School Law	Legal Services	80.00
						<u>80.00</u>
10/13/25	38077	01-2-01100-610-000	General Supplies	Matheson Tri-Gas, Inc.	Welding	104.45
						<u>104.45</u>

Shickley Public Schools - General Fund
School - ESSA Bills
 General Fund Checking
 October 1, 2025 - October 31, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
10/13/25	38078	01-2-02310-540-000	Advertising	Nebraska Signal	Board Proceedings	498.91
						<u>498.91</u>
10/13/25	38079	01-2-02630-350-000	Technical Services	Noel Lawn Care	Application	774.85
						<u>774.85</u>
10/13/25	38080	01-2-02640-431-000	Non-Technology Repairs & Maintenance	Precision Signs and Graphics, LLC	Graphic Services	165.00
						<u>165.00</u>
10/13/25	38081	01-2-01100-610-000	General Supplies	Quill	Supplies	193.05
						<u>193.05</u>
10/13/25	38082	01-2-02410-330-000	Employee Training & Development	Region 1 Principals	Principal Professional Development	150.00
						<u>150.00</u>
10/13/25	38083	01-2-02610-441-000	Rentals of Land & Buildings	River Road Units	Storage Units	170.00
						<u>170.00</u>
10/13/25	38084	01-2-02230-432-000	Technology Related Repairs & Maintenance	Segra	Internet	429.21
						<u>429.21</u>
10/13/25	38085	01-2-02620-610-000	General Supplies	Shickley Lumber Company	Tools	134.84
						<u>134.84</u>
10/13/25	38086	01-2-02610-431-000	Non-Technology Repairs & Maintenance	Sports Facility Maintenance	Scoreboard Repairs	2,677.00
						<u>2,677.00</u>
10/13/25	38087	01-2-01190-610-002	General Supplies	Teaching Strategies	Preschool Curriculum	538.00
						<u>538.00</u>
10/13/25	38088	01-2-02610-431-000	Non-Technology Repairs & Maintenance	Trane, U.S. Inc.	North System Repairs	9,990.02
						<u>9,990.02</u>
10/13/25	38089	01-2-01100-531-000	Postage	US Bank	Mailings	1,907.65
10/13/25	38089	01-2-01100-610-000	General Supplies	US Bank	School Supplies	3,706.15
10/13/25	38089	01-2-01100-640-002	Books & Periodicals	US Bank	Hard Copy Books	756.00
10/13/25	38089	01-2-01100-643-000	Web/Cloud Based Software	US Bank	Software	108.00
10/13/25	38089	01-2-01190-320-002	Professional Educational Services	US Bank	Early Childhood	30.00
10/13/25	38089	01-2-01200-320-000	Professional Educational Services	US Bank	SPED	305.00
10/13/25	38089	01-2-01200-610-000	General Supplies	US Bank	SPED Supplies	29.98
10/13/25	38089	01-2-02130-610-000	General Supplies	US Bank	Health Supplies	128.38

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

General Fund Checking
October 1, 2025 - October 31, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
10/13/25	38089	01-2-02213-330-000	Employee Training & Development	US Bank	Instructional Staff Training	125.00
10/13/25	38089	01-2-02320-330-000	Employee Training & Development	US Bank	Executive Admin Training	28.30
10/13/25	38089	01-2-03535-640-001	Books & Periodicals	US Bank	HAL Hard Copy Books	945.00
10/13/25	38089	01-2-03551-565-001	Tuition - Postsecondary Schools	US Bank	Proctor Class	450.00
10/13/25	38089	01-2-03551-610-000	General Supplies	US Bank	Career Ed	1,425.96
						<u>9,945.42</u>
10/13/25	38090	01-2-02680-410-001	Utility Services	Village of Shickley	Utilities - Secondary	1,620.53
10/13/25	38090	01-2-02680-410-002	Utility Services	Village of Shickley	Utilities - Elementary	2,644.01
10/13/25	38090	01-2-02680-410-001	Utility Services	Village of Shickley	Utilities - Greenhouse	392.10
						<u>4,656.64</u>
10/13/25	38091	01-2-01100-610-000	General Supplies	VVS Canteen	Lounge Supplies	49.98
						<u>49.98</u>
10/13/25	38092	01-2-01100-565-001	Tuition - Postsecondary Schools	Wayne State College	Dual Credit Courses	294.00
						<u>294.00</u>
10/13/25	38093	01-2-02680-490-000	Other Purchased Property Services	Woodward's Disposal Service	Document Disposal	32.50
						<u>32.50</u>
10/13/25	38094	01-2-01100-610-000	General Supplies	Yandas Pro Audio	Music Supplies / Repairs	270.26
						<u>270.26</u>
10/13/25	38095	01-2-02213-330-002	Employee Training & Development	York Elementary School	Early Childhood Summit	100.00
						<u>100.00</u>
10/13/25	38096	01-2-01100-610-002	General Supplies	Zaner Bloser	Elementary Education Materials	795.85
						<u>795.85</u>
10/14/25		01-2-02570-291-000	Other Benefits - Teachers/Professionals	Shickley Public School - Lunch Fund	Reimbursement for Adult Meals - August & September	1,032.40
						<u>1,032.40</u>

Total Paid 96,705.39

Check count = 45

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

Lunch Fund Checking
October 1, 2025 - October 31, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
10/13/25	8045	06-2-03100-630-000	Food	5 Loaves Market & Bakery	Food Supplies	124.37
						<u>124.37</u>
10/13/25	8046	06-2-03100-630-000	Food	Cashwa Distribution	Food Supplies	7,971.44
						<u>7,971.44</u>
10/13/25	8047	06-2-03100-630-000	Food	Hiland Dairy	Food Supplies	1,305.37
						<u>1,305.37</u>
10/13/25	8048	06-2-03100-110-000	Salaries - Non-Instructional	Shickley Public School - General Fund	Regular Wages	6,144.11
10/13/25	8048	06-2-03100-120-000	Salaries - Temporary - Non-Instructional	Shickley Public School - General Fund	Temporary Wages	148.48
10/13/25	8048	06-2-03100-130-000	Salaries - Overtime - Non-Instructional	Shickley Public School - General Fund	Overtime Wages	61.85
10/13/25	8048	06-2-03100-150-000	Additional Compensation - Non-Instructional	Shickley Public School - General Fund	Sick/PTO Wages	1,726.80
10/13/25	8048	06-2-03100-210-000	Group Insurance - Non-Instructional	Shickley Public School - General Fund	Health Insurance	1,057.02
10/13/25	8048	06-2-03100-220-000	Social Security - Non-Instructional	Shickley Public School - General Fund	FICA	612.69
10/13/25	8048	06-2-03100-230-000	Retirement - Non-Instructional	Shickley Public School - General Fund	Retirement	435.68
						<u>10,186.63</u>
10/13/25	8049	06-2-03100-610-000	General Supplies	US Bank	Kitchen Supplies	39.24
						<u>39.24</u>

Total Paid 19,627.05

Check count = 5

Payroll Summary Report

October 13, 2025

Shickley Public Schools - General Fund

Payroll Cash Requirements

October 20, 2025

Description	Amount	Total
Cash Required for Net Pay and Electronic Funds Transfer (EFT)		
Net Pay Distributions		
Net Direct Deposits	168,790.24	
Net Pay		168,790.24
Employee Taxes		
FICA-SS	13,889.09	
FICA-MED	3,248.27	
FIT	12,284.90	
Nebraska SIT	7,282.37	
Employer Taxes		
ERFICA-SS	13,889.09	
ERFICA-MED	3,248.27	
Taxes Total		53,841.99
Payroll Total		222,632.23
Cash Required for Balance of Payroll		
<u>Employee Deductions</u>		
DENTAL	818.87	
HSA	1,511.12	
125 PLAN	1,508.15	
VISION	368.91	
LEGAL	338.20	
DISABILITY - POST-TAX	227.58	
ACCIDENT - PRE-TAX	119.60	
WHOLE LIFE	223.32	
RETIREMENT	16,893.36	
PURCHASE OF SERV	446.94	
GARNISHMENT	575.98	
<u>Employer Contributions</u>		
HEALTH INSURANCE	42,429.32	
SCHOOL DENTAL	915.89	
SCHOOL RETIREMENT	17,062.28	
SUPPLEMENTAL INS	175.72	
Payroll Total		83,615.24
Cash Required for Billing Detail		
	Qty	
Payroll Fees		
Direct Deposit Fee	69	138.00
Total Payroll Fees		138.00
Total Cash Required		306,385.47

October 3, 2025

Shickley Public School
Board of Education
104 E Murray
Shickley, NE 68436

Dear Negotiations Committee:

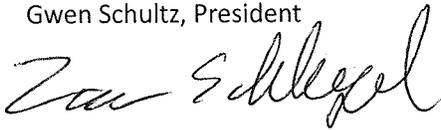
The Shickley Education Association requests that the school board of Shickley Public Schools take action to recognize Shickley Education Association as exclusive bargaining agent for the district's certificated staff to begin bargaining next fall for the 2027-2028 contract year.

Please direct your response to the undersigned.

Sincerely,



Gwen Schultz, President



Zac Schlegel, Head Negotiator

Shickley Education Association

Last Name	First Name	Middle Name	NDE Staff ID	Details
SLIVA	HAYLEY	J	5069121864	Details

Certificate/Permit Holder Information

Applications in Process :	
Last Name :	SLIVA
First Name :	HAYLEY
Middle Name :	J
Public/Non-Public :	Public
Human Relations Training Status :	Approved

Certificate Details

Certificate/Permit ID	Certificate/Permit Type	Original Issue Date	Issue Date	Expiration Date	Certificate/Permit Status
20250016384	TEACHING	09/30/2025	09/30/2025	09/30/2030	Active

Certificate/Permit Ranks

Certificate/Permit Rank	Status	Original Issue Date	Effective Date	Expiration Date
LOCAL SUBSTITUTE	Active	09/30/2025	09/30/2025	09/30/2030

Endorsements Attached to this Certificate/Permit

No Endorsements Associated with this Certificate/Permit

Certificate/Permit Deficiencies

No Deficiencies Associated with this Certificate/Permit

Certificate/Permit Limitations

Certificate #	Description	District
20250016384	VALID FOR SUBSTITUTE TEACHING ONLY	
20250016384	MAXIMUM 90 DAYS OF SUBSTITUTE TEACHING PER SCHOOL SYSTEM PER SCHOOL YEAR.	

Disciplinary Information

No Disciplinary Action On File

EDUCATIONAL AND OPERATIONAL PLANNING

At least **once in** every five years the ~~board~~ **the district** shall conduct an in-depth needs assessment, soliciting information from administrators, employees, parents, students and community members, regarding their expectations for adequate student preparation. A systematic on-going process guides planning, implementation, and evaluation and renewal of continuous school improvement activities to meet local and statewide goals and priorities. The school improvement process focuses on improving student learning. The school system develops and implements a continuous school improvement process to promote quality learning for all students. This process includes procedures and strategies to address quality learning, equity, and accountability.

In all school systems, the continuous school improvement process includes the following activities at least once within each five years:

1. Review and update of the mission and vision statements.
2. Collection and analysis of data about student performance, demographics, learning, and climate, and former high school students.
3. Selection of improvement goals. At least one goal is directed toward improving student academic achievement.
4. Development and implementation of an improvement plan which includes procedures, strategies, actions to achieve goals, and an aligned professional development plan.
5. Evaluation of progress toward improvement goals.

The school improvement process includes a visitation by a team of external representatives to review progress and provide written recommendations. A copy of the school system's improvement plan and the written recommendations of the external representatives are provided to the Department of Education. The external team visits are conducted at least once each five years.

Legal Reference: Neb. Statutes 79-526; 79-701-702; 79-729; 79-1301

Cross Reference: NDE Rule 10-009
201.01-Board Powers and Responsibilities
203.06-Board Committees
604.01-Basic Instruction Program
1002.00-District Annual Report

SECRETARY

It shall be the responsibility of the board to ~~annually appoint~~ elect a board secretary at the annual board organizational meeting. The secretary shall take the oath of office.

~~A board secretary may be appointed from employees, from the public or from among board members at the annual board organizational meeting.~~

It shall be the responsibility of the board secretary or a designee, as custodian of school district records, to preserve and maintain the records and documents pertaining to the business of the board; to keep complete minutes of special and regular board meetings; to cause the meeting minutes and a list of all approved claims to be published; to keep a record of the results of regular and special elections; to keep an accurate account of school funds; and to sign warrants drawn on the school funds after board approval; ~~and to complete and maintain the annual school census. The board secretary is also responsible for filing the required reports with the Nebraska Department of Education.~~

Legal Reference: Neb. Statute 79-528; 79-564; 79-576 to 580

Cross Reference: ~~104.01-Annual School Census~~
201.01-Board Powers and Responsibilities
204.11-Meeting Minutes

TREASURER

It shall be the responsibility of the board to annually ~~appoint~~ elect a board treasurer.

It shall be the responsibility of the treasurer ~~or a designee (Business Manager appointed by the superintendent)~~, to receive the funds collected for the district by the county treasurer, to pay out the funds for expenses approved by the board, to maintain accurate accounting records for each fund, to manage district's investments for the maximum benefit to the district, to report monthly and annually the status of all district funds and investments, and to file required reports with the appropriate state agencies and other entities.

The treasurer will work with the secretary to coordinate the recording, preserving and reporting of financial records, reports, cash flow needs and district investments.

If the treasurer is unable or unwilling to carry out the duties required, it shall be the responsibility of the superintendent or other person designated by board policy to carry out the duties of the treasurer.

The treasurer shall do one of the following within ten days after election to the position:

1. Give bond in an amount set by the board of not less than \$500 and not more than double the amount of money to come into his/her hands as treasurer at any one time.
2. Give evidence of an equal amount of insurance coverage by the district.

The cost of the bond or insurance coverage will be paid by the school district.

Legal Reference: Neb. Statute 79-586 to 590

Cross Reference: 201.01-Board Powers and Responsibilities
700-Business Operation

Approved:

Reviewed: 9-12-2016

Revised:

POLICY COMMUNICATION

~~A~~Board policy ~~manual~~ shall be ~~housed accessible~~ in each school attendance center and in the central administration office. Each board member shall have ~~a personal copy of digital access to~~ board policy ~~manual~~ through the school's website along with the general public. The board's policy manual is a public record and shall be open for inspection at the administrative offices of the district.

It shall be the responsibility of the superintendent to ensure ~~copies of~~ new and revised policy statements are accessible ~~distributed to the custodians of board policy manuals~~ no later than the first regular board meeting following the policy's adoption. Digital copies of changes in board policy shall also be included ~~in or attached to~~ with the online minutes of the meetings in which the final action was taken to adopt the new or changed policy.

~~It shall be the responsibility of each board member, during the board member's term of office, to keep the manual current and up-to-date and to surrender the manual to the board secretary at the conclusion of the board member's term of office.~~

Legal Reference: Neb. Statute 84-712 et seq.; 84-1408 to 1414

Approved:

Reviewed: 9-12-2016

Revised:

PARTICIPATION IN INSURANCE PROGRAM BY BOARD MEMBERS

Members of the board of education may participate in the school district's health and life insurance plans which are provided to the school district employees. A board member electing to participate in the insurance program of the school district shall pay both the employee and the employer portions of the premiums to the district in advance of any payments being due from the district to the insurance carrier. **A report of board members utilizing this plan is available to the public upon request.**

~~Every three months, the board will place on its agenda a report identifying the board members who have elected to purchase insurance coverage through the district. This report shall be made available in the school district office for review by the public upon request.~~

COMMUNICATION CHANNELS

Questions and problems shall be resolved at the lowest organizational level nearest to the complaint. School employees shall be responsible for conferring with their immediate supervisor on questions and concerns. Students and other members of the school district community shall confer with the certificated employee **who is closest to the question or problem** and then with the principal on questions and concerns. Policies referenced at the end of this page shall serve as guidelines for additional resolution of conflicts.

It shall first be the responsibility of the administrators to resolve questions and problems raised by the employees and the students they supervise and by other members of the school district community.

Legal Reference: Nebraska Statute 79-254 et seq.

Cross Reference: 204.12-Public Participation in Board Meetings

402.05-Employee Grievances

504.0-Student Due Process Rights

506.06-Student Publications

1005.01-Public Complaints

Approved:

Reviewed: 9-12-2016

Revised:

SUPERINTENDENT EVALUATION

The board will conduct an ongoing evaluation of the superintendent's skills, abilities, and competence. At a minimum, the board will formally evaluate the superintendent twice in the first year and annually thereafter. The goal of the superintendent's formal evaluation is to ensure the education program for the students is carried out, promote growth in effective administrative leadership, clarify the superintendent's role, clarify the immediate priorities of the board, and develop a working relationship between the board and the superintendent.

The formal evaluation will be based upon the following principles:

1. The evaluation criteria shall be in writing, clearly stated and mutually agreed upon by the board and the superintendent. The criteria will be related to the job description and the school district's goals;
2. At a minimum, the evaluation process will be conducted annually ~~at a time agreed upon;~~ ~~as stated in the superintendent contract;~~
3. Each board member shall have an opportunity to individually evaluate the superintendent, and these individual evaluations will be compiled into an overall evaluation by the entire board;
4. The board as a whole shall discuss its evaluation with the superintendent in open or closed session as appropriate; and
5. The board will complete the evaluation process by reaching consensus on goals or priorities for the superintendent for the next period of evaluation.

Any thorough evaluation of the Superintendent will likely have both positive and negative comments interspersed throughout the discussion. If the board enters into closed session it must clearly be to prevent needless harm to the reputation of an individual or for the protection of the public interest. Policy 204.06-Closed Session should be followed in all respects when going into or coming out of closed session.

The board president will develop a written summary of the individual evaluations, including both the strengths and the weaknesses of the superintendent, and place it in the superintendent's personnel file to be incorporated into the next cycle of evaluations.

This policy supports and does not preclude the ongoing, informal evaluation of the superintendent's skills, abilities and competence.

Legal Reference: Neb. Statute 79-828

Cross Reference: 202.03-Board Self-Evaluation
204.06-Closed Sessions

Approved:

Reviewed:

Revised: 9-12-2016

ADMINISTRATOR CODE OF ETHICS

Administrators, as part of the educational leadership in the school district community, represent the views of the school district. Their actions, verbal and nonverbal, reflect the attitude and the beliefs of the school district. Therefore, administrators shall conduct themselves professionally and in a manner fitting to their position.

In keeping with the spirit of the ~~American Association of School Administrators~~ [School Superintendents Association](#) standards, each administrator shall follow the code of ethics stated in this policy. Failure to act in accordance with this code of ethics or in a professional manner, in the judgment of the board, shall be grounds for discipline up to, and including, discharge.

The professional school administrator:

- Upholds the honor and dignity of the profession in actions and relations with students, colleagues, board members and the public;
- Obeys local, state and national laws; holds to high ethical and moral standards; and gives loyalty to this country and to the cause of democracy and liberty;
- Accepts the responsibility to master and contribute to the growing body of specialized knowledge, concepts, and skills which characterize school administration as a profession;
- Strives to provide the finest possible educational experiences and opportunities to the members of the school district community;
- Seeks to preserve and enhance the prestige and status of the profession when applying for a position or entering into contractual agreements;
- Carries out in good faith the policies duly adopted by the local board and the regulations of state authorities and renders professional service;
- Disallows consideration of private gain or personal economic interest to affect the discharge of professional responsibilities;
- Recognizes public schools are the public's business and seeks to keep the public informed about their schools;
- Supports and practices the management team concept.
- **Makes the education and well-being of students the fundamental value of all decision making; and,**
- **Accepts responsibility and accountability for one's own actions and behaviors.**

Cross Reference: 405-Employee Conduct and Appearance

Approved: 9-12-2016

Reviewed:

Revised:

SCHOOL WELLNESS

The board adopts this policy to create positive, safe and health-promoting learning environments at every level, in every setting, throughout the school year. This will assist in providing students with the opportunity to achieve personal, academic, developmental and social success.

Nutrition

School Meals

The District is committed to serving healthy meals to children, with plenty of fruits, vegetables, grains, and milk; that are moderate in sodium and to meet the nutrition needs of school children within their calorie requirements. The school meal programs aim to improve the diet and health of school children, help mitigate childhood obesity, model healthy eating to support the development of lifelong healthy eating patterns and support healthy choices while accommodating food preferences and special dietary needs.

Water

To promote hydration, free, safe, unflavored drinking water will be available to all students throughout the school day and throughout every school campus. The District will make drinking water available where school meals are served during mealtimes.

Nutrition Promotion

Nutrition promotion and education positively influence lifelong eating behaviors by using evidence-based techniques and nutrition messages, and by creating food environments that encourage healthy nutrition choices and encourage participation in school meal programs. Nutrition promotion also includes marketing and advertising nutritious foods and beverages to students.

Nutrition Education

The District will teach, model, encourage and support healthy eating by all students. Schools will provide nutrition education and engage in nutrition promotion that:

- Is designed to provide students with the knowledge and skills necessary to promote and protect their health;
- Is part of health education classes
- Promotes enjoyable, developmentally-appropriate, and participatory activities, such as cooking demonstrations or lessons, promotions, taste-testing, farm visits and school gardens;
- Promotes fruits, vegetables, whole-grain products, dairy products and healthy food preparation methods;
- Emphasizes caloric balance between food intake and energy expenditure.

Approved:

Reviewed:

Revised:

Food and Beverage Marketing in Schools

The District is committed to providing a school environment that ensures opportunities for all students to practice healthy eating and physical activity behaviors throughout the school day while minimizing distractions. The District strives to teach students how to make informed choices about nutrition, health and physical activity.

Physical Activity

Children and adolescents should participate in at least 60 minutes of physical activity every day. Physical activity during the school day (including but not limited to recess, classroom physical activity breaks or physical education) will not be withheld as punishment. The District will provide teachers and other school staff with a list of ideas for alternative ways to discipline students.

To the extent practicable, the District will ensure that its grounds and facilities are safe and that equipment is available to students to be active. The District will conduct necessary inspections and repairs.

Physical Education

The District will provide students with physical education, using an age-appropriate, sequential physical education curriculum consistent with national and state standards for physical education. The physical education curriculum will promote the benefits of a physically active lifestyle and will help students develop skills to engage in lifelong healthy habits, as well as incorporate essential health education concepts.

All students will be provided equal opportunity to participate in physical education classes. The District will make appropriate accommodations to allow for equitable participation for all students and will adapt physical education classes and equipment as necessary. All District elementary students in each grade will receive physical education for at least 60-89 minutes per week throughout the school year. All District secondary students (junior high and high school) are required to take the equivalent of one academic year of physical education.

Essential Physical Activity Topics in Health Education

Health education will be incorporated in all grades (elementary) and the district will require middle and high school students to take and pass at least one health education course.

718.01

Travel Costs Related to Federal Grants

When an employee or board member travels on official business related to a federal award, the District will reimburse travel expenses in accordance with the following requirements:

1. Allowable Methods
 - Travel costs, including transportation, lodging, meals, and related expenses, incurred by school district personnel may be charged on:
 - an actual cost basis,
 - a per diem or mileage basis, or
 - a combination of the two, provided the same method is applied to the entire trip rather than individual days
2. Consistency with District Policy
 - The method chosen must be consistent with the District's standard practices for similar travel situations and in alignment with other Board policies
 - All travel costs must comply with the District's written travel procedures established for both federal and non-federal travel
3. Documentation and Justification
 - Any travel costs charged directly to a federal award must be supported with documentation showing:
 - The employee's travel and participation are necessary to carry out the federal award, and
 - The costs are reasonable and in line with District travel expectations
4. Reasonableness of Costs
 - All travel costs must be reasonable and may not exceed the amounts typically allowed by the District for non-federal travel
 - Reimbursement rates for travel costs including lodging, dependent care, commercial air, shall meet the standards established under 5 U.S.C. §§ 5701–5711 (federal travel regulations)
 - In the absence of an established written policy regarding travel costs, the rates and amounts established under [5 U.S.C. 5701-11](#) ("Travel and Subsistence Expenses; Mileage Allowances"), by the Administrator of General Services, or by the President (or their designee) pursuant to any provisions of such subchapter must apply to travel under Federal awards ([48 CFR 31.205-46\(a\)](#))

Legal Reference: [2 C.F.R. § 200.475](#)

RESOLUTION ON SCHOOL DISTRICT STANDARDS FOR ACCEPTANCE OR REJECTION OF OPTION ENROLLMENT APPLICATIONS

WHEREAS, Shickley Public Schools is committed to providing an education of high quality to its students in an economically efficient manner; and

WHEREAS, the school district's faculty, facilities, and equipment can serve only a limited number of students effectively; and

WHEREAS, the Shickley Board of Education, in consultation with the administration, has reviewed the school district's faculty, facilities, equipment, interdisciplinary efforts and interrelationships of grades, subjects, and faculty; and has determined the maximum number of students it can serve effectively at any given grade level and in total;

NOW, THEREFORE BE IT RESOLVED that the board adopts the following standards for acceptance or rejection of option enrollment applications:

Special Education Capacity. Capacity for special education services will be determined on a case-by-case basis. If an application for option enrollment received by the school district indicates that the student has an individualized education program under the federal Individuals with Disabilities Education Act, 20 U.S.C. 1400 et seq., or has been diagnosed with a disability as defined in section 79-1118.01, the application will be evaluated by the director of special education services or the director's designee who must determine if the school district and the appropriate class, grade level, or school building has the capacity to provide the applicant the appropriate services and accommodations. The Federal Educational Rights and Privacy Rights Act (FERPA) (20 U.S.C. § 1232g) permits the release of education records when a student seeks or intends to enroll in a different school district.

Other Standards. The school district shall not accept an option student when acceptance of the student:

- (a) Would increase the operating costs of the school district, such as by requiring the hiring of new staff or contracting with outside entities to provide services to the student;
- (b) Would require the procurement of new equipment, technology, furnishings, or **facility modifications**;

- (c) Would cause or require the rearrangement of caseloads for staff and contracted professionals and/or require modifications to curriculum, content delivery, or services;
- (d) Is reasonably deemed by appropriate school staff to pose a potential risk to the health or safety of students or staff;
- (e) May pose a risk of adversely affecting the quality of educational services being provided to resident students, as determined by appropriate school staff.

After the above resolution was read, board member _____ moved for passage of the motion. Board member _____ seconded the motion. After discussion, and on roll call vote, the following members voted in favor of the motion:

_____.

The following members voted against the motion:

_____.

The following members did not vote:

_____.

Having been consented to by a majority of the voting members, the board president declared the motion to have been passed and adopted.

Dated this 13th day of October, 2025.

President, Board of Education

Board Report: October: Monday, Oct. 13th: Eberhardt

NWEA MAPS Growth Summary

The NWEA MAPS testing was successfully completed and, overall, went smoothly. Teachers were provided time to review data in order to identify both class skill gaps and individual areas of need during the following Friday PD. Discussion focused on how to intentionally target developing (emerging) skills through instructional planning.

I showed the K-6 teachers the interactive planning tools found on the NWEA website, such as target supports, setting growth goals, ways to organize data into sets for easier ways to group students by skills and ability and then how to track growth. Teachers were very receptive and engaged when using the interactive platform.

To support student growth, we reviewed the use of Waggle and IXL skill plans as tools to reinforce fluency. Expectations were clarified that these platforms should not replace direct instruction, but instead be utilized as supplemental resources within small-group rotations. The emphasis remains on providing targeted, teacher-led instruction while leveraging these tools to reinforce specific skill development.

Stampede To Read: Grades 3-6 teachers along with Mrs. Menke and Mrs. Ehlers have been using their collaborative planning time to align long-term instructional goals and address specific ELA skill areas based on assessment data. Targeted focus areas include language structure skills such as similes/metaphors, Greek/Latin roots, idioms, prefixes/suffixes, personification, synonyms/antonyms, and multiple-meaning words. This initial cycle will continue for seven weeks, after which winter testing results will be reviewed to identify new skill targets for the next instructional phase.

3rd	4th	5th	6th
3rd - vocab 4th - vocab 5th - Info 6th - prose	vocab	Info	prose
3rd - vocab 4th - Info 5th - prose 6th - vocab	Info	vocab	Info
3rd - prose 4th - prose 5th - vocab 6th - vocab	prose	prose	vocab

	Sandi	Zac	Katie	Jodi	Gwen	Amanda	Tori
Week 1	Orange	Purple	Green	Blue	Pink	Red	Yellow
Week 2	Orange	Purple	Green	Blue	Pink	Red	Yellow
Week 3	Purple	Green	Blue	Pink	Red	Yellow	Orange
Week 4	Green	Blue	Pink	Red	Yellow	Orange	Purple
Week 5	Blue	Pink	Red	Yellow	Orange	Purple	Green
Week 6	Pink	Red	Yellow	Orange	Purple	Green	Blue
Week 7	Red	Yellow	Orange	Purple	Green	Blue	Pink
Week 8	Yellow	Orange	Purple	Green	Blue	Pink	Red

NDE Early Childhood:

We were selected to participate in an Early Childhood observation conducted by the Nebraska Department of Education. This observation, scheduled for later in October, will assist with ongoing program growth as part of *Results Matter in Nebraska* and is included within Rule 11: Systems of Support.

Mrs. LaFrenz, Dr. Essink, and I met via Zoom with Carol Burk to review a checklist of regulations and requirements. Mrs. LaFrenz demonstrated excellent knowledge of the early childhood program and provided thorough responses and feedback throughout the discussion.

As we worked through the checklist, it was determined that NDE also requires information regarding the daycare. I have been compiling the requested documentation and collaborating with ESU 6 to ensure we remain in compliance.

PBIS Report: August/September Team Winners

At the end of September, Longhorn Tickets were counted, and the Green Team had the most tickets turned in. As their prize, I took the Green Team downtown to the store, where they enjoyed a cup of ice cream with toppings of their choice.

In total, 489 tickets were turned in by students. As a reminder, students earn tickets by going above and beyond expected behavior—demonstrating respect, responsibility, resourcefulness, and practicing safety.

Update of Croc-tober will be shared next month.

MTSS: Branching Minds: SRSS Screener has been completed by teachers (we had some issues with cut scores, but the tier situation has been correct for this testing window)

Greg was able to load our Maps Growth scores into the platform so we can now easily track strengths and weaknesses; we can document any type of interventions or supports that are being implemented. We can also track tier movement from quarterly progress, and from grade to grade. This will help with our MTSS support and making sure we are addressing Child Find procedures.

We have also been tracking behaviors, and have discovered we do have some repeat offenders, those students have had an opportunity to work with me and I provided restorative practices and have been pulling lessons from our Wayfinder SEL curriculum to target specific behaviors.

Last week our MTSS team was able to attend the Nebraska MTSS summit virtually where we attended sessions focusing on Literacy, Interventions and MTSS framework.

Field Trip Summary

The 5th and 6th grade students attended the Water Jamboree at Liberty Cove. Although the trip was cut short due to inclement weather, students returned with enthusiasm and shared many positive experiences, indicating they enjoyed the opportunity to learn and engage in the event.



*Photos taken by Mrs. Schultz, Water Jamboree

Bookfair Week: Mrs. Menke dedicated a significant amount of time taking students to and from the book fair, ensuring that all grades were able to participate. This opportunity allowed younger students to not only attend the book fair but also walk through downtown Shickley and visit the public library, an especially meaningful experience for those who had never been there before. On rainy days, Mrs. Menke demonstrated flexibility and problem-solving by arranging transportation in a school van, ensuring the trips could continue without interruption. The students were very excited to attend.



UNL Extension Lesson:

Brandy VanDeWelle from the UNL Extension Office joined our 6th graders to provide an engaging lesson on GPS technology. Students learned how GPS works, explored its real-world applications, and discussed how this technology impacts our daily lives. It was a great hands-on learning experience that helped connect science and technology to everyday problem-solving.



Observations/Walk-throughs: I've started completing walkthroughs and formal evaluations, and I want to thank the staff for being so open and welcoming during this process. Many have proactively invited me into their classrooms, which has created great opportunities to observe instruction, student engagement, and classroom culture firsthand.

Upcoming Events:

10/17 CPI Training for specific staff on site

10/24 PRT (Planning Region Team) meeting @ ESU6: Advisory Meeting required for Rule 11

10/28 Solutions Tree (MTSS training) @ ESU6

11/1: Thanksgiving Incentives: *We are Thankful for all our Staff*

11/1: Summary of Croc-tober



Select High School
Shickley Public School

Select Dual Credit Type
SENCAP

SENCAP at Shickley Public School

Overview of 2024-2025 Academic Year
(Last Updated 6/20/2025 9:58:12 AM)

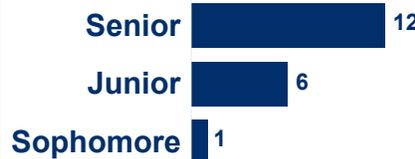
The Southeast Community College Dual Credit partnerships are designed to provide students with the opportunity to explore career and education opportunities and/or enroll in general education courses to earn college credit hours while still in high school. These courses get students one-step closer towards earning a post-secondary credential in a program of study at significantly reduced cost. The two programs are the Southeast Nebraska Career Academy Partnership (SENCAP) and The Career Academy (TCA).

Matriculation Academic Year Academic Year
2024-2025 2024-2025

Participants

19

Students Enrolled By Grade



Courses completed (Received A-D or P Grade)

82

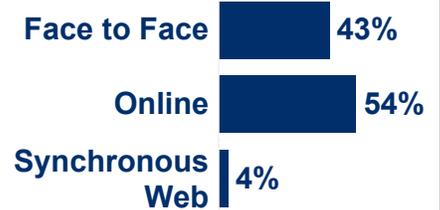
Average GPA

3.71

Pass rate (C or Above)

96%

Delivery Mode



Matriculation to SCC (2024-2025 Dual Credit Students Who Enrolled In 2025-2026)

3

Credit Hours Completed

248

Estimated Tuition Savings (Based on 65% of \$104 per credit hour)

\$16,765