

Shickley Public Schools
December 8, 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: Five Loaves Market & Bakery
6. **Welcome Visitors**
 - 6.1. Public Comments not on agenda items
 - 6.2. Public Comments on agenda items
7. Committee Reports
8. **Discussion Items: Consider and Discuss - No Action to be Taken**
 - 8.1. Strategic Plan Review
 - 8.2. Policy 602.01 - School Calendar
9. **Action Items: Consider, Discuss, and Take all Necessary Action**
 - 9.1. 26-27 Master Negotiated Agreement
 - 9.2. Policy Updates: 400s: Personnel
 - 9.3. Policy Updates: 500s: Students
 - 9.4. Policy 506.02R1 - Federally Recognized Organizations
 - 9.5. Unpaid Leave Request of Certified Staff
 - 9.6. HVAC Considerations
 - 9.7. BDS Cooperative Agreement
10. **Informational Items**
 - 10.1. Administrative Reports
 - 10.2. Financial Literacy Report
11. Superintendent Evaluation
12. Establish Future Board of Education Meeting Date(s) and Time(s)
13. Adjournment

84-1407. Act, how cited.

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

Source: Laws 2004, LB 821, § 34.

84-1408. Declaration of intent; meetings open to public.

It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret.

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

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

Annotations

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

84-1409. Terms, defined.

For purposes of the Open Meetings Act, unless the context otherwise requires:

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

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of

any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, and (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders;

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

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

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

Effective Date: April 22, 2021

Annotations

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

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

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

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

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

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

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

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

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

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

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

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

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

Annotations

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

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

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

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

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

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

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

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

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

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

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

(2)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met:

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

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

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

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

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

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

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority;

(xiii) A natural resources district; and

(xiv) The Judicial Resources Commission.

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

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

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

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

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, the organization may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing. The governing body of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by virtual conferencing if the governing body's quarterly meetings are not held by virtual conferencing.

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

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

(5) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

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

(7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings.

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsections (5) and (6) of section 84-1413.

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

Effective Date: April 22, 2021

Cross References

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

Annotations

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

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

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

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

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

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing. A body may not be required to allow citizens to speak at each meeting, but it may not forbid public participation at all meetings.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify

himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

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

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

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

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

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

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

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

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

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

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

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

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

Effective Date: April 22, 2021

Annotations

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

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

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

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

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

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

(5) Minutes shall be written, except as provided in subsection (6) of this section, and available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing the minutes is absent due to a serious illness or emergency.

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

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

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

Effective Date: April 22, 2021

Annotations

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

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

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

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

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

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

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

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

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

Annotations

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

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

Regular Board of Education Meeting

Monday, November 10, 2025 7:00 PM Central

School Lobby 104 East Murray Shickley, NE 68436-0407

President Noel called the meeting to order at 7:00 PM and Roll Call was taken. All members present. The Pledge of Allegiance was recited and the Open Meeting Law noted.

Kempf moved and Nelson seconded a motion to approve the agenda. Carried: Yes: 6, No:

0. Schlegel moved and Kempf seconded a motion to approve the consent agenda. Carried:

Yes: 6, No: 0. Nelson moved and Schlegel seconded a motion to approve the financial

reports as presented. Carried: Yes: 6, No: 0. Schlegel moved and Kempf seconded a

motion to approve the claims and bills excluding Five Loaves Market & Bakery. Carried:

Yes: 6, No: 0. Nelson moved and Kempf seconded a motion to approve the claims and bills

from Five Loaves Market & Bakery. Carried. Yes: 5, No: 0, Abstain: 1 (Schlegel). Ms. Nuss

and students gave a presentation on 3D printing. Mrs. Bettasso provided information on

College and Career Readiness and Work-Based Learning. Facility Advocates provided

information on HVAC systems and future building needs. Noel welcomed visitors. One

visitor provided public comments. Committee reports were given. The finance committee

met prior to the board meeting to review the monthly financials. The Negotiations

committee also met prior to the board meeting. The board reviewed policies up for revision.

A discussion on the BDS coach bus was held. Kempf moved and Nelson seconded a

motion to approve the resignation of Rochelle Hazelton for the 26-27 school year. Carried.

Yes: 6, No: 0. Schlegel moved and Kempf seconded a motion to approve Hannah Miller as a

local substitute teacher. Carried. Yes: 6, No: 0. Schlegel moved and Kempf seconded a

motion to approve Shauna Bigelow as a local substitute teacher. Carried. Yes: 6, No: 0.

Nelson moved and Kempf seconded a motion to approve a work-based learning proposal.

Carried. Yes: 6, No: 0. Kempf moved and Nelson seconded a motion to approve the

updated Emergency Operations Plan. Carried. Yes: 6, No: 0. Mr. Schroeder provide a report

on events and professional development. Dr. Essink provided information on the district's

multicultural education efforts. The next board meeting is scheduled for December 8 at

7:00 PM. Kempf moved and Nelson seconded a motion to adjourn the meeting at 8:36 pm.

Carried. Yes: 6, No: 0.

Accounts

LUNCH FUND XX0648	Available balance \$33,043.04
ACTIVITIES FUND XX3527	Available balance \$144,970.22
GENERAL FUND XX3840	Available balance \$1,948,800.68
DEPRECIATION FUND XXX4158	Available balance \$5,174.45
BUILDING FUND XXX0725	Available balance \$154.61
DEPRECIATION FUND SAVINGS XX0614	Available balance \$328,170.62
BUILDING FUND SAVINGS XX8121	Available balance \$479,269.41
QCPUF FUND SAVINGS XX1116	Available balance \$313,141.29
GENERAL FUND SAVINGS XXXX5040	Available balance \$114,208.15

General Fund Cash Flow Report

December 8, 2025

Shickley Public Schools - General Fund
Statement of Cash Flows

For the 1 Month and 3 Months Ended November 30, 2025

	1 Month Ended November 30, 2025	3 Months Ended November 30, 2025
Cash Flows from Operating Activities		
Cash Received	\$ 58,619.22	\$ 874,273.68
Cash Paid - Salaries and Wages	(217,530.87)	(649,222.93)
Cash Paid - Group Insurance	(42,669.20)	(128,007.60)
Cash Paid - FICA	(16,367.95)	(48,878.96)
Cash Paid - Retirement	(16,303.79)	(48,708.45)
Cash Paid - Health Benefits	0.00	(25,348.86)
Cash Paid - Other Benefits	(1,246.08)	(2,758.48)
Cash Paid - Vendors	<u>(88,539.39)</u>	<u>(408,179.11)</u>
Net Cash Received (Paid) for Operating Activities	<u>(324,038.06)</u>	<u>(436,830.71)</u>
Net Increase (Decrease) In Cash	(324,038.06)	(436,830.71)
Beginning Cash	<u>2,347,425.06</u>	<u>2,460,217.71</u>
Ending Cash	<u>\$ 2,023,387.00</u>	<u>\$ 2,023,387.00</u>

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

Net Income (Loss)	\$ (324,038.06)	\$ (436,633.92)
Increase (Decrease) in Operating Liabilities:		
Other Withholdings	<u>0.00</u>	<u>(196.79)</u>
Total Adjustments	<u>0.00</u>	<u>502,411.34</u>
Net Cash Received (Paid) for Operating Activities	<u>\$ (324,038.06)</u>	<u>\$ 65,777.42</u>

Treasurer's Report

December 8, 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 November 30, 2025 and 2024

	2025	2024
Current Assets		
General Fund Checking	\$ 1,909,178.85	\$ 1,403,917.85
General Fund Savings	<u>114,208.15</u>	<u>113,329.16</u>
Total Current Assets	<u>2,023,387.00</u>	<u>1,517,247.01</u>
Total Assets	<u>\$ 2,023,387.00</u>	<u>\$ 1,517,247.01</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>(436,633.92)</u>	<u>(141,731.62)</u>
Total Fund Balance	<u>2,023,583.79</u>	<u>1,517,247.01</u>
Total Liabilities and Fund Balance	<u>\$ 2,023,387.00</u>	<u>\$ 1,517,247.01</u>

Shickley Public Schools - General Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 3 Months ended 11/30/25

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Taxes Levied by the School	\$ 3,243.79	\$ 23,286.81	\$ 663,199.19	\$ 856,226.73		
Motor Vehicle Taxes	10,993.77	10,135.04	22,313.77	19,852.38		
Penalties & Interest on Taxes	91.03	510.07	949.97	823.73		
Tuition - Preschool	9,600.00	7,149.00	29,295.00	28,493.00		
Interest on Investments	704.07	657.38	2,700.48	2,203.26		
County Fines & Licenses	608.71	424.50	1,651.17	1,082.46		
ESU Receipts	0.00	3,175.49	0.00	4,042.89		
State Aid	0.00	0.00	78,046.00	73,062.00		
Pro-Rate Motor Vehicle	22.37	0.00	465.69	907.15		
Payments for High Ability Learners	0.00	0.00	3,284.00	0.00		
Other State Receipts	3,603.48	0.00	5,960.03	4,908.78		
Title I - Part A - ESSA - Improving Basic Programs	15,614.00	0.00	15,614.00	0.00		
Title II - Part A - Effective Instruction	4,138.00	0.00	4,138.00	0.00		
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		
Title IV - Part A	10,000.00	0.00	10,000.00	0.00		
Other Non-Revenue Receipts	0.00	0.00	255.38	368.80		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	58,619.22	45,338.29	874,273.68	991,971.18	5,138,273.00	17.01%
Disbursements						
Salaries	208,753.00	190,933.94	616,779.32	565,383.92		
Additional Compensation	8,777.87	10,238.96	32,443.61	34,326.14		
Group Insurance	42,669.20	38,709.35	128,007.60	116,128.05		
Social Security	16,367.95	15,262.37	48,878.96	45,299.83		
Retirement	16,303.79	18,086.72	48,708.45	53,481.26		
Health Benefits	0.00	0.00	25,348.86	23,145.84		
Other Benefits	1,246.08	1,006.40	2,758.48	2,724.23		
Accounting/Auditing Services	16,142.72	14,493.30	20,042.72	17,993.30		
Contracted Legal Services	0.00	72.00	560.00	756.00		
Professional Educational Services	1,005.00	850.00	1,340.00	1,130.00		
Employee Training & Development	3,122.90	3,852.75	7,922.90	10,992.50		
Mileage Paid to Staff	0.00	880.38	848.40	1,497.45		
Other Professional Services	11,055.15	4,884.10	21,820.48	13,292.49		
Technical Services	7,299.84	581.35	22,272.21	4,128.28		
Distance Education & Telecommunication	0.00	0.00	4,400.00	4,800.00		
Utility Services	4,013.32	3,757.55	14,777.69	14,127.72		
Non-Technology Repairs & Maintenance	15,661.52	6,300.23	46,940.32	16,804.36		
Technology Related Repairs & Maintenance	6,171.49	3,519.00	19,768.57	10,707.00		

Shickley Public Schools - General Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 3 Months ended 11/30/25

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Rentals of Land & Buildings	170.00	170.00	510.00	510.00		
Other Purchased Property Services	32.50	30.00	97.50	90.00		
Student Transportation Services Purchased	0.00	0.00	5,100.02	0.00		
Insurance	0.00	21,322.91	103,459.00	42,752.34		
Communications	54.51	60.25	172.03	503.73		
Postage	0.00	0.00	1,920.45	1,338.50		
Advertising	66.78	115.70	625.19	865.90		
Printing & Binding	1,746.17	1,630.42	5,238.51	4,891.26		
Tuition - Postsecondary Schools	7,149.90	6,025.80	7,893.90	6,025.80		
Tuition - Other	5,200.00	5,200.00	8,840.00	8,580.00		
Travel	0.00	665.11	(65.31)	1,262.65		
General Supplies	4,763.34	16,006.79	26,321.39	64,715.67		
Utility Energy Services	808.22	522.75	2,098.41	1,603.45		
Fuels	2,619.32	2,876.76	6,395.45	7,488.22		
Books & Periodicals	495.57	511.20	3,618.17	4,017.56		
Digital Instruction Materials	198.15	200.00	10,275.57	1,788.00		
Web/Cloud Based Software	0.00	0.00	1,664.25	14,026.14		
Technology Supplies	460.64	672.16	691.24	744.99		
Technology Software	0.00	2,500.00	11,576.91	14,889.00		
Dues & Fees	302.35	639.58	856.35	891.22		
Fund Transfers to Lunch Fund	0.00	0.00	50,000.00	20,000.00		
Total Disbursements	<u>382,657.28</u>	<u>372,577.83</u>	<u>1,310,907.60</u>	<u>1,133,702.80</u>	<u>6,575,000.00</u>	<u>19.94%</u>
Net Income (Loss)	<u>\$ (324,038.06)</u>	<u>\$ (327,239.54)</u>	<u>\$ (436,633.92)</u>	<u>\$ (141,731.62)</u>		

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

	2025	2024
Current Assets		
Depreciation Fund Checking	\$ 5,174.45	\$ 8,174.45
Depreciation Fund Savings	<u>328,170.62</u>	<u>350,590.39</u>
Total Current Assets	<u>333,345.07</u>	<u>358,764.84</u>
Total Assets	<u>\$ 333,345.07</u>	<u>\$ 358,764.84</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>555.01</u>	<u>(57,146.84)</u>
Total Fund Balance	<u>333,345.07</u>	<u>358,764.84</u>
Total Liabilities and Fund Balance	<u>\$ 333,345.07</u>	<u>\$ 358,764.84</u>

Shickley Public Schools - Depreciation Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 3 Months ended 11/30/25

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Interest on Investments	\$ 141.10	\$ 255.44	\$ 555.01	\$ 866.76		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	<hr/> 141.10	<hr/> 255.44	<hr/> 555.01	<hr/> 866.76	<hr/> 202,500.00	<hr/> 0.27%
Disbursements						
Vehicles	0.00	50,000.00	0.00	50,000.00		
Technology-Related Hardware	0.00	8,013.60	0.00	8,013.60		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	<hr/> 0.00	<hr/> 58,013.60	<hr/> 0.00	<hr/> 58,013.60	<hr/> 535,284.00	<hr/> 0.00%
Net Income (Loss)	<hr/> <u>\$ 141.10</u>	<hr/> <u>\$ (57,758.16)</u>	<hr/> <u>\$ 555.01</u>	<hr/> <u>\$ (57,146.84)</u>		

Shickley Public Schools - Activities Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of November 30, 2025 and 2024

	2025	2024
Current Assets		
Activities Fund Checking	\$ 143,719.99	\$ 148,671.63
Total Current Assets	<u>143,719.99</u>	<u>148,671.63</u>
Total Assets	<u>\$ 143,719.99</u>	<u>\$ 148,671.63</u>

Liabilities and Fund Balance

	2025	2024
Total Liabilities	<u>0.00</u>	<u>0.00</u>
Fund Balance		
Fund Balance	<u>143,719.99</u>	<u>148,671.63</u>
Total Fund Balance	<u>143,719.99</u>	<u>148,671.63</u>
Total Liabilities and Fund Balance	<u>\$ 143,719.99</u>	<u>\$ 148,671.63</u>

Shickley Public Schools - Activities Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 3 Months ended 11/30/25

	Beginning Balance	Receipts	Transfers	Disbursements	Ending Balance
Activities					
Annual	\$ 12,511.90	\$ 580.00	\$ -	\$ (2,938.55)	\$ 10,153.35
Athletics	(2,566.03)	11,629.00	-	(15,183.99)	(6,121.02)
Athletics - Golf	205.00	-	-	-	205.00
Class of 2026	4,232.51	-	-	(535.89)	3,696.62
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	-	-	(243.18)	747.96
Concessions	2,486.63	15,697.77	-	(7,146.82)	11,037.58
Drama	2,315.65	87.00	-	(2,623.85)	(221.20)
Educators Rising	2,349.40	1,250.00	-	(50.00)	3,549.40
FBLA	3,683.88	355.00	-	(761.21)	3,277.67
FFA	4,805.01	26,372.92	-	(7,766.67)	23,411.26
Grants	24,116.28	1,000.00	-	(4,412.55)	20,703.73
Interest	378.51	94.03	-	-	472.54
Library	1,622.46	-	-	(332.97)	1,289.49
Music	9,738.95	78.00	-	(239.80)	9,577.15
National Honor Society	721.80	-	-	-	721.80
Post Prom	93.29	1,500.00	-	-	1,593.29
School Culture	3,357.88	1,373.00	-	(2,257.14)	2,473.74
Special Projects	18,450.70	-	341.84	(1,265.96)	17,526.58
Speech	1,950.84	-	-	-	1,950.84
Striv	9,405.00	6,300.00	-	-	15,705.00
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	-	(1,627.01)	3,265.25
Total Activities	<u>\$ 123,306.81</u>	<u>\$ 68,316.72</u>	<u>\$ -</u>	<u>\$ (47,903.54)</u>	<u>\$ 143,719.99</u>
Activities Budget	<u>\$ 123,307.00</u>	<u>\$ 265,000.00</u>	<u>\$ -</u>	<u>\$ 300,000.00</u>	<u>\$ 88,307.00</u>

Shickley Public Schools - Lunch Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of November 30, 2025 and 2024

	2025	2024
Current Assets		
Lunch Fund Checking	\$ 33,043.04	\$ 9,153.68
Total Current Assets	<u>33,043.04</u>	<u>9,153.68</u>
Total Assets	<u>\$ 33,043.04</u>	<u>\$ 9,153.68</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>13,394.53</u>	<u>(15,442.55)</u>
Total Fund Balance	<u>33,043.04</u>	<u>9,153.68</u>
Total Liabilities and Fund Balance	<u>\$ 33,043.04</u>	<u>\$ 9,153.68</u>

Shickley Public Schools - Lunch Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 3 Months ended 11/30/25

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Interest on Investments	\$ 8.69	\$ 3.37	\$ 17.63	\$ 11.71		
Daily Sales - School Lunch	5,605.00	6,890.00	19,380.00	18,449.55		
Daily Sales - Non-Reimbursable Programs	1,006.08	947.20	2,038.48	2,307.60		
Federal Nutrition Programs	0.00	0.00	55.18	0.00		
Fund Transfers In	0.00	0.00	50,000.00	20,000.00		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	<u>6,619.77</u>	<u>7,840.57</u>	<u>71,491.29</u>	<u>40,768.86</u>	<u>275,539.00</u>	<u>25.95%</u>
Disbursements						
Salaries	6,570.45	6,975.60	19,309.90	18,358.74		
Additional Compensation	784.00	77.00	2,510.80	916.00		
Group Insurance	915.08	807.40	3,055.90	2,422.20		
Social Security	557.08	534.00	1,652.70	1,457.94		
Retirement	525.17	607.71	1,244.69	1,656.48		
General Supplies	0.00	0.00	39.24	0.00		
Food	10,430.15	11,009.73	30,283.53	31,270.44		
Dues & Fees	0.00	0.00	0.00	129.61		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	<u>19,781.93</u>	<u>20,011.44</u>	<u>58,096.76</u>	<u>56,211.41</u>	<u>275,000.00</u>	<u>21.13%</u>
Net Income (Loss)	<u>\$ (13,162.16)</u>	<u>\$ (12,170.87)</u>	<u>\$ 13,394.53</u>	<u>\$ (15,442.55)</u>		

Shickley Public Schools - Building Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of November 30, 2025 and 2024

	2025	2024
Current Assets		
Building Fund Checking	\$ 154.61	\$ 453.36
Building Fund Savings	<u>479,269.41</u>	<u>464,120.21</u>
Total Current Assets	<u>479,424.02</u>	<u>464,573.57</u>
Total Assets	<u>\$ 479,424.02</u>	<u>\$ 464,573.57</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>53,350.89</u>	<u>14,100.75</u>
Total Fund Balance	<u>479,424.02</u>	<u>464,573.57</u>
Total Liabilities and Fund Balance	<u>\$ 479,424.02</u>	<u>\$ 464,573.57</u>

Shickley Public Schools - Building Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 3 Months ended 11/30/25

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Taxes Levied by the School	\$ 256.61	\$ 1,762.83	\$ 52,456.86	\$ 12,964.54		
Penalties and Interest on Taxes	7.20	38.64	72.88	61.23		
Interest on Investments	206.03	331.09	784.32	1,006.31		
Pro-Rate Motor Vehicle	1.77	0.00	36.83	68.67		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	<u>471.61</u>	<u>2,132.56</u>	<u>53,350.89</u>	<u>14,100.75</u>	<u>407,150.00</u>	<u>13.10%</u>
Disbursements						
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>858,681.00</u>	<u>0.00%</u>
Net Income (Loss)	<u>\$ 471.61</u>	<u>\$ 2,132.56</u>	<u>\$ 53,350.89</u>	<u>\$ 14,100.75</u>		

Shickley Public Schools - QCPUF Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of November 30, 2025 and 2024

	2025	2024
Current Assets		
QCPUF Savings	\$ 313,141.29	\$ 299,593.63
Total Current Assets	<u>313,141.29</u>	<u>299,593.63</u>
Total Assets	<u>\$ 313,141.29</u>	<u>\$ 299,593.63</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>42,176.24</u>	<u>11,918.36</u>
Total Fund Balance	<u>313,141.29</u>	<u>299,593.63</u>
Total Liabilities and Fund Balance	<u>\$ 313,141.29</u>	<u>\$ 299,593.63</u>

Shickley Public Schools - QCPUF Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 3 Months ended 11/30/25

	Current Month	Prior Year	Year to Date	Prior Year to Date	Total Fiscal Year Budget	% of Budget
Receipts						
Taxes Levied by the School	\$ 203.34	\$ 1,457.79	\$ 41,577.09	\$ 11,168.01		
Penalties & Interest on Taxes	5.70	31.94	61.17	50.06		
Interest on Investments	134.61	213.62	508.79	643.50		
Pro-Rate Motor Vehicle	1.40	0.00	29.19	56.79		
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Receipts	<u>345.05</u>	<u>1,703.35</u>	<u>42,176.24</u>	<u>11,918.36</u>	<u>228,280.00</u>	<u>18.48%</u>
Disbursements						
	<hr/>	<hr/>	<hr/>	<hr/>		
Total Disbursements	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>242,703.00</u>	<u>0.00%</u>
Net Income (Loss)	<u>\$ 345.05</u>	<u>\$ 1,703.35</u>	<u>\$ 42,176.24</u>	<u>\$ 11,918.36</u>		

Claims and Bills Report

December 8, 2025

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

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

Date	Ref	Account #	Account Description	Name	Description	Amount
12/01/25	ACCT	01-2-02510-315-000	Accounting/Auditing Services	Krista Hamburger, CPA	Accounting/Payroll Services	1,950.00
						<u>1,950.00</u>
12/01/25	OMNIFY	01-2-02510-810-000	Dues & Fees	Omnify Benefits	Omnify Benefits Charge	3.00
						<u>3.00</u>
12/04/25		01-2-01100-610-000	General Supplies	Intuit	Checks	194.87
						<u>194.87</u>
12/08/25		01-2-02710-626-000	Fuels	Wex Bank	Transportation Fuel	1,961.66
12/08/25		01-2-02712-626-000	Fuels	Wex Bank	Transportation Fuel - SPED	547.65
						<u>2,509.31</u>
12/08/25	38141	01-2-01100-610-000	General Supplies	5 Loaves Market & Bakery	General Food	5.93
12/08/25	38141	01-2-03300-610-000	General Supplies	5 Loaves Market & Bakery	Pool Supplies	1,095.31
						<u>1,101.24</u>
12/08/25	38142	01-2-02730-431-000	Non-Technology Repairs & Maintenance	74 Repair LLC	Bus Repairs	399.53
						<u>399.53</u>
12/08/25	38143	01-2-01200-569-000	Tuition - Other	Boys Town - Father Flanagan's Boys Home	SPED Tuition	5,720.00
						<u>5,720.00</u>
12/08/25	38144	01-2-02680-410-000	Utility Services	Burton Enterprises	Trash Service	170.00
						<u>170.00</u>
12/08/25	38145	01-2-02680-610-000	General Supplies	CEI Security and Sound	Fobs	197.50
						<u>197.50</u>
12/08/25	38146	01-2-02610-350-000	Technical Services	Central Nebraska Refrigeration	Repairs	2,044.60
						<u>2,044.60</u>
12/08/25	38147	01-2-02510-315-000	Accounting/Auditing Services	Dana F. Cole & Company, LLP	Audit	3,480.00
						<u>3,480.00</u>
12/08/25	38148	01-2-02230-432-000	Technology Related Repairs & Maintenance	DAS State Accounting	Data Service	317.87
						<u>317.87</u>
12/08/25	38149	01-2-01100-610-000	General Supplies	Eakes Office Solutions	Janitorial Supplies	1,080.05
12/08/25	38149	01-2-02640-610-000	General Supplies	Eakes Office Solutions	Scrubber Service	290.80
						<u>1,370.85</u>

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

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

Date	Ref	Account #	Account Description	Name	Description	Amount
12/08/25	38150	01-2-01100-640-000	Books & Periodicals	EBSCO	Subscription Renewals	362.88
						<u>362.88</u>
12/08/25	38151	01-2-02580-810-000	Dues & Fees	Educational Service Unit #6	Technology Hosted Services	87.93
12/08/25	38151	01-2-02230-432-002	Technology Related Repairs & Maintenance	Educational Service Unit #6	Technology Contracted Services	4,788.67
12/08/25	38151	01-2-06200-330-002	Employee Training & Development	Educational Service Unit #6	Professional Development	60.00
12/08/25	38151	01-2-02213-330-000	Employee Training & Development	Educational Service Unit #6	Professional Development	40.00
12/08/25	38151	01-2-01200-610-000	General Supplies	Educational Service Unit #6	Crave	125.00
						<u>5,101.60</u>
12/08/25	38152	01-2-01100-610-000	General Supplies	Ernie Williamson Music	Music Supplies	134.00
						<u>134.00</u>
12/08/25	38153	01-2-01100-643-000	Web/Cloud Based Software	ESU Coordinating Council	Proofpoint Renewal	280.44
12/08/25	38153	01-2-01100-643-000	Web/Cloud Based Software	ESU Coordinating Council	Canvas Renewal	45.00
						<u>325.44</u>
12/08/25	38154	01-2-02610-431-000	Non-Technology Repairs & Maintenance	Facility Advocates	Facia Repairs	643.00
						<u>643.00</u>
12/08/25	38155	01-2-02190-340-000	Other Professional Services	Fillmore County Hospital	District - Contracted Services	2,500.00
						<u>2,500.00</u>
12/08/25	38156	01-2-02710-340-000	Other Professional Services	Fillmore County Medical Center	DOT Physicals	220.00
						<u>220.00</u>
12/08/25	38157	01-2-02510-810-000	Dues & Fees	First Concord Benefits Group	Annual Admin Fee	400.00
						<u>400.00</u>
12/08/25	38158	01-2-02730-431-000	Non-Technology Repairs & Maintenance	Freightliner	Bus Repairs	1,036.60
						<u>1,036.60</u>
12/08/25	38159	01-2-02610-621-000	Utility Energy Services	Galyen Energy	Propane	3,144.51
12/08/25	38159	01-2-02620-610-000	General Supplies	Galyen Energy	Filters	190.80
						<u>3,335.31</u>
12/08/25	38160	01-2-02161-340-002	Other Professional Services	GO Physical Therapy, LLC	OT Rehab Services - Elementary	1,913.20
12/08/25	38160	01-2-02161-340-001	Other Professional Services	GO Physical Therapy, LLC	OT Rehab Services - Secondary	1,593.20
12/08/25	38160	01-2-01100-610-002	General Supplies	GO Physical Therapy, LLC	OT - District Supplies	10.02
12/08/25	38160	01-2-02172-340-002	Other Professional Services	GO Physical Therapy, LLC	PT Rehab Services - 3-5	60.00
12/08/25	38160	01-2-02171-340-002	Other Professional Services	GO Physical Therapy, LLC	PT Rehab Services - Elementary	513.30
12/08/25	38160	01-2-02151-340-001	Other Professional Services	GO Physical Therapy, LLC	SLP Rehab Services - Secondary	123.00

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

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

Date	Ref	Account #	Account Description	Name	Description	Amount
12/08/25	38160	01-2-02183-340-002	Other Professional Services	GO Physical Therapy, LLC	Vision Services - 0-2	165.75
12/08/25	38160	01-2-02182-340-002	Other Professional Services	GO Physical Therapy, LLC	Vision Services - 3-5	35.75
12/08/25	38160	01-2-02181-340-002	Other Professional Services	GO Physical Therapy, LLC	Vision Services - Elementary	881.70
						<u>5,295.92</u>
12/08/25	38161	01-2-01100-550-000	Printing & Binding	Hometown Leasing	Copier Lease	1,746.17
						<u>1,746.17</u>
12/08/25	38162	01-2-02580-530-000	Communications	Intermedia	Telephone	54.51
						<u>54.51</u>
12/08/25	38163	01-2-01100-640-001	Books & Periodicals	J.W. Pepper & Son, Inc.	Music	239.69
						<u>239.69</u>
12/08/25	38164	01-2-06992-734-000	Technology Related Hardware	Kansas City Audio-Visual	Smart Boards	4,177.46
						<u>4,177.46</u>
12/08/25	38165	01-2-02610-350-000	Technical Services	Kelch Plumbing	Plumbing Repairs & Maintenance	561.86
						<u>561.86</u>
12/08/25	38166	01-2-02330-317-000	Contracted Legal Services	KSB School Law	Legal Services	40.00
						<u>40.00</u>
12/08/25	38167	01-2-01100-610-000	General Supplies	Matheson Tri-Gas, Inc.	Welding	79.25
						<u>79.25</u>
12/08/25	38168	01-2-02310-320-000	Professional Educational Services	NASB	School Board Convention	1,342.00
						<u>1,342.00</u>
12/08/25	38169	01-2-01100-320-000	Professional Educational Services	Nebraska Council of School Administrators	Educator Conference	149.00
						<u>149.00</u>
12/08/25	38170	01-2-02320-320-000	Professional Educational Services	Nebraska Council of School Administrators	Conference	1,205.00
						<u>1,205.00</u>
12/08/25	38171	01-2-01100-320-000	Professional Educational Services	Nebraska Mental Health Center	Student Testing	1,325.00
						<u>1,325.00</u>
12/08/25	38172	01-2-01100-810-000	Dues & Fees	Nebraska Music Education Association	Conference Fees	155.00
						<u>155.00</u>
12/08/25	38173	01-2-02310-540-000	Advertising	Nebraska Signal	Board Proceedings	61.08
						<u>61.08</u>

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

Date	Ref	Account #	Account Description	Name	Description	Amount
						<u>61.08</u>
12/08/25	38174	01-2-02670-340-000	Other Professional Services	One Source	Background Check	187.90
						<u>187.90</u>
12/08/25	38175	01-2-02580-530-000	Communications	Onsolve, LLC	One Call	668.00
						<u>668.00</u>
12/08/25	38176	01-2-01100-643-001	Web/Cloud Based Software	Renaissance	AR Reading Curriculum	2,197.95
						<u>2,197.95</u>
12/08/25	38177	01-2-02610-441-000	Rentals of Land & Buildings	River Road Units	Storage Units	170.00
						<u>170.00</u>
12/08/25	38178	01-2-01100-610-001	General Supplies	Sandy Creek Schools	PSAT	54.72
						<u>54.72</u>
12/08/25	38179	01-2-02230-432-000	Technology Related Repairs & Maintenance	Segra	Internet	429.21
						<u>429.21</u>
12/08/25	38180	01-2-02620-610-000	General Supplies	Shickley Lumber Company	Tools	302.35
						<u>302.35</u>
12/08/25	38181	01-2-01100-610-000	General Supplies	Staples	Office Supplies	396.26
						<u>396.26</u>
12/08/25	38182	01-2-02710-340-000	Other Professional Services	Surnali LLC	Drug Testing	129.00
						<u>129.00</u>
12/08/25	38183	01-2-02620-350-000	Technical Services	Sutton Electric	Electrical Repairs	2,663.27
						<u>2,663.27</u>
12/08/25	38184	01-2-01100-531-000	Postage	US Bank	Mailing	9.99
12/08/25	38184	01-2-01100-610-000	General Supplies	US Bank	Supplies	522.43
12/08/25	38184	01-2-01100-641-001	Digital Instruction Materials	US Bank	Digital Curriculum	563.12
12/08/25	38184	01-2-01200-580-000	Travel	US Bank	SPED Hotel	540.32
12/08/25	38184	01-2-01200-610-000	General Supplies	US Bank	SPED Supplies	13.00
12/08/25	38184	01-2-02310-610-000	General Supplies	US Bank	Health Supplies	8.41
12/08/25	38184	01-2-02213-330-000	Employee Training & Development	US Bank	Instructional Staff Training	49.00
12/08/25	38184	01-2-02320-580-000	Travel	US Bank	Executive Admin Travel	771.18
						<u>2,477.45</u>

**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

Shickley Public Schools - QCPUF Fund

School - ESSA Bills

QCPUF Savings

December 1, 2025 - December 31, 2025

Date	Ref	Account #	Account Description	Name	Description	Amount
12/09/25		09-2-05000-831-000	Redemption of Principal	BOK Financial	Principal	235,000.00
12/09/25		09-2-05000-832-000	Interest on Long Term Debt	BOK Financial	Interest	1,762.50
12/09/25		09-2-05000-830-000	Debt Related Expenses	BOK Financial	Fee	200.00
						<u>236,962.50</u>

Total Paid 236,962.50

Check count = 1

Payroll Summary Report

December 8, 2025

Shickley Public Schools - General Fund

Payroll Cash Requirements

December 19, 2025

Description	Amount	Total
Cash Required for Net Pay and Electronic Funds Transfer (EFT)		
Net Pay Distributions		
Net Direct Deposits	160,013.50	
Net Pay		160,013.50
Employee Taxes		
FICA-SS	13,113.35	
FICA-MED	3,066.83	
FIT	11,539.61	
Nebraska SIT	6,817.13	
Employer Taxes		
ERFICA-SS	13,113.35	
ERFICA-MED	3,066.83	
Taxes Total		50,717.10
Payroll Total		210,730.60
Cash Required for Balance of Payroll		
<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	16,032.75	
PURCHASE OF SERV	446.94	
<u>Employer Contributions</u>		
HEALTH INSURANCE	42,429.32	
SCHOOL DENTAL	915.89	
SCHOOL RETIREMENT	16,193.04	
SUPPLEMENTAL INS	175.72	
Payroll Total		81,339.64
Cash Required for Billing Detail		
	Qty	
Payroll Fees		
Direct Deposit Fee	68	136.00
Total Payroll Fees		136.00
Total Cash Required		292,206.24

Shickley Public Schools - General Fund

Payroll Liabilities Paid

December 1, 2025 - December 31, 2025

Date	Ref	Name	Description	Amount
12/04/25		Colonial Life	Other Withholdings	570.50
				<u>570.50</u>
12/04/25		Internal Revenue Service	FICA Withholding	32,360.36
12/04/25		Internal Revenue Service	Federal Withholding	11,539.61
				<u>43,899.97</u>
12/04/25		Nebraska Department of Revenue	State Withholding	6,817.13
				<u>6,817.13</u>
12/04/25		Heartland Bank	HSA Withholding	1,511.12
				<u>1,511.12</u>
12/04/25		Nebraska Public Employees Retirement Systems	Retirement Withholding	32,672.73
				<u>32,672.73</u>
12/04/25	38137	Ameritas	Medical/Dental Withholding	376.19
				<u>376.19</u>
12/04/25	38138	Blue Cross Blue Shield	Medical/Dental Withholding	44,164.08
				<u>44,164.08</u>
12/04/25	38139	Pre-Paid Legal Services	Pre-Paid Legal Withholding	361.15
				<u>361.15</u>
12/04/25	38140	First Concord Benefits Group	125 Plan Withholding	1,508.15
12/04/25	38140	First Concord Benefits Group	Dues & Fees	37.50
				<u>1,545.65</u>
12/04/25	38141	John M Schneider	Medical/Dental Withholding	175.72
				<u>175.72</u>

Total Paid 132,094.24

Check count = 10

SHICKLEY PUBLIC SCHOOLS

2025-2030 Strategic Plan

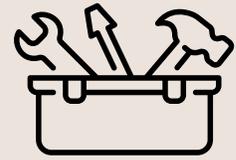


Our Areas of Focus

PERSONNEL EFFECTIVENESS

SPS Objective: Ensure the district provides staff resources, including professional development and mentoring to support students academically, personally, and mentally as well as building and sustaining cohesion and unity among staff.

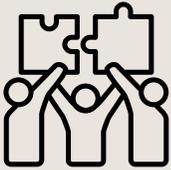
Supporting the professional growth of effective staff and school leaders.



Relationships among staff, students, and families are the foundation a school's culture and climate

DISTRICT CULTURE AND CLIMATE

SPS Objective: Ensure that every student and staff member are personally connected to the school and provide a supportive, safe, and nurturing environment



ACADEMIC LEARNING AND SUCCESS

SPS Objective: To implement a challenging, relevant, evidence-based curriculum, aligned both horizontally and vertically, using an instructional framework that ensures depth of understanding and student-centered learning.



A balanced learning process that includes instructional methods to improves learning and growth for each student.

Align and manage district resources to meet needs and goals.

DISTRICT RESOURCES

SPS Objective: To sustain effective and efficient use of resources, focused on maintenance and improvement, safe and effective learning facilities, and highly effective staff to support students.



Our Strategies for Success

I. PERSONNEL EFFECTIVENESS

Strategy 1.1:

- Professional Development that aligns with district goals and objectives
- Allocate district calendar and resources for professional development
- Provide regular updates

Strategy 1.2

- Develop formal onboarding for new staff
- Engage community groups in welcoming new staff
- Create onboarding process for new school board members

II. DISTRICT CULTURE AND CLIMATE

Strategy 2.1:

- Continue to improve administrative communication and district efforts to inform the public.
- Pursue opportunities for the board to learn more about staff and the school environment
- Professional Development for administration to lead district initiatives.

Strategy 2.2

- Refine the elementary MTSS process
- Develop and implement MTSS in 7-12 grades
- Implement school improvement plans and goals and provide progress updates and information.

III. ACADEMIC LEARNING AND SUCCESS

Strategy 3.1:

- Align Professional Development strategies to address School Improvement goals and dedicate time for data utilization to achieve set goals.
- Board will carryout curriculum policies and allocate resources for curriculum purchase and replacement
- The administration will lead efforts to align both curriculum and instruction across the district with fidelity and staff input.
- The Board and Administration will allocate appropriate time and resources to ensure alignment

IV. DISTRICT RESOURCES

Strategy 4.1:

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



**SHICKLEY
PUBLIC SCHOOLS**

2025-2030 Strategic Plan



**MASTER CONTRACT
BETWEEN
BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 54
AND
SHICKLEY EDUCATION ASSOCIATION**

ARTICLE I

Preamble

This agreement is entered into this 8th day of December 2025, by and between the Board of Education of School District No. 54 of Fillmore County, Nebraska (hereinafter referred to as the Board) and the Shickley Education Association (hereinafter referred to as the Association) for the 2026-2027 school year. The effective dates of this document are August 1, 2026 and through July 31, 2027.

ARTICLE II

General Provisions

The Shickley Board of Education and the Shickley Education Association recognize that the development of a quality educational program for the children attending the public schools of Shickley is a joint responsibility, which can be best achieved by agreement that all parties work toward common goals. The Board and the Association enter into this contract with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the educational needs of the community.

ARTICLE III

Recognition

Section 1. The Association recognizes and respects the role of the Board, sitting as a policy-making body as representative of the electors of the district.

Section 2. The Board recognizes the Association as the exclusive and sole collective negotiating representative for all teachers employed by the district.

ARTICLE IV

Procedure

Section 1. Neither party shall have any control over the selection of the negotiating representatives of the other party, nor shall they attempt to influence and/or exert pressures on the membership of the other party by any means.

Section 2. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make the proposals, consider proposals and make counter proposals in the course of negotiations.

Section 3. Meetings shall be held at a mutually satisfactory time and place and shall be closed to the press and public.

Section 4. During negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals. Each party shall promptly make available to the other, upon request, information within its possession, which is relevant to the subjects under discussion. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and law representatives to assist with negotiations.

ARTICLE V

Rights of Teachers

Section 1. Savings or Freeze Clause: Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to teachers as established by the rules, regulations and/or past practices of the Board in force on said date, will not be interpreted and/or applied so to eliminate reduce or otherwise diminish any teacher benefit existing during the current term of their contract without negotiation.

Section 2. Just Cause Provision: No teacher will be disciplined, reprimanded, have compensation reduced or withheld, or be deprived of any professional advantage without just cause.

ARTICLE VI

Changes in Terms and Conditions of Employment

Before the Board adopts a change in policy, which affects terms and conditions of employment of teachers, the Board will notify the Association in writing that it is considering such a change. The Association shall have the right to negotiate with the Board for a mutually acceptable change in said policy, provided that it files such a request with the Board within ten (10) days after receipt of said notice. Any agreement so reached shall be reduced to writing, ratified and become an addendum to this Agreement.

ARTICLE VII

Employment Standards

Section 1. All teachers will be placed on the proper step of the salary schedule according to their experience and education. No presently employed teacher will receive less than the salary indicated on the salary schedule for his or her credited experience and education. No exceptions to this policy will be made.

Section 2. All years of experience will be accepted on the salary scale for placement of new teachers.

Section 3. The board agrees to hire only fully certificated teachers holding legal certificates in their endorsed area issued by the Nebraska Department of Education (Certification Division) for every teaching assignment, unless deemed necessary by the Superintendent and within the parameters of Rule 10.

ARTICLE VIII

Salary

Salary for 2026-2027 will be paid according to the base salary of \$41,200 and index salary schedule. Refer to Appendix A: 2026-27 Salary Schedule and Appendix B: Extra Duty Schedule.

Salary Schedule Advancement

Section 1 Horizontal Movement

Employees who advance on the salary schedule due to college credit hours must enroll in classes related to their field of education. Any classes taken that deviate from the employee's field of education, must be approved by the Superintendent.

Section 2 Vertical Movement

An employee can advance on the salary schedule one step each year due to experience. If an employee is frozen on a step for

a number of years and eventually gains enough college hours to move to the next horizontal step, he/she can advance only one step down in experience regardless of the number of years they would have in the system.

ARTICLE IX

Group Insurance and Hospitalization

The Board and the Association agree that during the 2026-27 school term the following payments for Educators Health Alliance Blue Cross-Blue Shield Insurance \$1050 PPO or \$3800 Health Savings Account health coverage and individual Dental PPO - 100% A, 75% B, 50% C Coverage - Option 2 will be paid by the Board. Vision insurance through Ameritas will be made available to the employee, paid by the employee:

- a) Full-time employee, full coverage.
- b) Full-time employee and children, full coverage.
- c) Full-time employee and spouse, full coverage.
- d) Full time employee, spouse, and children, full coverage.
- e) Single part-time teacher will be paid that portion of the full single insurance per month which is based on FTE.
- f) Full-time teaching couple, full family coverage.
- g) Married-part-time teachers will be paid that portion of the full single insurance per month which is in the same ratio as the amount of time worked is to a full teaching load.
- h) In no case will the Board's liability for insurance payments be more than that of the full family insurance per month to any family.
- i) The Board reserves the right to share expenses with other school districts in offering appropriate insurance coverage when an employee's spouse is employed by the cooperating District. These mutual agreements between cooperating districts must not in any way reduce or limit the employee's choice of coverage or that cost of coverage, if any, to the employee.
- j) If a teacher elects for the high deductible plan, the school district will deposit the premium cost savings into a Health Savings Account (HSA) for the teacher.

ARTICLE X

Sick Leave

The Board and the Association agree to the following sick leave policy for the 2026-27 school term:

- a) At the beginning of each school year, each full-time teacher is entitled to seven (7) paid sick days per year cumulative to forty-five (45) paid sick days. A teacher who has reached the cumulative 45 days will receive 5 days (noncumulative) for the school term to be used prior to his or her cumulative 45 days. Therefore, maxing out at 50.

Examples: based on the number of days a teacher ends with prior to the next school year:
43-45 (start the year with 45 plus 5); 40 (start the year with 45 plus 2); 39 (start the year with 45 plus 1); 38 (start the year with 45); 37 (start the year with 44); 36 (start the year with 43)

- b) Sick leave may be used for bereavement and is limited to five (5) days for immediate family members listed in Policy 410.02. Additional bereavement leave may be requested for immediate family members and is at the discretion of the superintendent. In addition, up to two (2) days of sick leave per contract year may be taken for bereavement leave to attend services for those not defined as immediate family.
- c) Employees involved with funeral services associated with the military, firefighters, or law enforcement will be granted bereavement leave as **professional leave** due to public service responsibilities with the superintendent's approval (ie--a veteran participating in a funeral service for another veteran.)
- d) At the beginning of each school year, each full-time teacher is entitled to seven (7) paid sick days per year cumulative to forty-five (45) paid sick days. A teacher who has reached the cumulative 45 days will receive 5 days (noncumulative) for the school term to be used prior to his or her cumulative 45 days. A Sick Leave Bank will be established to provide additional paid sick days to those teachers who qualify.

Shickley Public Schools
Sick Leave Bank
2026-27

The number of days in the bank will be determined by the number of teachers who join.

- a) Each teacher can choose to give one day to the bank
- b) Withdrawing from the bank can be done only by those who have contributed during the 2026-27 school year.
- c) The number of sick days in the bank may carry over from year to year but cannot exceed 45 days.
- d) The sick bank may be used for maternity leave.
- e) Each bank member must sign up at the start of the school year by Sept 1st.

A board of three (3) persons will divide days among those teachers who apply and qualify for sick days at the end of the school year.

- a) The teacher must apply.
- b) The board will determine whether the applicant qualifies for drawing from the bank
- c) The board consists of:
 - 1) one administrator
 - 2) two teachers
- d) Part-time teachers will receive sick leave and Sick Leave Bank benefits in the same ratio that the amount of time worked relates to a full teaching load.

ARTICLE XI

Personal Leave

The Board and the Association agree that teachers will be allowed to get up to four (4) days for the contract year. Unused personal days cannot be rolled over but can be converted to the individual employee's cumulative sick leave at the end of the year.

ARTICLE XII

Professional Leave

The Board and the Association agree that during the 2026-27 school term each full-time teacher shall be allowed two (2) days of professional leave and that each part-time teacher will be allowed one (1) day of professional leave, granted at the discretion of the Superintendent.

ARTICLE XIII

Teaching Load

The Board and the Association agree that for the school year 2026-27, the following policy is in effect:

- a) In accordance with state law, each teacher will be given at least thirty (30) duty-free minutes during the teaching day.
- b) Seven classes, one study hall, and one planning period or eight classes and one planning period will be the normal secondary teaching load.
- c) Beginning with the 2026-27 school year, policy 602.01 School Calendar will have the removal of: "The academic school year for students is considered to include a minimum of one-hundred and eighty days in the school calendar."

ARTICLE XIV

Extra-Duty Pay

The Board and the Association agree that for the 2026-27 school term teachers given extra-duty assignments will be paid for each additional assignment with a wage calculated as a percentage of the base salary. This wage will be paid in addition to the teacher's normal teaching salary. Rates of pay for extra-duty assignments are established by the salary schedule in Appendix B and are incorporated by reference. Teachers will be paid \$20.00 per shift for each assigned session of ticket sales at home contests.

If the extra duty activity does not have sufficient participants and the board deems it necessary to suspend or eliminate the activity, no compensation shall be given to a sponsor of that activity.

Extra Duty Movement

An employee can advance on the extra duty schedule after every third year. For example, a first year coach will be considered in year one. Once that coach has completed his/her third year of coaching, they will move over in the 4-6 column. All previous years of coaching/sponsoring at the same/equal level will be accepted with the exception of someone moving from a varsity position to a lower level position. In this case they will be granted their years of experience in such a move.

ARTICLE XV

Duration and Amendment

Section 1. Successor Agreement: The Board and the Association agree to begin negotiations over a Successor Agreement in effort on both sides to reach continuing agreement on conditions of employment, matter of personnel policy and other relationships which may then be of mutual concern and interest. Both parties are required to follow the negotiations time-line outlined in Nebraska State Statutes.

Section 2. This agreement shall be effective as of the 2026-27 school year subject to the Nebraska State Statutes regarding teacher negotiations. This agreement may be amended by mutual consent of both parties and all amendments affixed hereto. Any provision of this Agreement not so amended shall remain in full force and effect. Any previously adopted policy, rule or regulation of the parties which is in conflict with a provision of the Agreement shall be superseded and replaced by this Agreement.

Section 3. This agreement shall remain in effect for the 2026-27 school term or until superseded by another agreement between parties.

IN WITNESS WHEREOF, the parties hereto, acting by their duly authorized representatives, have executed this Agreement on this 8th day of December, 2025.

SHICKLEY EDUCATION ASSOCIATION

BOARD OF EDUCATION, DISTRICT #54

SEA President

Shickley Education Board President

SEA Association Negotiator

Board Member

APPENDIX A

SHICKLEY 2026-2027 SALARY SCHEDULE							
BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	STEP
1.000 41,200	1.045 43,054	1.090 44,908	1.135 46,762	1.180 48,616	1.225 50,470	1.270 52,324	1
1.040 42,848	1.085 44,702	1.130 46,556	1.175 48,410	1.220 50,264	1.265 52,118	1.310 53,972	2
1.080 44,496	1.125 46,350	1.170 48,204	1.215 50,058	1.260 51,912	1.305 53,766	1.350 55,620	3
1.120 46,144	1.165 47,998	1.210 49,852	1.255 51,706	1.300 53,560	1.345 55,414	1.390 57,268	4
1.160 47,792	1.205 49,646	1.250 51,500	1.295 53,354	1.340 55,208	1.385 57,062	1.430 58,916	5
1.200 49,440	1.245 51,294	1.290 52,736	1.335 55,002	1.380 56,856	1.425 58,710	1.470 60,564	6
	1.285 52,942	1.330 54,796	1.375 56,650	1.420 58,504	1.465 60,358	1.510 62,212	7
	1.325 54,590	1.370 56,444	1.415 58,298	1.460 60,152	1.505 62,006	1.550 63,860	8
	1.365 56,238	1.410 58,092	1.455 59,946	1.500 61,800	1.545 63,654	1.590 65,508	9
		1.450 59,740	1.495 61,594	1.540 63,448	1.585 65,302	1.630 67,156	10
			1.535 63,242	1.580 65,096	1.625 66,950	1.670 68,804	11
				1.620 66,744	1.665 68,598	1.710 70,452	12
					1.705 70,246	1.750 72,100	13
						1.790 73,748	14

Salary Schedule Advancement

Section 1 Horizontal Movement

Employees who advance on the salary schedule due to college credit hours must enroll in classes related to their field of education. Any classes taken that deviate from the employee's field of education, must be approved by the Superintendent.

Section 2 Vertical Movement

An employee can advance on the salary schedule one step each year due to experience. If an employee is frozen on a step for a number of years and eventually gains enough college hours to move to the next horizontal step, he/she can advance only one step down in experience regardless of the number of years they would have in the system.

Appendix B EXTRA DUTY SCHEDULE

Extra Duty Schedule				
Duty	1-3 Years	4-6 Years	7-9 Years	10+ Years
Head Athletic Coach	12%	13%	14%	15%
Assistant Athletic Coach (1)	7%	8%	9%	10%
Assistant Athletic Coach (2)	7%	8%	9%	10%
JH Coach (1)	5%	6%	7%	8%
JH Coach (2)	5%	6%	7%	8%
Head One Act	12%	13%	14%	15%
Assistant One Act (1)	7%	8%	9%	10%
Head Speech	12%	13%	14%	15%
Assistant Speech (1) - Discretionary	7%	8%	9%	10%
FFA	12%	13%	14%	15%
Athletic Director	9%	10%	11%	12%
Band/Music JH & HS	12%	13%	14%	15%
Head Yearbook	12%	13%	14%	15%
Assistant Yearbook	7%	8%	9%	10%
FBLA	5%	6%	7%	8%
Plant Sale Coordinator (1)	2%	2%	2%	2%
Plant Sale Coordinator (2)	2%	2%	2%	2%
Technology	5%	5%	5%	5%
Concessions	4%	4%	4%	4%
Junior Class Sponsor (1)	2%	2%	2%	2%
Junior Class Sponsor (2)	2%	2%	2%	2%
Senior Class Sponsor	2%	2%	2%	2%
Student Council	2%	2%	2%	2%
Field Preparation	1%	1%	1%	1%
Educators Rising	3%	3%	3%	3%
National Honor Society	1.5%	1.5%	1.5%	1.5%
SPED Director	9%	10%	11%	12%

CERTIFICATED EMPLOYEE UNPAID LEAVE

Partial Leave (leave not designated as full or half day)

Leave granted for other than a full or half day (based on an eight (8) hour day) shall be figured on 1/8 day for each hour the employee is absent.

Leave Beyond that Granted

Absences for reasons other than those listed in and approved under the provisions of this policy, or in excess of the limits of this policy or the negotiated agreement, shall be deducted from the employee's salary at the rate of 1/contracted days of the salary for each day absent. If an employee is absent for less than a whole day, deduction will be made on the basis of 1/8 of contracted days for each hour absent.

Leave for School Sponsored Events

In addition to Leave days provided through the Negotiated Agreement, the Board will allow an additional two personal days for the sole purpose of attending Shickley or BDS school events. Permission for this type of leave must be approved by the administration prior to the event. The employee will reimburse the district at the regular substitute pay rate for any leave time used under this provision (1/8 daily sub rate per hour of leave). These days do not accumulate and cannot be rolled over.

The Board reserves the right to deviate from the maximum limits as set forth in this policy at its discretion. Requests by an employee for such deviations shall be submitted to the superintendent at least ten (10) days prior to the next regular scheduled meeting of the Board to be acted upon by the Board.

The requirements stated in the Negotiated Agreement between employees in that certified collective bargaining unit and the board regarding leave time of such employees shall be followed.

Approved:

Reviewed:

Revised: 7-15-2024

DECEMBER

Board Report



PRESCHOOL CLASS RATING: OBSERVATIONAL SUMMARY

Observational notes from NDE show our preschool teacher is providing a strong and supportive learning environment for our young students. Her overall score was 5.72 out of 7. The CLASS tool looks at how teachers interact with children in three main areas: emotional support, classroom organization, and instructional support.

- Emotional Support 6.50 High Range: (state average is 6.44)
- Classroom Organization 6.58 High Range: (state average is 6.21)
- Instructional Support 4.08 Mid Range: (State average is 2.66)

While the Instructional Support score is still well above the Nebraska state average for preschool programs, Mrs. LaFrenz did an excellent job voicing her concerns and asking how she can bring the score up. Not a lot of suggestions were given, the reviewer explained that we are above the state average, so continue doing what we are doing.

PBIS UPDATE:

Our students have been working hard to earn their PBIS tickets by going above and beyond our expected behaviors. Students can use these tickets to “buy” a variety of rewards, and one very special student chose something pretty amazing, she saved up her tickets so she could read to the preschoolers.

This is exactly the kind of reward we want to encourage, kids choosing experiences that build their love of reading and be leaders for our younger students. And I think her smile says everything about how much she enjoyed it.



DECEMBER Board Report

TRI-STATE SPED LAW CONFERENCE:

Sped staff traveled to Omaha to participate in one of the largest gatherings of lawyers, resource staff, and Sped administration.

This year's conference focused on a year in review litigation and case-law that summarized what "not" to do. Other hot topics included case-law around IDEA and ADA 504s, including legal ethics, conflict management, and recent developments in federal policy and case law impacting public school districts.



Other areas discussed included eligibility standards, Child Find protocol and how this trumps RTI/MTSS, evaluation requirements, FAPE and Literacy, Prior Written Notice compliance, placement in the Least Restrictive Environment, Federal Funding and Disciplinary removal/shortened days.

BOOK-IT: 1ST GRADE SPOTLIGHT

Elementary teachers have the opportunity to implement the "Book-it" program. Students read, they earn a certificate for meeting reading goals, and can redeem a personal pan pizza from Pizza Hut. Here is the 1st grade classroom stats. This demonstrates show how much reading can be accomplished using this reinforcer.

Book-It Minutes 2025-2026									
	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	April	Total
	300	250	540						1090
	231	272	393						896
	190	421	468						1079
	463	730	367						1560
	250	261	302						813
Goal	250	250	250	250	300	300	300	300	5438

Top reader
2nd top reader

***Everyone met their goal in October and November!!



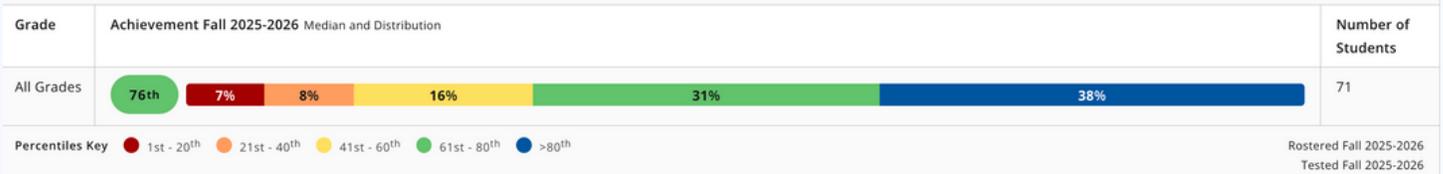
DECEMBER Board Report

MTSS: WINTER TESTING

With testing wrapping up this week, our teachers will begin reviewing student growth from fall to winter and identifying areas of strength and areas that need additional support. The MTSS team will also review students who have not shown adequate progress, implement targeted strategies and classroom supports, and develop a plan to help each student work toward grade-level success.

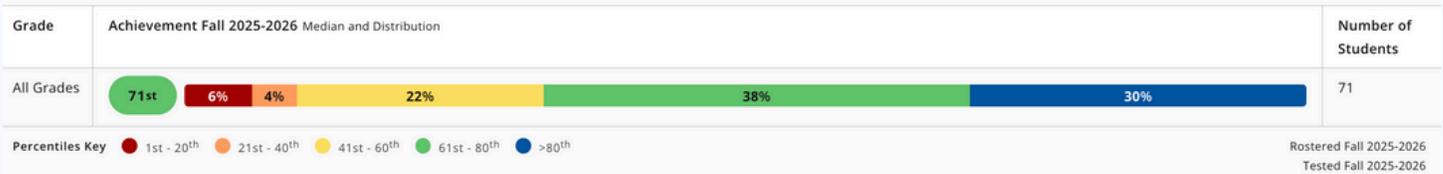
Achievement Overview

SHICKLEY ELEMENTARY SCHOOL | Reading



Achievement Overview

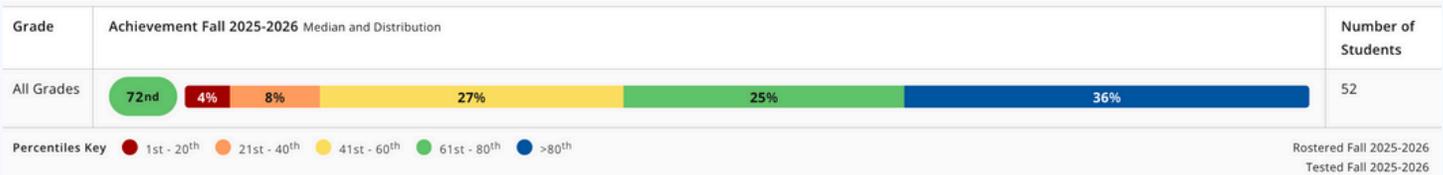
SHICKLEY ELEMENTARY SCHOOL | Math K-12



SCIENCE PROGRAM

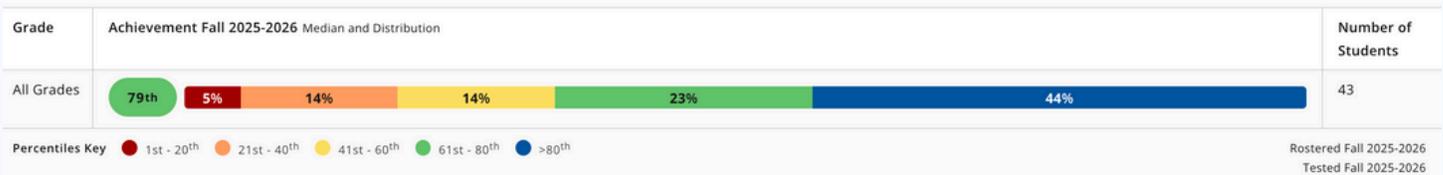
Achievement Overview

SHICKLEY ELEMENTARY SCHOOL | Language Usage



Achievement Overview

SHICKLEY ELEMENTARY SCHOOL | Science K-12



Reminder, this is a summary of the elementary Fall Scores: Reading and Math are tested in grades K-6, Language Usage is grades 2-6 and Science is 3-6.

UPCOMING EVENTS:

- Winter Concert
- Community Outreach Activities
- Winter Break

Nebraska Education Profile Information

Shickley Elementary School (Great Rating)

23-24	Area	24-25
63%	ELA	63%
63%	Math	73%
92%	Science	81%

Shickley High School (Great Rating)

23-24	Area	24-25
36%	ELA	48%
50%	Math	52%
57%	Science	71%

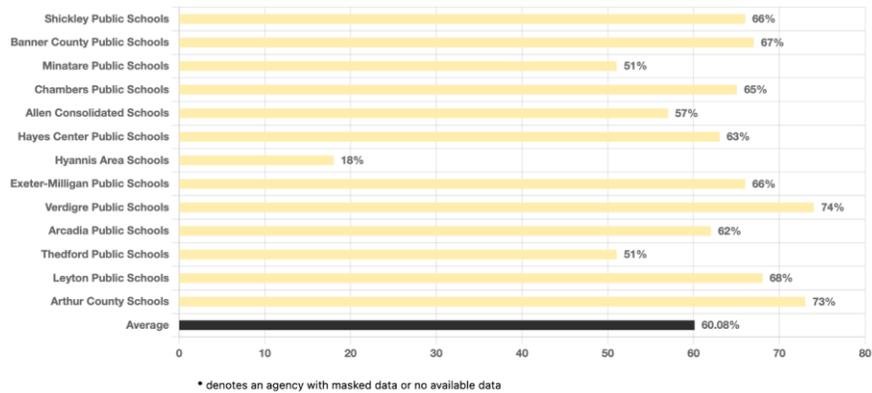
Nebraska Education Profile Information

NEP: Similar Peers are the 12 Nebraska public districts most similar to this district based on a range of variables, including: school, district, and community characteristics.

NSCAS Mathematics 📊



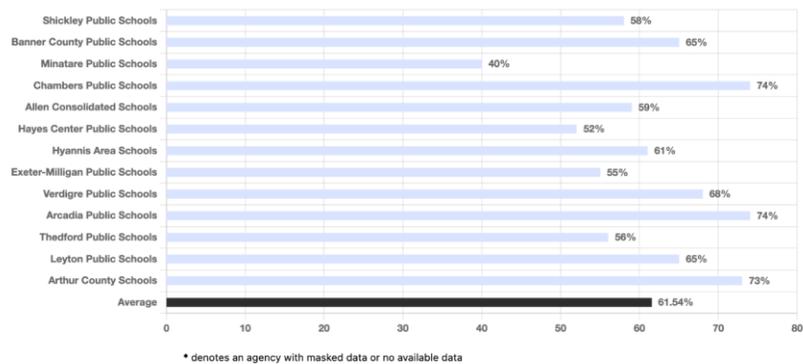
State 58%



NSCAS English Language Arts 📖



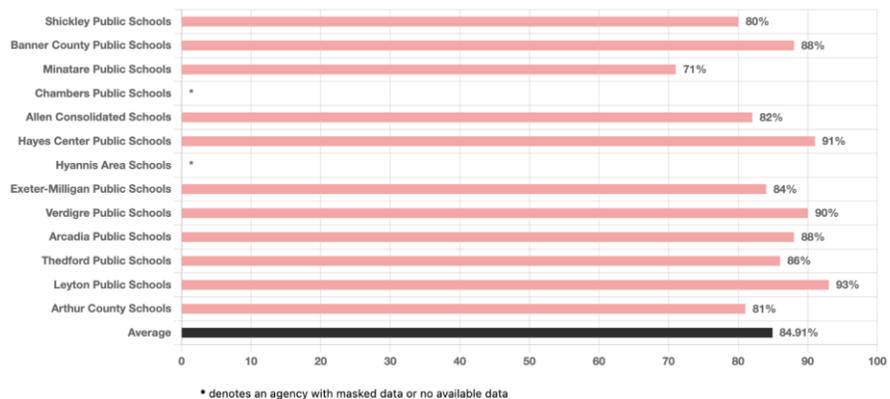
State 59%



NSCAS Science 🔬



State 80%



January 5, 2026

First day a person may file for office to have their name placed on the ballot as a candidate at the 2018 election. (§32-606)

January 5, 2026

Last day for political subdivisions [the school board] to notify the Secretary of State, County Clerks or Election Commissioners of offices to be filled, terms, vacancies, votes to cast, and filing deadlines for each office. (§32-404 and §32-601)

February 17, 2026

Last day for **incumbents** (any current office holder) to file for office on the primary ballot. (§32-606)

March 2, 2026

Last day for **non-incumbents** (new filers) to file for office on primary election. (§32-606)

May 12, 2026

Statewide Primary Election (§32-401)

June 15, 2026

ESUs holding elections in conjunction with the statewide general election must notify the Secretary of State, County Clerks or Election Commissioners of offices to be filled, terms, vacancies, votes to cast, and filing deadlines for each office. (§32-404 and §32-601)

July 15, 2026

Last day for **incumbents** (any current office holder) not on the Primary Ballot to file. (§32-606) Educational Service Unit Board Members.

August 3, 2026

Last day for **non-incumbents** (new filers) to file for office. (§32-606) Educational Service Unit Board Members.

October 23, 2026

last day for write-in candidate to file notarized affidavit and filing fee with the filing officer (§32-615)

November 3, 2026

Statewide General Election



- < Dashboard
- Class Content**
- Gradebook
- Students
- Teacher Resources
- Settings

Chapter 1: Introduction to Personal Finance

Chapter 2: Budgeting Basics

Chapter 3: Saving Money

Chapter 4: Credit and Debt

Chapter 5: Consumer Awareness

Chapter 6: Career Readiness

Chapter 7: College Planning

Chapter 8: Financial Services

Chapter 9: The Role of Insurance

Chapter 10: Income and Taxes

Chapter 11: Housing and Real Estate

Chapter 12: Investing and Retirement

GRADUATION REQUIREMENTS

Students must successfully complete the courses required by the board and the Nebraska Department of Education in order to graduate.

It shall be the responsibility of the superintendent to ensure that students complete grades one through twelve and that high school students complete 230 credits prior to graduation. The following credits will be required:

Language Arts	40 credit hours
Science	30 credit hours
Mathematics	30 credit hours
Social Studies	30 credit hours
Physical Education	10 credit hours
<u>Financial Literacy</u>	<u>5 credit hours</u>
Total Required Hours	145 credit hours

Total Elective Hours 85 credit hours
(electives must include coursework from College and Career Readiness, CTE, and fine arts)

Total Required Hours for Graduation 230 credit hours

Total Course Credits - ____ (State of NE requires 200 – 80% must be core – Rule 10)

The required courses of study will be reviewed by the board annually.

Each student shall complete and submit a Free Application for Federal Student Aid (FASFA) prior to graduating unless the required opt-out form is submitted by either: (1) the parent or legal guardian; (2) the Principal, if the Principal determines a good cause exists for not requiring the student to complete the FASFA; or (3) an emancipated student or a student at least 19 years of age.

Graduation requirements for special education students will be in accordance with the prescribed course of study as described in their Individualized Education Program (IEP). Each student's IEP will include a statement of the projected date of graduation at least 18 months in advance of the projected date and the criteria to be used in determining whether graduation will occur. Prior to the special education student's graduation, the IEP team shall determine whether the graduation criteria have been met.

IDEA Considerations

Graduating with a regular high school diploma or reaching the maximum age of eligibility both result in termination of a student's eligibility for Special Education

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(IDEA) services. Procedurally, the student's Individualized Education Program (IEP) team must meet to review the student's status and issue the appropriate coding for the student, specifically 210 or 211 as described in the ADVISER Data Elements Manual, a reasonable time before the student's eligibility is terminated. These meetings may be held via the telephone or through a virtual platform (e.g. Zoom, Google, etc.) and should include the student (if possible). The school district must also provide the student with a summary of performance prior to graduation or ending services because of age. Some IEP teams may have already provided a Notice of Graduation or Notice of Ending Services Due to Age to certain students. As this is an issue of IDEA eligibility, the Nebraska Department of Education recommends that school districts make every effort to complete these steps in a timely manner.

Requirements Related to American Civics (Nebraska Revised Statute 79-724)

The requirements within Nebraska Revised Statute 79-724 took effect on September 1, 2019, and the NDE considers 2019-2020 a transition year for implementation. Even so, opportunities may exist in an alternate learning environment to meet requirements within 79-724.

- If a district intends to administer the civics portion of the U.S. Citizenship and Immigration Service Naturalization Test, students are required to take the test twice - once prior to completing 8th grade and a second time prior to completing 12th grade. It may be possible for seniors to complete the second testing in an alternate learning environment. For example, the University of Nebraska High School is offering “Citizenship 101” for free (non-credit), and it prepares students to take the naturalization test at the completion.
- For districts that intend to have students attend/participate in a meeting of a public body OR complete a project/paper and class presentation as outlined in 79-724, those requirements may also be met in an alternate learning environment.