

**Shickley Public Schools**  
**November 10, 2025**  
**7:00 PM: Regular Board of Education Meeting**  
**School Lobby**

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. Presentation on 3D Printer and Design
7. Career and College Readiness Update
8. Assessment of HVAC and other Building Needs
9. **Welcome Visitors**
  - 9.1. Public Comments not on agenda items
  - 9.2. Public Comments on agenda items
10. Committee Reports
11. **Discussion Items: No Action Taken**
  - 11.1. Policy Review 400s Personnel
  - 11.2. Policy Review 500s Students
  - 11.3. Coach Bus
12. **Action Items: Consider, Discuss, and Take all Necessary Action**
  - 12.1. Certified Resignation
  - 12.2. Local Substitute - Miller
  - 12.3. Local Substitute - Bigelow
  - 12.4. Work-Based Learning
  - 12.5. Emergency Operations Plan (EOP)
13. **Informational Items**
  - 13.1. Administrative Reports
14. Establish Future Board of Education Meeting Date(s) and Time(s)
15. Closed Session
16. Items from Closed Session
17. 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).

Shickley Board of Education Meeting

Monday, October 13, 2025 7:00 PM Central

School Library 104 East Murray Shickley, NE 68436

President Noel open the meeting at 7:00 PM. Roll Call was taken with all members present. The Open Meeting Act was cited and the Pledge of Allegiance Recited. 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 Nelson seconded a motion to approve the financial reports as presented. Carried. Yes: 6, No: 0. Schlegel moved and Kempf seconded a motion to move to approve the claims and bills as presented - excluding Five Loaves Market & Bakery. Carried. Yes: 6, No: 0. Nelson moved and Kempf seconded a motion to approve the bills and claims for Five Loaves Market & Bakery. Carried. Yes: 5, No: 0, Abstain: 1 (Schlegel). Merissa Zajic presented information on Special Education. Noel welcomed visitors. There were no public comments. The Finance committee met prior to the board meeting to review monthly finances. Other committees will be meeting in the coming weeks. Nelson moved and Schlegel seconded a motion to approve the Shickley Education Association as the recognized bargaining unit for 2027-28 negotiations. Carried. Yes: 6, No: 0. Kempf moved and Schlegel seconded a motion to approve Hayley Sliva as a local substitute teacher. Carried. Yes: 6, No: 0. Kempf moved and Nelson seconded a motion to approve the transfer of \$50,000 from the General Fund to the Lunch fund for support of the school lunch program. Carried. Yes: 6, No: 0. Schlegel moved and Hinrichs seconded a motion to approve the proposed policy changes presented. Carried. Yes: 6, No: 0. Schlegel moved and Nelson seconded a motion to approve Policy 718.01 - Travel Costs Related to Federal Grants. Carried. Yes: 6, No: 0. Kempf moved and Nelson seconded a motion to approve the Option Enrollment Resolution for the 26-27 school year. Carried. Yes: 6, No: 0. Principal Eberhardt gave an update on events and programs. Principal Schroeder updated the board on the 24-25 dual credit information. The next meeting of the board will be on November 10, 2025. Schlegel moved and Nelson seconded a motion to adjourn the meeting at 7:42 pm. Carried. Yes: 6, No: 0.

# General Fund Cash Flow Report

November 10, 2025

**Shickley Public Schools - General Fund**  
**Statement of Cash Flows**

For the 1 Month and 2 Months Ended October 31, 2025

	1 Month Ended October 31, 2025	2 Months Ended October 31, 2025
<b>Cash Flows from Operating Activities</b>		
Cash Received	\$ 225,815.94	\$ 815,654.46
Cash Paid - Salaries and Wages	(219,357.26)	(431,692.06)
Cash Paid - Group Insurance	(42,669.20)	(85,338.40)
Cash Paid - FICA	(16,524.67)	(32,511.01)
Cash Paid - Retirement	(16,421.31)	(32,404.66)
Cash Paid - Health Benefits	(14,063.10)	(25,348.86)
Cash Paid - Other Benefits	(1,272.40)	(1,512.40)
Cash Paid - Vendors	<u>(132,855.06)</u>	<u>(319,639.72)</u>
<b>Net Cash Received (Paid) for Operating Activities</b>	<u>(217,347.06)</u>	<u>(112,792.65)</u>
Net Increase (Decrease) In Cash	(217,347.06)	(112,792.65)
Beginning Cash	<u>2,564,772.12</u>	<u>2,460,217.71</u>
Ending Cash	<u>\$ 2,347,425.06</u>	<u>\$ 2,347,425.06</u>

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

Net Income (Loss)	\$ (217,150.27)	\$ (112,595.86)
Increase (Decrease) in Operating Liabilities:		
Other Withholdings	<u>(196.79)</u>	<u>(196.79)</u>
Total Adjustments	<u>(196.79)</u>	<u>502,411.34</u>
Net Cash Received (Paid) for Operating Activities	<u>\$ (217,347.06)</u>	<u>\$ 389,815.48</u>

# Accounts

<b>LUNCH FUND</b> XX0648	Available balance <b>\$46,198.60</b>
<b>ACTIVITIES FUND</b> XX3527	Available balance <b>\$138,535.60</b>
<b>GENERAL FUND</b> XX3840	Available balance <b>\$2,233,687.37</b>
<b>DEPRECIATION FUND</b> XXX4158	Available balance <b>\$5,174.45</b>
<b>BUILDING FUND</b> XXX0725	Available balance <b>\$154.61</b>
<b>DEPRECIATION FUND SAVINGS</b> XX0614	Available balance <b>\$327,834.62</b>
<b>BUILDING FUND SAVINGS</b> XX8121	Available balance <b>\$478,516.58</b>
<b>QCPUF FUND SAVINGS</b> XX1116	Available balance <b>\$312,612.98</b>
<b>GENERAL FUND SAVINGS</b> XXXX5040	Available balance <b>\$114,091.22</b>

# Treasurer's Report

November 10, 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 October 31, 2025 and 2024

	2025	2024
Current Assets		
General Fund Checking	\$ 2,233,266.01	\$ 1,731,238.37
General Fund Savings	<u>114,159.05</u>	<u>113,248.18</u>
Total Current Assets	<u>2,347,425.06</u>	<u>1,844,486.55</u>
Total Assets	<u>\$ 2,347,425.06</u>	<u>\$ 1,844,486.55</u>

**Liabilities and Fund Balance**

	2025	2024
Current Liabilities		
Other Withholdings	\$ <u>(196.79)</u>	\$ <u>0.00</u>
Total Current Liabilities	<u>(196.79)</u>	<u>0.00</u>
Total Liabilities	<u>(196.79)</u>	<u>0.00</u>
Fund Balance		
Fund Balance	2,460,217.71	1,658,978.63
Net Income	<u>(112,595.86)</u>	<u>185,507.92</u>
Total Fund Balance	<u>2,347,621.85</u>	<u>1,844,486.55</u>
Total Liabilities and Fund Balance	<u>\$ 2,347,425.06</u>	<u>\$ 1,844,486.55</u>

**Shickley Public Schools - General Fund**  
 Shickley, Nebraska  
**Statement of Receipts and Disbursements**  
 For the 1 Month and 2 Months ended 10/31/25

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
<b>Receipts</b>						
Taxes Levied by the School	\$ 163,256.11	\$ 115,431.31	\$ 659,955.40	\$ 832,939.92		
Motor Vehicle Taxes	6,098.75	3,984.46	11,320.00	9,717.34		
Penalties & Interest on Taxes	603.00	289.74	858.94	313.66		
Tuition - Preschool	10,029.00	10,578.00	19,695.00	21,344.00		
Interest on Investments	972.40	793.29	1,996.41	1,545.88		
County Fines & Licenses	610.81	190.87	1,042.46	657.96		
ESU Receipts	0.00	0.00	0.00	867.40		
State Aid	38,162.00	36,531.00	78,046.00	73,062.00		
Pro-Rate Motor Vehicle	443.32	907.15	443.32	907.15		
Payments for High Ability Learners	3,284.00	0.00	3,284.00	0.00		
Other State Receipts	2,356.55	925.47	2,356.55	4,908.78		
IDEA - Preschool - (619) Base & Enrollment	0.00	0.00	2,016.00	0.00		
IDEA - Part B - (611) Base & Enrollment	0.00	0.00	34,385.00	0.00		
Other Non-Revenue Receipts	0.00	0.00	255.38	368.80		
	<hr/>	<hr/>	<hr/>	<hr/>		
<b>Total Receipts</b>	<u>225,815.94</u>	<u>169,631.29</u>	<u>815,654.46</u>	<u>946,632.89</u>	<u>5,138,273.00</u>	<u>15.87%</u>
<b>Disbursements</b>						
Salaries	205,569.39	186,050.97	408,026.32	374,449.98		
Additional Compensation	13,787.87	12,330.09	23,665.74	24,087.18		
Group Insurance	42,669.20	38,709.35	85,338.40	77,418.70		
Social Security	16,524.67	14,973.06	32,511.01	30,037.46		
Retirement	16,421.31	17,766.36	32,404.66	35,394.54		
Health Benefits	14,063.10	13,331.28	25,348.86	23,145.84		
Other Benefits	1,272.40	993.20	1,512.40	1,717.83		
Accounting/Auditing Services	1,950.00	1,750.00	3,900.00	3,500.00		
Contracted Legal Services	80.00	252.00	560.00	684.00		
Professional Educational Services	335.00	280.00	335.00	280.00		
Employee Training & Development	1,403.30	4,833.75	4,800.00	7,139.75		
Mileage Paid to Staff	848.40	617.07	848.40	617.07		
Other Professional Services	5,196.03	3,973.72	10,765.33	8,408.39		
Technical Services	2,511.83	540.38	14,972.37	3,546.93		
Distance Education & Telecommunication	0.00	0.00	4,400.00	4,800.00		
Utility Services	4,826.64	4,652.54	10,764.37	10,370.17		
Non-Technology Repairs & Maintenance	24,083.27	9,887.70	31,278.80	10,504.13		
Technology Related Repairs & Maintenance	10,295.38	3,619.24	13,597.08	7,188.00		
Rentals of Land & Buildings	170.00	170.00	340.00	340.00		
Other Purchased Property Services	32.50	30.00	65.00	60.00		
Student Transportation Services Purchased	0.00	0.00	5,100.02	0.00		

**Shickley Public Schools - General Fund**  
 Shickley, Nebraska  
**Statement of Receipts and Disbursements**  
 For the 1 Month and 2 Months ended 10/31/25

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Insurance	0.00	10,714.71	103,459.00	21,429.43		
Communications	56.00	289.69	117.52	443.48		
Postage	1,907.65	0.00	1,920.45	1,338.50		
Advertising	498.91	680.20	558.41	750.20		
Printing & Binding	1,746.17	1,630.42	3,492.34	3,260.84		
Tuition - Postsecondary Schools	744.00	0.00	744.00	0.00		
Tuition - Other	3,640.00	3,380.00	3,640.00	3,380.00		
Travel	0.00	0.00	(65.31)	597.54		
General Supplies	9,527.09	21,035.42	21,558.05	48,708.88		
Utility Energy Services	550.04	593.80	1,290.19	1,080.70		
Fuels	2,711.12	3,008.13	3,776.13	4,611.46		
Books & Periodicals	2,109.78	1,015.93	3,122.60	3,506.36		
Digital Instruction Materials	5,494.50	0.00	10,077.42	1,588.00		
Web/Cloud Based Software	1,664.25	11,670.14	1,664.25	14,026.14		
Technology Supplies	0.00	0.00	230.60	72.83		
Technology Software	0.00	0.00	11,576.91	12,389.00		
Dues & Fees	276.41	125.70	554.00	251.64		
Fund Transfers to Lunch Fund	50,000.00	20,000.00	50,000.00	20,000.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
<b>Total Disbursements</b>	<u>442,966.21</u>	<u>388,904.85</u>	<u>928,250.32</u>	<u>761,124.97</u>	<u>6,575,000.00</u>	<u>14.12%</u>
<b>Net Income (Loss)</b>	<u>\$ (217,150.27)</u>	<u>\$ (219,273.56)</u>	<u>\$ (112,595.86)</u>	<u>\$ 185,507.92</u>		

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

	2025	2024
Current Assets		
Depreciation Fund Checking	\$ 5,174.45	\$ 16,188.05
Depreciation Fund Savings	<u>328,029.52</u>	<u>400,334.95</u>
Total Current Assets	<u>333,203.97</u>	<u>416,523.00</u>
Total Assets	<u>\$ 333,203.97</u>	<u>\$ 416,523.00</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>413.91</u>	<u>611.32</u>
Total Fund Balance	<u>333,203.97</u>	<u>416,523.00</u>
Total Liabilities and Fund Balance	<u>\$ 333,203.97</u>	<u>\$ 416,523.00</u>

Shickley Public Schools - Activities Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of October 31, 2025 and 2024

	2025	2024
Current Assets		
Activities Fund Checking	\$ <u>135,309.73</u>	\$ <u>135,542.22</u>
Total Current Assets	<u>135,309.73</u>	<u>135,542.22</u>
Total Assets	\$ <u><u>135,309.73</u></u>	\$ <u><u>135,542.22</u></u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	<u>135,309.73</u>	<u>135,542.22</u>
Total Fund Balance	<u>135,309.73</u>	<u>135,542.22</u>
Total Liabilities and Fund Balance	\$ <u><u>135,309.73</u></u>	\$ <u><u>135,542.22</u></u>

**Shickley Public Schools - Activities Fund**

Shickley, Nebraska

**Statement of Receipts and Disbursements**

For the 1 Month and 2 Months ended 10/31/25

	Beginning Balance	Receipts	Transfers	Disbursements	Ending Balance
<b>Activities</b>					
Annual	\$ 12,511.90	\$ 330.00	\$ -	\$ (2,938.55)	\$ 9,903.35
Athletics	(2,566.03)	9,203.00	-	(10,006.77)	(3,369.80)
Athletics - Golf	205.00	-	-	-	205.00
Class of 2026	4,232.51	-	-	(215.89)	4,016.62
Class of 2027	9,940.00	-	-	-	9,940.00
Class of 2028	1,814.00	-	-	(29.91)	1,784.09
Class of 2029	1,714.14	-	-	(30.00)	1,684.14
Class of 2030	966.92	-	-	-	966.92
College Access	991.14	-	-	(181.74)	809.40
Concessions	2,486.63	14,056.77	-	(4,036.77)	12,506.63
Drama	2,315.65	-	-	(1,239.23)	1,076.42
Educators Rising	2,349.40	1,250.00	-	(50.00)	3,549.40
FBLA	3,683.88	355.00	-	(750.26)	3,288.62
FFA	4,805.01	8,693.92	-	(3,988.83)	9,510.10
Grants	24,116.28	-	-	(4,412.55)	19,703.73
Interest	378.51	65.59	-	-	444.10
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	1,123.00	-	(1,200.26)	3,280.62
Special Projects	18,450.70	-	-	(376.08)	18,074.62
Speech	1,950.84	-	-	-	1,950.84
Striv	9,405.00	5,800.00	-	-	15,205.00
Student Council	3,386.85	-	-	(458.04)	2,928.81
Swimming Pool	341.84	-	-	-	341.84
Teacher Scholarship	1,400.00	-	-	-	1,400.00
Wellness	2,892.26	2,000.00	-	(1,548.63)	3,343.63
<b>Total Activities</b>	<u>\$ 123,306.81</u>	<u>\$ 43,927.28</u>	<u>\$ -</u>	<u>\$ (31,924.36)</u>	<u>\$ 135,309.73</u>
<b>Activities Budget</b>	<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 October 31, 2025 and 2024

	2025	2024
Current Assets		
Lunch Fund Checking	\$ <u>46,205.20</u>	\$ <u>21,324.55</u>
Total Current Assets	<u>46,205.20</u>	<u>21,324.55</u>
Total Assets	\$ <u><u>46,205.20</u></u>	\$ <u><u>21,324.55</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>26,556.69</u>	<u>(3,271.68)</u>
Total Fund Balance	<u>46,205.20</u>	<u>21,324.55</u>
Total Liabilities and Fund Balance	\$ <u><u>46,205.20</u></u>	\$ <u><u>21,324.55</u></u>

**Shickley Public Schools - Lunch Fund**  
 Shickley, Nebraska  
**Statement of Receipts and Disbursements**  
 For the 1 Month and 2 Months ended 10/31/25

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
<b>Receipts</b>						
Interest on Investments	\$ 6.60	\$ 4.55	\$ 8.94	\$ 8.34		
Daily Sales - School Lunch	8,075.00	4,598.00	13,775.00	11,559.55		
Daily Sales - Non-Reimbursable Programs	1,032.40	833.20	1,032.40	1,360.40		
Federal Nutrition Programs	55.18	0.00	55.18	0.00		
Fund Transfers In	50,000.00	20,000.00	50,000.00	20,000.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
<b>Total Receipts</b>	<u>59,169.18</u>	<u>25,435.75</u>	<u>64,871.52</u>	<u>32,928.29</u>	<u>275,539.00</u>	<u>23.54%</u>
<b>Disbursements</b>						
Salaries	6,354.44	5,757.54	12,739.45	11,383.14		
Additional Compensation	1,726.80	839.00	1,726.80	839.00		
Group Insurance	1,057.02	807.40	2,140.82	1,614.80		
Social Security	612.69	499.12	1,095.62	923.94		
Retirement	435.68	553.52	719.52	1,048.77		
General Supplies	39.24	0.00	39.24	0.00		
Food	9,401.18	10,043.69	19,853.38	20,260.71		
Dues & Fees	0.00	0.00	0.00	129.61		
	<hr/>	<hr/>	<hr/>	<hr/>		
<b>Total Disbursements</b>	<u>19,627.05</u>	<u>18,500.27</u>	<u>38,314.83</u>	<u>36,199.97</u>	<u>275,000.00</u>	<u>13.93%</u>
<b>Net Income (Loss)</b>	<u>\$ 39,542.13</u>	<u>\$ 6,935.48</u>	<u>\$ 26,556.69</u>	<u>\$ (3,271.68)</u>		

Shickley Public Schools - Building Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of October 31, 2025 and 2024

	2025	2024
Current Assets		
Building Fund Checking	\$ 154.61	\$ 453.36
Building Fund Savings	<u>478,797.80</u>	<u>461,987.65</u>
Total Current Assets	<u>478,952.41</u>	<u>462,441.01</u>
Total Assets	<u>\$ 478,952.41</u>	<u>\$ 462,441.01</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>52,879.28</u>	<u>11,968.19</u>
Total Fund Balance	<u>478,952.41</u>	<u>462,441.01</u>
Total Liabilities and Fund Balance	<u>\$ 478,952.41</u>	<u>\$ 462,441.01</u>

**Shickley Public Schools - Building Fund**  
 Shickley, Nebraska  
**Statement of Receipts and Disbursements**  
 For the 1 Month and 2 Months ended 10/31/25

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
<b>Receipts</b>						
Taxes Levied by the School	\$ 12,914.32	\$ 8,738.09	\$ 52,200.25	\$ 11,201.71		
Penalties and Interest on Taxes	47.69	21.93	65.68	22.59		
Interest on Investments	281.22	350.17	578.29	675.22		
Pro-Rate Motor Vehicle	35.06	68.67	35.06	68.67		
	<hr/>	<hr/>	<hr/>	<hr/>		
<b>Total Receipts</b>	<u>13,278.29</u>	<u>9,178.86</u>	<u>52,879.28</u>	<u>11,968.19</u>	<u>407,150.00</u>	<u>12.99%</u>
<b>Disbursements</b>						
	<hr/>	<hr/>	<hr/>	<hr/>		
<b>Total Disbursements</b>	<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>
<b>Net Income (Loss)</b>	<u>\$ 13,278.29</u>	<u>\$ 9,178.86</u>	<u>\$ 52,879.28</u>	<u>\$ 11,968.19</u>		

Shickley Public Schools - QCPUF Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of October 31, 2025 and 2024

	2025	2024
Current Assets		
QCPUF Savings	\$ 312,796.24	\$ 297,890.28
Total Current Assets	<u>312,796.24</u>	<u>297,890.28</u>
Total Assets	<u>\$ 312,796.24</u>	<u>\$ 297,890.28</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>41,831.19</u>	<u>10,215.01</u>
Total Fund Balance	<u>312,796.24</u>	<u>297,890.28</u>
Total Liabilities and Fund Balance	<u>\$ 312,796.24</u>	<u>\$ 297,890.28</u>

**Shickley Public Schools - QCPUF Fund**  
 Shickley, Nebraska  
**Statement of Receipts and Disbursements**  
 For the 1 Month and 2 Months ended 10/31/25

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
<b>Receipts</b>						
Taxes Levied by the School	\$ 10,233.94	\$ 7,226.22	\$ 41,373.75	\$ 9,710.22		
Penalties & Interest on Taxes	37.80	18.12	55.47	18.12		
Interest on Investments	183.26	225.30	374.18	429.88		
Pro-Rate Motor Vehicle	27.79	56.79	27.79	56.79		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	<u>10,482.79</u>	<u>7,526.43</u>	<u>41,831.19</u>	<u>10,215.01</u>	<u>228,280.00</u>	<u>18.32%</u>
<b>Disbursements</b>						
	<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>\$ 10,482.79</u>	<u>\$ 7,526.43</u>	<u>\$ 41,831.19</u>	<u>\$ 10,215.01</u>		

# Claims and Bills Report

November 10, 2025

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

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

Date	Ref	Account #	Account Description	Name	Description	Amount
11/01/25	ACCT	01-2-02510-315-000	Accounting/Auditing Services	Krista Hamburger, CPA	Accounting/Payroll Services	1,950.00
						<u>1,950.00</u>
11/01/25	OMNIFY	01-2-02510-810-000	Dues & Fees	Omnify Benefits	Omnify Benefits Charge	3.00
						<u>3.00</u>
11/10/25		01-2-02570-291-000	Other Benefits - Teachers/Professionals	Shickley Public School - Lunch Fund	Reimbursement for Adult Meals	1,006.80
						<u>1,006.80</u>
11/10/25		01-2-02710-626-000	Fuels	Wex Bank	Transportation Fuel	1,853.91
11/10/25		01-2-02712-626-000	Fuels	Wex Bank	Transportation Fuel - SPED	765.41
						<u>2,619.32</u>
11/10/25	38101	01-2-01100-610-000	General Supplies	5 Loaves Market & Bakery	General Food	113.51
11/10/25	38101	01-2-01190-610-002	General Supplies	5 Loaves Market & Bakery	Daycare Food	406.56
						<u>520.07</u>
11/10/25	38102	01-2-02730-431-000	Non-Technology Repairs & Maintenance	74 Repair LLC	Bus Repairs	1,411.52
						<u>1,411.52</u>
11/10/25	38103	01-2-01200-569-000	Tuition - Other	Boys Town - Father Flanagan's Boys Home	SPED Tuition	5,200.00
						<u>5,200.00</u>
11/10/25	38104	01-2-02680-410-000	Utility Services	Burton Enterprises	Trash Service	170.00
						<u>170.00</u>
11/10/25	38105	01-2-02610-350-000	Technical Services	Central Nebraska Refrigeration	Repairs	1,330.71
						<u>1,330.71</u>
11/10/25	38106	01-2-02510-315-000	Accounting/Auditing Services	Dana F. Cole & Company, LLP	Audit	14,192.72
						<u>14,192.72</u>
11/10/25	38107	01-2-02230-432-000	Technology Related Repairs & Maintenance	DAS State Accounting	Data Service	953.61
						<u>953.61</u>
11/10/25	38108	01-2-01100-610-000	General Supplies	Eakes Office Solutions	Janitorial Supplies	1,015.68
						<u>1,015.68</u>
11/10/25	38109	01-2-02610-610-000	General Supplies	Echo Group, Inc.	Lightbulbs	278.50
						<u>278.50</u>

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

General Fund Checking

November 1, 2025 - November 30, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
11/10/25	38110	01-2-02580-810-000	Dues & Fees	Educational Service Unit #6	Technology Hosted Services	87.93
11/10/25	38110	01-2-02230-432-002	Technology Related Repairs & Maintenance	Educational Service Unit #6	Technology Contracted Services	4,788.67
11/10/25	38110	01-2-02213-330-001	Employee Training & Development	Educational Service Unit #6	Professional Development	120.00
11/10/25	38110	01-2-02213-330-000	Employee Training & Development	Educational Service Unit #6	Professional Development	2,969.10
11/10/25	38110	01-2-01100-641-000	Digital Instruction Materials	Educational Service Unit #6	E Book Consortium	198.15
11/10/25	38110	01-2-01200-610-000	General Supplies	Educational Service Unit #6	Crave	150.00
						<u>8,313.85</u>
11/10/25	38111	01-2-02610-431-000	Non-Technology Repairs & Maintenance	Facility Advocates	Building Repairs	14,250.00
						<u>14,250.00</u>
11/10/25	38112	01-2-02190-340-000	Other Professional Services	Fillmore County Hospital	District - Contracted Services	5,000.00
						<u>5,000.00</u>
11/10/25	38113	01-2-02610-621-000	Utility Energy Services	Galyen Energy	Propane	808.22
						<u>808.22</u>
11/10/25	38114	01-2-02162-340-002	Other Professional Services	GO Physical Therapy, LLC	OT Rehab Services - 3-5	80.00
11/10/25	38114	01-2-02161-340-002	Other Professional Services	GO Physical Therapy, LLC	OT Rehab Services - Elementary	1,967.95
11/10/25	38114	01-2-02161-340-001	Other Professional Services	GO Physical Therapy, LLC	OT Rehab Services - Secondary	1,633.20
11/10/25	38114	01-2-02171-340-002	Other Professional Services	GO Physical Therapy, LLC	PT Rehab Services - Elementary	594.00
11/10/25	38114	01-2-02151-340-001	Other Professional Services	GO Physical Therapy, LLC	SLP Rehab Services - Secondary	300.40
11/10/25	38114	01-2-02183-340-002	Other Professional Services	GO Physical Therapy, LLC	Vision Services - 0-2	15.75
11/10/25	38114	01-2-02182-340-002	Other Professional Services	GO Physical Therapy, LLC	Vision Services - 3-5	35.75
11/10/25	38114	01-2-02181-340-002	Other Professional Services	GO Physical Therapy, LLC	Vision Services - Elementary	1,249.10
						<u>5,876.15</u>
11/10/25	38115	01-2-02610-350-000	Technical Services	Heartland Construction, Inc	Annual Service Contract	2,026.00
						<u>2,026.00</u>
11/10/25	38116	01-2-01100-550-000	Printing & Binding	Hometown Leasing	Copier Lease	1,746.17
						<u>1,746.17</u>
11/10/25	38117	01-2-02580-530-000	Communications	Intermedia	Telephone	54.51
						<u>54.51</u>
11/10/25	38118	01-2-01100-640-001	Books & Periodicals	J.W. Pepper & Son, Inc.	Music	435.57
						<u>435.57</u>
11/10/25	38119	01-2-02610-350-000	Technical Services	Kelch Plumbing	Plumbing Repairs & Maintenance	268.30
						<u>268.30</u>
11/10/25	38120	01-2-01100-610-000	General Supplies	Matheson Tri-Gas, Inc.	Welding	107.60
						<u>107.60</u>

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

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

Date	Ref	Account #	Account Description	Name	Description	Amount
						<u>107.60</u>
11/10/25	38121	01-2-02310-540-000	Advertising	Nebraska Signal	Board Proceedings	66.78
11/10/25	38121	01-2-01100-640-000	Books & Periodicals	Nebraska Signal	Subscription	60.00
						<u>126.78</u>
11/10/25	38122	01-2-02630-350-000	Technical Services	Noel Lawn Care	Application	354.75
						<u>354.75</u>
11/10/25	38123	01-2-02670-340-000	Other Professional Services	One Source	Background Check	29.00
						<u>29.00</u>
11/10/25	38124	01-2-01100-610-000	General Supplies	Quill	Supplies	62.69
						<u>62.69</u>
11/10/25	38125	01-2-02610-441-000	Rentals of Land & Buildings	River Road Units	Storage Units	170.00
						<u>170.00</u>
11/10/25	38126	01-2-02610-350-000	Technical Services	Rosenquist Electric	Electrical Repairs	3,320.08
						<u>3,320.08</u>
11/10/25	38127	01-2-02230-432-000	Technology Related Repairs & Maintenance	Segra	Internet	429.21
						<u>429.21</u>
11/10/25	38128	01-2-02620-610-000	General Supplies	Shickley Lumber Company	Tools	152.57
						<u>152.57</u>
11/10/25	38129	01-2-02710-610-000	General Supplies	Shickley Public School - General Fund	Car Wash Quarters	100.00
						<u>100.00</u>
11/10/25	38130	01-2-03551-565-001	Tuition - Postsecondary Schools	Southeast Community College	SENCAP Students	3,197.45
11/10/25	38130	01-2-03535-565-001	Tuition - Postsecondary Schools	Southeast Community College	HAL Online Students	3,952.45
						<u>7,149.90</u>
11/10/25	38131	01-2-02710-340-000	Other Professional Services	Surnali LLC	Drug Testing	150.00
						<u>150.00</u>
11/10/25	38132	01-2-01100-610-001	General Supplies	Suzanne Ratzlaff	Field Trip	100.00
						<u>100.00</u>
11/10/25	38133	01-2-01100-610-000	General Supplies	US Bank	Supplies	1,764.37
11/10/25	38133	01-2-01100-650-000	Technology Supplies	US Bank	Supplies - Technology	460.64

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

General Fund Checking

November 1, 2025 - November 30, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
11/10/25	38133	01-2-01200-320-000	Professional Educational Services	US Bank	SPED Conference	610.00
11/10/25	38133	01-2-01200-610-000	General Supplies	US Bank	Supplies - SPED	195.91
11/10/25	38133	01-2-02130-610-000	General Supplies	US Bank	Supplies - Health	99.98
11/10/25	38133	01-2-02320-320-000	Professional Educational Services	US Bank	Executive Admin Training	395.00
11/10/25	38133	01-2-02630-610-000	General Supplies	US Bank	Supplies - Maintenance	79.11
11/10/25	38133	01-2-02710-610-000	General Supplies	US Bank	Supplies - Auto	26.88
						<u>3,631.89</u>
11/10/25	38134	01-2-02680-410-001	Utility Services	Village of Shickley	Utilities - Secondary	1,322.72
11/10/25	38134	01-2-02680-410-002	Utility Services	Village of Shickley	Utilities - Elementary	2,158.11
11/10/25	38134	01-2-02680-410-001	Utility Services	Village of Shickley	Utilities - Greenhouse	362.49
						<u>3,843.32</u>
11/10/25	38135	01-2-01100-610-000	General Supplies	VVS Canteen	Lounge Supplies	109.98
						<u>109.98</u>
11/10/25	38136	01-2-02680-490-000	Other Purchased Property Services	Woodward's Disposal Service	Document Disposal	32.50
						<u>32.50</u>
						<u>89,300.97</u>

Total Paid

Check count = 40

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

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

Date	Ref	Account #	Account Description	Name	Description	Amount
11/10/25	8050	06-2-03100-630-000	Food	5 Loaves Market & Bakery	Food Supplies	149.45
						<u>149.45</u>
11/10/25	8051	06-2-03100-630-000	Food	Cashwa Distribution	Food Supplies	9,164.98
						<u>9,164.98</u>
11/10/25	8052	06-2-03100-630-000	Food	Hiland Dairy	Food Supplies	1,108.47
						<u>1,108.47</u>
11/10/25	8053	06-2-03100-630-000	Food	Nebraska Department of Health and Human Services	Food Supplies	7.25
						<u>7.25</u>
11/10/25	8054	06-2-03100-110-000	Salaries - Non-Instructional	Shickley Public School - General Fund	Regular Wages	6,027.89
11/10/25	8054	06-2-03100-120-000	Salaries - Temporary - Non-Instructional	Shickley Public School - General Fund	Temporary Wages	70.88
11/10/25	8054	06-2-03100-130-000	Salaries - Overtime - Non-Instructional	Shickley Public School - General Fund	Overtime Wages	471.68
11/10/25	8054	06-2-03100-150-000	Additional Compensation - Non-Instructional	Shickley Public School - General Fund	Sick/PTO Wages	784.00
11/10/25	8054	06-2-03100-210-000	Group Insurance - Non-Instructional	Shickley Public School - General Fund	Health Insurance	915.08
11/10/25	8054	06-2-03100-220-000	Social Security - Non-Instructional	Shickley Public School - General Fund	FICA	557.08
11/10/25	8054	06-2-03100-230-000	Retirement - Non-Instructional	Shickley Public School - General Fund	Retirement	525.17
						<u>9,351.78</u>

Total Paid 19,781.93

Check count = 5

# Payroll Summary Report

November 10, 2025

**Shickley Public Schools - General Fund**

**Payroll Cash Requirements**

November 20, 2025

Description	Amount	Total
<b>Cash Required for Net Pay and Electronic Funds Transfer (EFT)</b>		
Net Pay Distributions		
Net Direct Deposits	166,322.87	
Net Pay		166,322.87
Employee Taxes		
FICA-SS	13,717.03	
FICA-MED	3,208.00	
FIT	12,355.01	
Nebraska SIT	7,238.21	
Employer Taxes		
ERFICA-SS	13,717.03	
ERFICA-MED	3,208.00	
Taxes Total		53,443.28
Payroll Total		219,766.15
<b>Cash Required for Balance of Payroll</b>		
<u>Employee Deductions</u>		
DENTAL	818.87	
HSA	1,511.12	
125 PLAN	1,508.15	
VISION	376.19	
LEGAL	361.15	
DISABILITY - POST-TAX	227.58	
ACCIDENT - PRE-TAX	119.60	
WHOLE LIFE	223.32	
RETIREMENT	16,725.08	
PURCHASE OF SERV	446.94	
<u>Employer Contributions</u>		
HEALTH INSURANCE	42,429.32	
SCHOOL DENTAL	915.89	
SCHOOL RETIREMENT	16,892.31	
SUPPLEMENTAL INS	175.72	
Payroll Total		82,731.24
<b>Cash Required for Billing Detail</b>		
	Qty	
Payroll Fees		
Direct Deposit Fee	66	132.00
Total Payroll Fees		132.00
<b>Total Cash Required</b>		<b>302,629.39</b>

**Shickley Public Schools - General Fund**

**Payroll Liabilities Paid**

November 1, 2025 - November 30, 2025

Date	Ref	Name	Description	Amount
11/05/25		Colonial Life	Other Withholdings	570.50
				<u>570.50</u>
11/05/25		Heartland Bank	HSA Withholding	1,511.12
				<u>1,511.12</u>
11/05/25		Internal Revenue Service	FICA Withholding	33,850.06
11/05/25		Internal Revenue Service	Federal Withholding	12,355.01
				<u>46,205.07</u>
11/05/25		Nebraska Department of Revenue	State Withholding	7,238.21
				<u>7,238.21</u>
11/05/25	38097	Ameritas	Medical/Dental Withholding	376.19
				<u>376.19</u>
11/05/25	38098	Blue Cross Blue Shield	Medical/Dental Withholding	44,164.08
				<u>44,164.08</u>
11/05/25	38099	First Concord Benefits Group	125 Plan Withholding	1,508.15
11/05/25	38099	First Concord Benefits Group	Dues & Fees	37.50
				<u>1,545.65</u>
11/05/25	38100	Pre-Paid Legal Services	Pre-Paid Legal Withholding	361.15
				<u>361.15</u>
11/05/25	38101	John M Schneider	Medical/Dental Withholding	175.72
				<u>175.72</u>
11/20/25		Nebraska Public Employees Retirement Systems	Dues & Fees	19.94
				<u>19.94</u>
11/20/25		Nebraska Public Employees Retirement Systems	Retirement Withholding	34,064.33
				<u>34,064.33</u>
				<b>Total Paid</b> <u>136,231.96</u>

Check count = 11



The work based learning (WBL) program is designed for seniors interested in hands-on training during the school term. Work based learning is a part of the school day and should be considered as such. Work based learning will be granted only during the period that works best in the student's schedule at the beginning of each semester. Students will be allotted two class periods for transportation and the work experience.

Guidelines for seniors wishing to apply for work based learning:

1. Students must submit an **application** for the program at least two weeks prior to the beginning of the semester. The application form is available at the counselor's office. Parents are encouraged to schedule a conference with the counselor if they have any questions about the WBL program. Students must have at least a 3.0 GPA in order to apply for the WBL program.
2. Students must submit a **list of the duties** they will be performing on the job. These duties will be verified and evaluated by school personnel, the employer, and the student periodically.
3. Students will submit a work schedule once a month. The employer must verify a copy of each month's schedule. An unexcused absence from work or school will be treated as a regular absence. Students must inform their employer if they are absent from school.
4. If the student becomes unemployed and does not begin another job within one week, he/she must return to school on a full-time basis. If this occurs during the semester, independent study assignments will be assigned to complete the semester.
5. Students will receive 5 credit hours for their work in the WBL program. They will be graded on a P/F scale and it will not be factored into the GPA.
6. Students must be employed for a minimum of three days a week to participate in the program. When students are not working they will report to school. When the students are not scheduled for work they will be scheduled for independent-study in school.
7. When a student refuses to follow the above guidelines the administration may remove him/her from the program and require that he/she remain in school for the regular school day. If this needs to be done during the semester, independent study work will be assigned to the student as well as a classroom to report.
8. A student may not work for a close relative (parent, grandparent, or sibling).



Applicants for the WBL program at Shickley Public School will complete the following application form. Return the form along with a letter of application to the program to the School Counselor.

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

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

Parent(s): \_\_\_\_\_

Parent(s) Phone: \_\_\_\_\_

Describe your career goal(s): \_\_\_\_\_

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

If I plan to attend college after graduation I will major in: \_\_\_\_\_

In five years I would like to: \_\_\_\_\_

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

I feel my strengths are: \_\_\_\_\_

\_\_\_\_\_

I feel my weaknesses are: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Student Signature

\_\_\_\_\_  
Parent Signature



# SHICKLEY PUBLIC SCHOOLS

PREPARING STUDENTS FOR SUCCESS

## TRAINING AGREEMENT FOR WORK-BASED LEARNING

Student's Name \_\_\_\_\_  
Current Career Objective/Pathway \_\_\_\_\_ Job Title \_\_\_\_\_  
Work-Based Learning Site \_\_\_\_\_ Telephone \_\_\_\_\_  
WBL Site Address \_\_\_\_\_  
WBL Supervisor \_\_\_\_\_ Mentor \_\_\_\_\_  
Date Training Period Begins \_\_\_\_\_ Ends \_\_\_\_\_

This training agreement briefly outlines the responsibilities of the student, parents, employer, and the Workplace Experience Coordinator. The second part of this document is entitled "Training Plan" and consists of tasks and competencies for the specific student's career objective/pathway.

### Parent/Guardian

1. Approves and agrees that the student may participate in Work-Based Learning.
2. Encourages the student to effectively carry out the work experience requirements in all components of the program.
3. Assumes responsibility for the conduct of the student.
4. Provides transportation for the student to and from the Work-Based Learning site.
5. Holds school and Cooperative Education Teacher-Coordinator harmless for risks associated with transportation and indirectly monitored activities (e.g., work-based experience).

### Student

1. Complies with the rules and regulations of the Work-Based Learning site.
2. Observes the same regulations that apply to other employees.
3. Adheres to all policies and regulations as set forth by school administration and the Cooperative Education Teacher-Coordinator.
4. Will not displace adult workers who can perform such work as assigned in the work-based experience.
5. Attends an annual employer appreciation if required by the Cooperative Education TeacherCoordinator or instructor of the career pathway course.

### Cooperative Education Teacher-Coordinator

1. Assists in securing an appropriate work-based experience based on the student's career objective/pathway.
2. Works with the supervisor/mentor in developing a training plan for the student.
3. Visits the Work-Based Learning site at least once per month to confer with the employer and student; verify that student's duties correlate with job description; observe working conditions; help develop progressive skill-building activities; observe and evaluate student progress; and resolve questions, issues, or concerns.
4. Counsels the student about his/her job progress, behavior, attitude, academics, etc.

5. Terminates employment/participation when it serves the best interest of the student as determined in collaboration with the employer.
6. Determines the student's final grade for the Work-Based Learning experience.
7. Reinforces work-based learning experiences with related classroom instruction.

**Employer/Training Mentor**

1. Recognizes that the student is enrolled in a Work-Based Learning experience designed to prepare for a career in \_\_\_\_\_.
2. Provides supervision and instruction in each of the applicable tasks listed on the Training Plan to assist the student in acquiring those competencies necessary for success in the career objective.
3. Evaluates and documents student progress.
4. Employs a non-discrimination policy with regard to race, color, handicap, sex, religion, national origin, creed, or age.
5. Adheres to wage and hour, child labor, and all other federal, state, and local laws pertaining to student employment.
6. Completes the Work-Based Experience Evaluation and returns it to the Cooperative Education Teacher-Coordinator by the required date.

\_\_\_\_\_  
(Parent/Guardian)

\_\_\_\_\_  
(Employer/Training Mentor)

\_\_\_\_\_  
(Student)

\_\_\_\_\_  
(Career Coordinator)

\_\_\_\_\_  
(School Administrator)

\_\_\_\_\_  
(Date)









## EMPLOYABILITY SKILLS

This document serves as a tool to assess career readiness across several categories deemed vital to the workplace.

### Rating System (Job Equivalent)

- 1 = Unacceptable (Termination of Employment)
- 2 = Poor Performance (Probation, Demotion)
- 3 = Needs Improvement (Low Performance, Improvement Plan)
- 4 = Below Expectations (Completes tasks but lacking in quality)
- 5 = Meets Expectations (Completes tasks as paid to do)
- 6 = Exceeds Expectations (Raise, Bonus, Promotion)



**Student:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Career Readiness** ⇨

**Career Readiness Goal** ⇨

<b>Professionalism</b>	1 <small>Low</small>	2	3	4	5 <small>Meets</small>	6 <small>Exceeds</small>
1. <u>Attendance</u> : Satisfactory attendance, arrives on time, notifies in advance of absences.						
2. <u>Appearance</u> : Displays appropriate dress, grooming, hygiene, and etiquette.						
3. <u>Attitude</u> : Demonstrates a positive attitude toward work and others.						

**Comments:** \_\_\_\_\_

<b>Productivity/Organization</b>						
1. <u>Time management</u> : Uses time wisely, remains on task, meets deadlines.						
2. <u>Work Completion</u> : Has necessary materials, works safely, follows directions.						
3. <u>Effort</u> : Utilizes full potential.						
4. <u>Problem Solving</u> : Able to contribute ideas and assess possible outcomes.						

**Comments:** \_\_\_\_\_

<b>Character/Respect</b>						
1. <u>Self</u> : Loyal, honest, trustworthy, dependable, reliable, self-disciplined, and responsible.						
2. <u>Others</u> : Respectful of others.						

**Comments:** \_\_\_\_\_

<b>Social Skills/Communication</b>						
1. <u>Communication</u> : Appropriate verbal/nonverbal skills - listening, language, written.						
2. <u>Social</u> : Participative, appropriately handles criticism, conflicts, and complaints.						
3. <u>Relationships</u> : Maintains appropriate relationships with supervisors and peers.						

**Comments:** \_\_\_\_\_

<b>Teamwork/Leadership</b>						
1. <u>Teamwork</u> : Cooperative, customer service attitude, works to ensure company success.						
2. <u>Professional Growth</u> : Seeks opportunities for continuous learning.						
3. <u>Leadership</u> : Has potential for leadership roles.						

**Comments:** \_\_\_\_\_

## STUDENT ORGANIZATIONS

Secondary school student-initiated, noncurriculum-related groups and student curriculum-related groups, upon receiving permission from the principal, may use school facilities for group meetings during non-instructional time. Nothing in this policy shall contradict the federal Equal Access Act.

Non-instructional time shall mean any time before the first period of the day and after the last period of the day in which any student attends class. Meetings shall not interfere with the orderly conduct of the education program or other school district operations. It shall be within the discretion of the principal to determine whether the meetings will interfere with the orderly conduct of the education program or other school district operations. Activities relating to and part of the education program shall have priority over the activities of another organization.

### Access by Federally Recognized Youth Organizations

The district shall, upon request, allow a representative of any federally recognized youth organization to provide (1) oral or written information to the students regarding that youth organization and how the organization furthers the educational interests and civic involvement of students in a manner consistent with good citizenship and (2) services and activities to any student who is a member of the organization. A federally recognized youth organization is one listed in [36 U.S.C. Subtitle II, Part B](#). Each requesting youth organization shall be permitted to provide such information, services, and activities at school at least once during each school year. Administrators shall make a good faith effort to select a date, time, and location for each requesting organization to provide such information, services, or activities that is mutually agreeable to the school district and to the organization, but all final decisions rest with the administration. Any such organization representative not employed by the district shall be subject to a background check at the organization's expense. Administrators may prohibit any organization representative convicted of a felony or otherwise presenting safety concerns as described in the district's Visitors to School Policy from being on the school grounds. Nothing in this section shall override or contradict the district's Parental Involvement Policy.

## NON-FEDERALLY RECOGNIZED ORGANIZATIONS

### Curriculum-Related Organizations

It shall also be the responsibility of the principal to determine whether a student group is curriculum-related. One or more of the following questions will be answered affirmatively if the group is curriculum-related:

- Is the subject matter of the group actually taught in a regularly offered course?
- Will the subject matter of the group soon be taught in a regularly offered course?
- Does the subject matter of the group concern the body of courses as a whole?



Last Name	First Name	Middle Name	NDE Staff ID	Details
BIGELOW	SHAUNA		5604321718	<a href="#">Details</a>

**Certificate/Permit Holder Information**

Applications in Process :	
Last Name :	BIGELOW
First Name :	SHAUNA
Middle Name :	
Public/Non-Public :	Public
Human Relations Training Status :	

**Certificate Details**

Certificate/Permit ID	Certificate/Permit Type	Original Issue Date	Issue Date	Expiration Date	Certificate/Permit Status
20250009416	TEACHING	06/16/2025	06/16/2025	09/30/2030	Active

**Certificate/Permit Ranks**

Certificate/Permit Rank	Status	Original Issue Date	Effective Date	Expiration Date
LOCAL SUBSTITUTE	Active	06/16/2025	06/16/2025	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
20250009416	VALID FOR SUBSTITUTE TEACHING ONLY	
20250009416	MAXIMUM 90 DAYS OF SUBSTITUTE TEACHING PER SCHOOL SYSTEM PER SCHOOL YEAR.	



The work based learning (WBL) program is designed for seniors interested in hands-on training during the school term. Work based learning is a part of the school day and should be considered as such. Work based learning will be granted only during the period that works best in the student's schedule at the beginning of each semester. Students will be allotted two class periods for transportation and the work experience.

Guidelines for seniors wishing to apply for work based learning:

1. Students must submit an **application** for the program at least two weeks prior to the beginning of the semester. The application form is available at the counselor's office. Parents are encouraged to schedule a conference with the counselor if they have any questions about the WBL program. Students must have at least a 3.0 GPA in order to apply for the WBL program.
2. Students must submit a **list of the duties** they will be performing on the job. These duties will be verified and evaluated by school personnel, the employer, and the student periodically.
3. Students will submit a work schedule once a month. The employer must verify a copy of each month's schedule. An unexcused absence from work or school will be treated as a regular absence. Students must inform their employer if they are absent from school.
4. If the student becomes unemployed and does not begin another job within one week, he/she must return to school on a full-time basis. If this occurs during the semester, independent study assignments will be assigned to complete the semester.
5. Students will receive 5 credit hours for their work in the WBL program. They will be graded on a P/F scale and it will not be factored into the GPA.
6. Students must be employed for a minimum of three days a week to participate in the program. When students are not working they will report to school. When the students are not scheduled for work they will be scheduled for independent-study in school.
7. When a student refuses to follow the above guidelines the administration may remove him/her from the program and require that he/she remain in school for the regular school day. If this needs to be done during the semester, independent study work will be assigned to the student as well as a classroom to report.
8. A student may not work for a close relative (parent, grandparent, or sibling).



Applicants for the WBL program at Shickley Public School will complete the following application form. Return the form along with a letter of application to the program to the School Counselor.

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

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

Parent(s): \_\_\_\_\_

Parent(s) Phone: \_\_\_\_\_

Describe your career goal(s): \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

If I plan to attend college after graduation I will major in: \_\_\_\_\_

In five years I would like to: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

I feel my strengths are: \_\_\_\_\_

\_\_\_\_\_

I feel my weaknesses are: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Student Signature

\_\_\_\_\_  
Parent Signature



# SHICKLEY PUBLIC SCHOOLS

PREPARING STUDENTS FOR SUCCESS

## TRAINING AGREEMENT FOR WORK-BASED LEARNING

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**Comments:** \_\_\_\_\_

# Principal Report - November 2025 Board Meeting

## Congratulations

- Fall Sports Seasons have concluded:
- Football finished 6-3 and hosted a Playoff Game
- Volleyball made the State Tournament and went into that with a 21-10 record

## Happenings

- Safety Drills - 10 Fire Drills per Year - We have done four to this point.
- FFA Activities have ramped up.
  - National FFA Convention was a successful trip
    - 2 American Degree Recipients
  - Land and Livestock Judging on Wednesday, Nov 12th in Kearney
- Job Shadow Opportunities - 9 took place involving varying number of students for each opportunity (Education, Health, Industrial)
- Elementary Halloween Parade - Thank You Local Businesses for helping to provide this opportunity!

## Administration

- District Leadership Meeting for the CLSD (Comprehensive Literacy State Development)
  - Goal: Develop Administrative Understanding of Literacy within Evaluations
- Planning to try “RefReps” in a P.E. class. Introduction to rules of the game and hope to get kids interested in opportunities to contribute.
- Dual Credit: 18 Students registered in 12 different classes this semester.
- Universal Learning Design PD provided by ESU6. Research based practices to meet more learnings within lesson planning and engagement strategies.
  - Follow-up from teaching with Explicit Instruction, which is based in processes, specifics, and vocabulary.



# **Shickley Public Schools Multicultural Report 2025-2026**

## **Multicultural Education Mission:**

To create and support programs, services, and resources, dedicated to fostering an environment of exploration and raising empowerment, as well as collaboration and celebration of many diverse cultural people, places, celebrations, and the like.

## **Multicultural Education Goals:**

To create an inclusive learning community by emphasizing and exploring diverse identities, areas of the world, music, history, cultures, races, ethnicities, etc.

To create, sustain, and nurture a lifelong respect for diversity.

## **Multicultural Education Program Process:**

The choosing of programs and materials to include Multicultural Education resources is done through a collaboration between administration and staff. This collaboration is ongoing and manifests in curriculum decisions school wide.

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The following information represents some of the multicultural activities and concepts being carried out in our school. Guides, frameworks, and standards are covered within each grade levels curriculum guides.

### **Preschool (Early Learning Facility, PK-3, and PK-4)**

At Shickley Preschool, we use the “Creative Curriculum System for Preschool” by Teaching Strategies. This is the same curriculum adopted by the Head Start programs across the country. The curriculum has a strong emphasis on multicultural awareness. The Nebraska Department of Education also has available translated forms for parents if their child is receiving special education services.

Shickley Preschool has many multicultural materials available to children. Each “study” or unit in the curriculum has multicultural books that connect the concepts and vocabulary to the unit of study. Some of the books are written in both English and Spanish. There is also a portion of each study that emphasizes “partnering with families”, connecting the culture and customs of families to the curriculum.

The play centers in the Shickley Preschool classroom contain materials that incorporate different cultural perspectives. For example, the “kitchen and dress-up” center has dolls of different races, dress-up clothing representing different customs, and pretend food items from different cultures. The music center has musical instruments. Toys show people of different races as part of the doll house and “mainstreet” play sets.

The Shickley Preschool is evaluated through the Early Childhood Environmental Rating Scale (ECERS) as required by the Nebraska State Department of Education. Through this program evaluation, multicultural awareness and sensitivity is monitored through the subscale item of “promoting acceptance of diversity.”

### **Kindergarten**

Students are exposed to a variety of multicultural activities throughout the school year via our reading curriculum, Wonders and other supplemental resources. The students are engaged in literary works such as folktales, poems, legends, fairy tales and informative text from a variety of cultures included, but not limited to, Indian, Chinese, Brazilian, Puerto Rican, Greek, and Native American. Students also discuss important American events such as Veterans’ Day, Thanksgiving, Christmas, Martin Luther King Jr Day, September 11th, and the Civil War.

### **First Grade**

In our Into Reading curriculum program guide, there is a section entitled “Create a Culturally Responsible Environment.” It highlights the ethnically diverse texts in our classroom library as well as our MyPal and Start Right (decodable) books for the students. The teacher’s manual includes a Text X-Ray section, which helps to explain cultural references to the children. The Rigby Library contains many books that students can read that portray multiculturalism and the diversity of people. According to the program guide, the Into Reading series contains a “wealth of award winning, culturally relevant texts in a wide variety of genres.”

Here are just a few of the multicultural diverse books that are included in the series.

Abuela (Spanish culture)

Pele King of Soccer

Why the Sun and the Moon Live in the Sky (African folktale)

Suki’s Kimono (Asian culture)

A Great Ball Game A Muskogee Story - folktale

Each module begins with a “Get Curious” video that entices the students to learn more about the subject. Diverse cultures are often represented and explained.

Our Social Studies curriculum helps the students understand the basic principles of democracy such as fairness and equality. Studies Weekly includes a topic exclusively on culture, which focuses on the different foods, languages, art, stories and books, clothes, and beliefs that others have in the community. It discusses the cultural differences in the classroom with respect. Studies Weekly also introduces important inventors of all races and how their inventions have impacted how we live today.

## **Second Grade**

Our Reading Curriculum does an excellent job of introducing students to a variety of cultures through various stories that are read during the year. Through these stories, the children understand different people and cultures and how it is important to accept and appreciate diversity. They explore how their own heritage has contributed to American culture. We learn about family customs from numerous countries around the world including Mexico, Germany, and Britain and several others. We learn about May Day around the world and various languages that are associated with it. In addition to this we also discuss holidays and other important American events such as Veterans' Day, Thanksgiving, Christmas, Martin Luther King Jr. Day, September 11th, Independence Day and the Revolutionary and Civil War. In Social Studies we learn about what it means to be a citizen in the United States and other countries. We discuss various cultures, which involves beliefs, languages, environments, customs and celebrations.

## **Third Grade**

Through the Into Reading Program and Social Studies curriculum, Studies Weekly, third grade students integrate literature through the study of other cultures. Leveled Reader stories include customs of Native Americans, Asian Folktales, immigrant stories about children from all over the world including Ireland, Mexico, China, and Spain. The Into Reading curriculum also incorporates bilingual stories so that students are being exposed to the Spanish Language.

Students learn the values and importance of other cultures, religions, and traditions. Students recently read *Dear Primo*. The lesson shared how students from Mexico and students from the United States are alike and different; including the traditions they have at home, school, with family and traditions.

## **Fourth Grade**

In Nebraska Studies, students will use the Nebraska Adventures book and the Nebraska Studies Weekly newspaper to meet cultural goals. Students will describe cultural holidays and events in their communities, Nebraska, and the United States. They will also describe the contributions from the cultural and ethnic groups that made up our national heritage: Native Americans, Hispanic Americans, African Americans, European Americans, and Asian Americans. Students will also identify important men and women from different cultural and ethnic groups. Native American groups will also be studied. Students will describe the interaction between Native Americans and their environment on the plains prior to European contact. They will be able to explain how Native Americans used their resources for daily living and identify different types of shelters used by Native Americans, as well as describe Native American daily life. The impact of westward expansion on tribal nations is also discussed, as well as describe Spanish, French, and English settlements. Students will identify and describe the past and present contributions of Native Americans, Hispanic Americans, African Americans,

European Americans, and Asian Americans. Prominent Nebraskans such as Black Elk, Malcom X, and Evelyn Sharp are also studied.

The Into Reading Program exposes students to other cultures and holidays through Rigby reader books, and the Literature Anthology stories. Students read and hear stories/folktales from many different countries, backgrounds and cultures.

### **Fifth Grade**

Students in 5th grade are exposed to multicultural education throughout our Reading series, Into Reading. There are a variety of stories from all over the world and from different cultures, including: Chinese, African, South American, and Russian. These stories lead to discussions of how different cultures helped shape the America we live in now, and the importance that different cultures and peoples have had on America's history. We also have discussions about the contributions of different scientists and inventors during our science classes. Rather than just talking about the old white scientists, we talk about how some of the most used inventions were also developed by women, African-Americans, etc.

### **Sixth Grade**

Students in 6th grade are exposed to a variety of multicultural education particularly in the Reading and Social Studies programs. Throughout the Wonders reading program, students learn about, but are not limited to: governmental systems stemming from the greeks and romans, trade and markets from the Mesopotamian region, pottery making in asia, and many other pieces. In the spring, students follow the Iditarod races in Alaska, following racers and learning about towns such as Nome and the serum race that started it all. In Social Studies, the students study World Geography covering all areas of the globe. Here they explore lands, governments, religions, and customs of different peoples around the globe. Students also on a weekly basis report on articles from across the United States and the world.

### **Art**

Shickley's K-12 Art Students explore a variety of cultures through the creative process. The following units illustrate how multicultural lessons are taught in art.

Art of Japan: Suminagashi (7th-12th), Origami (K-6th), Notan, and Hokusai's "The Great Wave (K-12th)"

Mexico and Central America- Dios de Los Muertos (K-12th)- students explore the meaning of this holiday and the cultural traditions that make up the festivities. They learn about the different foods and events, and create their own calavera designs. Students also look at the wooden carvings of the region of Oaxaca (7-8), and create designs inspired by Mexico's Papel Picado (K-6th).

Australia — Students learn about "The Dreamtime" and analyze the symbolism in Aboriginal dot painting. Students also listen to a didgeridoo (5th-6th)

Native Americans/Indigenous People - Students learn simple basketry designs and explore the history of ceramics and woven basketry as essential skills. (9th-12th)

African- African/American- Art Students look at the artists Jacob Lawrence and Faith Ringgold, both of whom use art to communicate the African American experience.(6th-8th)

Poland- Students learn the traditional art form of Wycinanki (11-12)

Italy- The Renaissance and the cultural revolution that led to one of the most historic time periods in art history (11th-12th)

Ancient Egyptian Art (6-8th)- Students examine how life was over 2,000 years and how art was used during that time period.

### **Business**

In the business curriculum, there are numerous opportunities for students to learn and discuss a variety of cultures. In several of the courses, students learn about global economies and how it's important to be aware of business practices in other cultures to prevent offending people in other countries. They learn about proper business practices to be able to effectively communicate in a global economy and well as in the U.S.

### **Spanish**

Spanish students continuously learn about a wide range of cultures. Since Spanish is spoken as a primary language in 21 countries in the world, throughout the year there is a constant emphasis on a wide range of cultures prevalent in different people groups in these places. This emphasis is done by studying diverse cultures, races, ethnicities, geographies, histories, arts, special holidays, and celebrations in these different countries. Their effect on and their comparison to places within their own countries, to other Spanish-speaking countries, and to our own country is also presented. A wide variety of materials are used in the classroom, and some of those materials are authentic and include: books, videos, and especially the Internet for up-to-date information. Spanish students also research about important Hispanics in our country and explore their own history.

### **Music**

Students K-12 are given the opportunity to sing and play music from a wide variety of cultures. Sometimes we sing songs in other languages. Other times, we sing/play music that is written in the style of a different culture. Music is a universal language that all people can relate to, no matter what language they speak.

### **Science**

Examples of how multiculturalism in the Science class occurs include: We discuss the ideas of older civilizations as to how the universe works (Geocentric theory and the classical elements) and discuss why they would think that way and how the view has changed over the years. We look at the ways different cultures viewed the moon both what it is and what is on it (man, woman, rabbit, etc.). The class learns about scientists of various nationalities and their contributions to the field that we are studying. We examine how phenomena occur across the planet and how the events in one part of the world can have an effect on another.

## **Social Studies**

Our Curriculum is set for many different connections to multiculturalism. In American History 8th, we talk about Native Americans. American Government will cover how government affects culture. In Geography, we will see different cultures in each Country we experience. We will talk about religion and vast cultures in both World History classes. In American History 11th, we will talk about the different cultures that have come to America. In the curriculum, we will use DVDs, websites, and books to learn about various cultures.

## **Math**

During the school year, students explore different types of mathematical concepts from all over the globe. From the ancient Greeks to the Islamic scholars, and the advancements made by mathematicians in Africa, Asia, and the Americas, we emphasize the global nature of mathematical development. Learning about the different cultures and how they have impacted the world around them, students can form a sense of unity with students everywhere.

## **Physical Education**

Students are exposed to a variety of multicultural activities/games from around the world throughout the year in PE. Inclusion of these activities provide opportunities for students to develop respect for other cultures and exhibit responsible personal and social behaviors. Students will learn about the history and rules of the activities.

## **Secondary English**

**English IV:** Students read a variety of texts for Composition I during the first semester. Titles include but are not limited to “Changing the Face of Poverty: Nonprofits and the Problem of Representation” by Diana George; “Formation of a Caribbean Illustrator” by Nicole Miles, a graphic novel essay created for the U.S. Black History Month in 2017; and “Women and American War Posters” by Reyna M. Coronado, which compares and contrasts female representation in war posters during WWI and WWII.

English II: The 10th grade English class examines a variety of literary movements while exploring essential questions and learning skills to prepare students for the future. Students read texts, including but not limited to To Kill a Mockingbird, Of Mice and Men, Macbeth, and Night, a Holocaust memoir.

**English III:** In the 11th grade English class students examine American literature as well as studying topics and essential questions that help them think critically about society and their place in it. English 11 covers Indigenous Literature, Puritanism,

Foundations of America, Through these readings, students examine the ways of life of different groups and time periods. Examples of readings include “The Constitution” & “The Declaration of Independence”--looking at how our rights were developed and evolved. Students examine literature including but not limited to *Twelve Angry Men*, where students look at racial profiling in the justice system and take a deeper look at other issues through the century; *The Great Gatsby*, looking at life in the ‘20s; as well as a variety of other excerpts from American literature and paired texts.

**English II:** The 10th grade English class examines a variety of literary movements while examining essential questions and learning skills to prepare students for the future. The students look at Gothic literature and how it varies from culture to culture. Students study a unit on “Outsiders and Outcasts” which examines differences in society--culturally, socioeconomically, etc.--and how to embrace those differences. Students read paired texts including but not limited to *To Kill a Mockingbird* and *Things Fall Apart*.

**English I:** Students in English classes are exposed to different cultural aspects through nearly everything they read. The HMH Into Literature curriculum offers short stories and informational texts that expose students to different ethnic backgrounds and cultural customs. Through these readings, students reflect upon the experiences related in the text with their own experiences. Students are also exposed to novels that expose them to different socioeconomic and cultural backgrounds. Examples of paired novel texts include but are not limited to *The Running Dream*, *The Hunger Games*, *Love, Hate, and Other Filters*, and *Code Talker*--a historical fiction novel based on the Navajo code talkers of WWII.

### **Junior High English**

Students in Junior High English classes are exposed to different cultural aspects through nearly everything they read. The HMH Into Literature curriculum offers short stories and informational text that expose students to different ethnic backgrounds and cultural customs. Through these readings, students reflect upon the experiences related in the text with their own experiences. Students are also exposed to novels that expose them to different socioeconomic and cultural backgrounds. Examples of paired novel texts include but are not limited to *The Outsiders*, *The Giver*, and *Ghost*.

## **Library**

During library time, students are exposed to a variety of cultures through the picture books we read. Students become knowledgeable about author lifestyles and backgrounds. Students are also exposed to research strategies and encouraged to study other places around the world. Students in grades 3-6 complete a brief research project using library tools to study other countries and places in our world.

## **Agriculture Education**

As often as possible lessons are tied to other cultures and viewpoints. In Intro to AFNR students discuss food choices and how other cultures and countries don't find its use acceptable such as different protein choices. Students are introduced to the FFA History and the inclusion that has happened throughout FFA including when African-Americans first joined and when women were allowed to join. Often other cultures and countries are brought into class discussion as not all producers are the same. Ex. Grass fed vs. corn fed etc. In all classes, other cultures are discussed as it relates to agriculture. Agriculture is found all around the world but looks different. In each class, while different subject matter, world agriculture is talked about to discuss how it is different, why it is different, and why we must recognize those differences. In the jr. high classes, students learn about how different cultures view different foods and how the local resources influence what food is eaten where. In 7th Grade Ag specifically, we talk about the history of agriculture in the US which contains a discussion on Cotton production and the use of slaves during that time. This allows students to connect the Civil War to agriculture.

## **Junior High English**

Students in Junior High English classes are exposed to different cultural aspects through nearly everything they read. The *MyPerspectives* curriculum offers short stories and informational text that expose students to different ethnic backgrounds and cultural customs. Through these readings, students reflect upon the experiences related in the text with their own experiences. Students are also exposed to novels that expose them to different socioeconomic and cultural backgrounds. Examples of paired novel texts include but are not limited to *The Outsiders*, *Night*, *The House on Mango Street*, *Holes*, and *The Giver*.

## **Special Education Department/Title**

The special education department works to establish an appreciation of multicultural learning through the review, extension, or enrichment of concepts covered in the general education classroom. Much of the learning of different cultures, etc. is presented within the general education classroom and is extended as needed for each

student. Additionally, students who receive services from the special education department participate in lessons that address their own diversity. Discovering their own uniqueness, personal learning styles, along with self-awareness and self-advocacy skills. The skills acquired are tools that help them to be successful in their future endeavors.

At age 14 students begin a more focused exploration in determining their post-secondary goals in the areas of education, employment, and daily living. They begin to explore, investigate, and develop the necessary skills to meet those goals after graduating high school or completing their individual program.

**Title:**

The Title I program works to establish multicultural learning through the review, extended practice, and exposure of reading and math concepts covered in the general education classroom. The topics and interest areas explored are inspired by the topics in the general education curriculum. Through the program we extend the learning material and provide extra opportunities and exposure to the content. Several of the intervention programs used include nonfiction material. Oftentimes, the topics of this material involve places around our world and influential people from a variety of places and ethnic groups.