

Shickley Public Schools
March 9, 2026
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. Jack Moles - NRCSA
4. Financial Reports
5. Claims and Bills Excluding 5 Loaves Market & Bakery
6. Claims and Bills for 5 Loaves Market & Bakery
7. **Welcome Visitors**
 - 7.1. Public Comments not on agenda items
 - 7.2. Public Comments on agenda items
8. Committee Reports
9. **Discussion Items: Consider and Discuss - No Action to be Taken**
 - 9.1. Strategic Plan
10. **Action Items: Consider, Discuss, and Take all Necessary Action**
 - 10.1. Tabled 26-27 Calendar
 - 10.2. 26-27 Calendar
 - 10.3. Transfer Funds to Lunch Program
 - 10.4. Computer Purchases
 - 10.5. Principal Contracts
 - 10.6. Superintendent Contract
 - 10.7. Policy: 600s Revise
 - 10.8. Summer Roofing Projects
 - 10.9. Local Substitute
11. **Informational Items**
 - 11.1. Administrative Reports
12. Establish Future Board of Education Meeting Date(s) and Time(s)
13. Closed Session
14. Items from Closed Session
15. Adjournment

84-1407. Act, how cited.

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

Source: Laws 2004, LB 821, § 34.

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

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

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

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

Annotations

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

84-1409. Terms, defined.

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

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

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

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

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

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

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

Effective Date: April 22, 2021

Annotations

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

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

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

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

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

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

(c) Investigative proceedings regarding allegations of criminal misconduct;

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

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

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

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

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

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

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

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

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

Annotations

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

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

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority;

(xiii) A natural resources district; and

(xiv) The Judicial Resources Commission.

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

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

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

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

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

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

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

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

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

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

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

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

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

Effective Date: April 22, 2021

Cross References

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

Annotations

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Effective Date: April 22, 2021

Annotations

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

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

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

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

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

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

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

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

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

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

Effective Date: April 22, 2021

Annotations

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

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

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

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

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

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

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

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

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

Annotations

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

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

Regular Board of Education Meeting

Monday, February 9, 2026 7:00 PM Central

School Lobby 104 East Murray Shickley, NE 68436-0407

Members Present: Ambur Hinrichs, Jered Kempf, Megan Loy, Wendell Nelson, Randy Noel, Cassie Schlegel. President Noel called the meeting to order and roll call was taken. The Pledge of Allegiance was recited and the Open Meetings Law noted. Nelson moved and Kempf seconded a motion to approve the agenda. Carried: Yes: 6, No: 0. Kempf moved and Schlegel seconded a motion to approve the consent agenda. Carried: Yes 6, No: 0. Schlegel moved and Kempf seconded a motion to approve the financial reports as presented. Carried: Yes: 6, No: 0. Nelson moved and Kempf seconded a motion to approve the claims and bills as presented excluding those for Five Loaves Market & Bakery. Carried: Yes: 6, No: 0. Kempf moved and Nelson seconded a motion to approve the claims and bills for Five Loaves Market & Bakery. Carried: Yes: 5, No: 0, Abstain (Schlegel): 1. Visitors were welcomed. The finance committee met prior to the board meeting to review monthly statements. The policy committee met last Friday and completed review of the 600 section. A presentation of the Agriculture program was provided by Ms. Schrock. Superintendent Essink reviewed policies from the 600 section for future consideration. Discussion was held about a letter sent by Fillmore Central on collaboration. The board discussed having a conversation with Fillmore Central. Shickley Community Foundation grant applications on behalf of the school were reviewed. Board members reviewed the Strategic Plan and discussions from the work session held in January. Kempf moved and Schlegel seconded a motion to approve the 26-27 certified contract for Mariah Sliva. Carried: Yes: 6, No: 0. Schlegel moved and Kempf seconded a motion to approve the purchase of 35 Chromebooks as quoted from Computer Hardware. Carried. Yes: 6, No: 0. Schlegel moved and Nelson seconded a motion to approve the 26-27 school calendar. Kempf moved and Loy seconded to table the motion. Tabled: Yes: 6, No: 0. Kempf moved and Schlegel seconded a motion to approve a lump sum increase of \$16,000 allocated for classified wages for the 26-27 school year. Carried: Yes: 6, No: 0. Nelson moved and Kempf seconded a motion to approve the proposed supplemental rates for the 26-27 school year. Carried: Yes: 6, No: 0. Reports were provided by PK-6 Principal Eberhardt and 7-12 Principal Schroeder. The next board meeting is scheduled for March 9, at 7:00 PM. Kempf moved and Schlegel seconded a motion to adjourn the meeting at 7:52 pm. Carried. Yes: 6, No: 0.

Treasurer's Report

March 9, 2026

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 February 28, 2026 and 2025

| | 2026 | 2025 |
|-----------------------------|------------------------|------------------------|
| Current Assets | | |
| General Fund Checking | \$ 2,830,839.82 | \$ 2,187,671.71 |
| General Fund Savings | <u>114,328.18</u> | <u>113,561.25</u> |
| Total Current Assets | <u>2,945,168.00</u> | <u>2,301,232.96</u> |
| | | |
| Total Assets | <u>\$ 2,945,168.00</u> | <u>\$ 2,301,232.96</u> |

Liabilities and Fund Balance

| | 2026 | 2025 |
|-------------------------------------------|------------------------|------------------------|
| Current Liabilities | | |
| Other Withholdings | \$ (196.79) | \$ 0.00 |
| 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>485,147.08</u> | <u>642,254.33</u> |
| Total Fund Balance | <u>2,945,364.79</u> | <u>2,301,232.96</u> |
| | | |
| Total Liabilities and Fund Balance | <u>\$ 2,945,168.00</u> | <u>\$ 2,301,232.96</u> |

Shickley Public Schools - General Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 6 Months ended 02/28/26

| | Current Month | Prior Year | Year to Date | Prior Year to Date | Total Fiscal Year Budget | % of Budget |
|----------------------------------------------------|---------------------|-------------------|---------------------|---------------------|--------------------------|---------------|
| Receipts | | | | | | |
| Taxes Levied by the School | \$ 698,151.72 | \$ 81,865.72 | \$ 2,005,856.17 | \$ 1,654,170.91 | | |
| Public Power District Sales Tax | 0.00 | 0.00 | 0.76 | 0.00 | | |
| Motor Vehicle Taxes | 44,870.30 | 43,728.89 | 84,557.91 | 79,353.89 | | |
| Penalties & Interest on Taxes | 59.30 | 147.78 | 1,555.93 | 1,849.85 | | |
| Other Taxes Levied by the School | 0.00 | 402,045.91 | 0.00 | 402,045.91 | | |
| Tuition - Preschool | 4,938.50 | 7,589.00 | 52,234.00 | 58,699.00 | | |
| Interest on Investments | 619.70 | 759.85 | 4,445.58 | 4,226.38 | | |
| Postsecondary Receipts | 0.00 | 0.00 | 1,691.27 | 3,873.60 | | |
| County Fines & Licenses | 607.91 | 335.95 | 3,380.14 | 2,048.54 | | |
| ESU Receipts | 0.00 | 600.00 | 861.20 | 8,838.78 | | |
| State Aid | 38,162.00 | 0.00 | 230,967.98 | 182,655.00 | | |
| SPEd - School Age | 51,967.00 | 57,779.00 | 144,602.00 | 160,409.00 | | |
| Property Tax Credit | 243,713.59 | 199,234.11 | 243,713.59 | 199,234.11 | | |
| Pro-Rate Motor Vehicle | 0.00 | 0.00 | 1,994.46 | 2,398.35 | | |
| State Apportionment | 0.00 | 41,223.02 | 28,516.95 | 41,223.02 | | |
| Payments for High Ability Learners | 0.00 | 0.00 | 3,284.00 | 0.00 | | |
| Other State Receipts | 3,603.48 | 0.00 | 17,170.44 | 31,806.34 | | |
| Title I - Part A - ESSA - Improving Basic Programs | 0.00 | 0.00 | 15,614.00 | 0.00 | | |
| Title II - Part A - Effective Instruction | 0.00 | 0.00 | 4,138.00 | 0.00 | | |
| IDEA - Preschool - (619) Base & Enrollment | 0.00 | 0.00 | 2,016.00 | 2,021.00 | | |
| IDEA - Part B - (611) Base & Enrollment | 0.00 | 0.00 | 34,385.00 | 34,841.00 | | |
| Title IV - Part A | 0.00 | 0.00 | 10,000.00 | 0.00 | | |
| Other Non-Revenue Receipts | 280.00 | 0.00 | 2,029.38 | 1,368.80 | | |
| | <hr/> | <hr/> | <hr/> | <hr/> | | |
| Total Receipts | 1,086,973.50 | 835,309.23 | 2,893,014.76 | 2,871,063.48 | 5,138,273.00 | 56.30% |
| Disbursements | | | | | | |
| Salaries | 196,870.35 | 186,285.96 | 1,202,435.22 | 1,113,780.51 | | |
| Additional Compensation | 9,501.87 | 12,357.91 | 71,423.82 | 71,402.99 | | |
| Group Insurance | 42,677.93 | 39,174.22 | 256,023.93 | 233,185.84 | | |
| Social Security | 15,483.78 | 14,787.66 | 95,779.73 | 88,942.85 | | |
| Retirement | 15,788.88 | 17,919.24 | 96,299.34 | 105,747.53 | | |
| Health Benefits | 0.00 | 0.00 | 47,920.38 | 45,514.60 | | |
| Other Benefits | 928.40 | 1,099.60 | 5,478.48 | 6,474.63 | | |
| Accounting/Auditing Services | 1,950.00 | 1,750.00 | 29,372.72 | 26,343.30 | | |
| Contracted Legal Services | 290.00 | 0.00 | 930.00 | 900.00 | | |
| Professional Educational Services | 1,205.00 | 1,105.00 | 5,611.00 | 2,550.00 | | |
| Employee Training & Development | 65.00 | 250.00 | 8,320.70 | 11,731.30 | | |
| Mileage Paid to Staff | 791.00 | 502.50 | 3,609.90 | 3,171.11 | | |

Shickley Public Schools - General Fund
 Shickley, Nebraska
Statement of Receipts and Disbursements
 For the 1 Month and 6 Months ended 02/28/26

| | Current Month | Prior Year | Year to Date | Prior Year to Date | Total Fiscal Year Budget | % of Budget |
|-------------------------------------------|----------------------|----------------------|----------------------|----------------------|--------------------------|---------------|
| Other Professional Services | 7,018.46 | 6,735.37 | 51,348.36 | 55,452.16 | | |
| Technical Services | 213.60 | 266.00 | 27,755.54 | 6,099.13 | | |
| Distance Education & Telecommunication | 0.00 | 0.00 | 8,800.00 | 9,600.00 | | |
| Utility Services | 8,871.50 | 4,261.23 | 27,382.28 | 24,901.68 | | |
| Non-Technology Repairs & Maintenance | 13,572.11 | 7,734.13 | 82,459.52 | 44,517.12 | | |
| Technology Related Repairs & Maintenance | 5,535.75 | 2,950.52 | 36,375.82 | 20,845.52 | | |
| Rentals of Land & Buildings | 170.00 | 170.00 | 1,020.00 | 1,020.00 | | |
| Other Purchased Property Services | 32.50 | 32.50 | 195.00 | 182.50 | | |
| Student Transportation Services Purchased | 0.00 | 0.00 | 5,100.02 | 0.00 | | |
| Insurance | 0.00 | 2,297.00 | 103,459.00 | 55,989.54 | | |
| Communications | 53.64 | 61.70 | 1,002.69 | 1,773.24 | | |
| Postage | 31.20 | 97.09 | 2,002.56 | 1,585.24 | | |
| Advertising | 83.97 | 78.35 | 838.33 | 1,121.97 | | |
| Printing & Binding | 1,746.17 | 1,630.42 | 10,477.02 | 9,782.52 | | |
| Tuition - Other Districts in State | 0.00 | 0.00 | 23,276.70 | 30,276.67 | | |
| Tuition - Postsecondary Schools | 0.00 | 0.00 | 7,893.90 | 6,025.80 | | |
| Tuition - Other | 3,900.00 | 3,900.00 | 22,880.00 | 22,880.00 | | |
| Travel | 0.00 | 0.00 | 1,665.95 | 2,235.49 | | |
| General Supplies | 2,423.30 | 4,642.12 | 42,454.47 | 84,984.88 | | |
| Utility Energy Services | 7,594.23 | 7,795.86 | 16,698.09 | 17,060.86 | | |
| Fuels | 2,153.49 | 2,783.86 | 13,743.62 | 16,068.97 | | |
| Books & Periodicals | 1,203.63 | 732.05 | 5,491.31 | 5,224.26 | | |
| Digital Instruction Materials | 0.00 | 1,035.00 | 10,938.68 | 3,245.00 | | |
| Web/Cloud Based Software | 0.00 | 0.00 | 8,287.64 | 19,614.33 | | |
| Technology Supplies | 0.00 | 1,180.62 | 1,672.73 | 5,906.63 | | |
| Machinery | 0.00 | 0.00 | 0.00 | 7,620.00 | | |
| Technology Related Hardware | 0.00 | 0.00 | 4,177.46 | 5,708.66 | | |
| Technology Software | 0.00 | 0.00 | 11,576.91 | 14,889.00 | | |
| Dues & Fees | 3,690.11 | 3,273.35 | 5,688.86 | 4,453.32 | | |
| Fund Transfers to Lunch Fund | 0.00 | 0.00 | 50,000.00 | 40,000.00 | | |
| | <hr/> | <hr/> | <hr/> | <hr/> | | |
| Total Disbursements | <u>343,845.87</u> | <u>326,889.26</u> | <u>2,407,867.68</u> | <u>2,228,809.15</u> | <u>6,575,000.00</u> | <u>36.62%</u> |
| Net Income (Loss) | <u>\$ 743,127.63</u> | <u>\$ 508,419.97</u> | <u>\$ 485,147.08</u> | <u>\$ 642,254.33</u> | | |

Shickley Public Schools - Depreciation Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of February 28, 2026 and 2025

| | 2026 | 2025 |
|-----------------------------|----------------------|----------------------|
| Current Assets | | |
| Depreciation Fund Checking | \$ 5,174.45 | \$ 5,174.45 |
| Depreciation Fund Savings | <u>328,515.54</u> | <u>277,609.13</u> |
| Total Current Assets | <u>333,689.99</u> | <u>282,783.58</u> |
| | | |
| Total Assets | <u>\$ 333,689.99</u> | <u>\$ 282,783.58</u> |

Liabilities and Fund Balance

| | 2026 | 2025 |
|-------------------------------------------|----------------------|----------------------|
| Total Liabilities | <u>0.00</u> | <u>0.00</u> |
| | | |
| Fund Balance | | |
| Fund Balance | 332,790.06 | 415,911.68 |
| Net Income | <u>899.93</u> | <u>(133,128.10)</u> |
| Total Fund Balance | <u>333,689.99</u> | <u>282,783.58</u> |
| | | |
| Total Liabilities and Fund Balance | <u>\$ 333,689.99</u> | <u>\$ 282,783.58</u> |

Shickley Public Schools - Depreciation Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 6 Months ended 02/28/26

| | Current Month | Prior Year | Year to Date | Prior Year to Date | Total Fiscal Year Budget | % of Budget |
|----------------------------------|------------------------|----------------------------|------------------------|------------------------------|-------------------------------------|--------------------|
| Receipts | | | | | | |
| Interest on Investments | \$ 100.77 | \$ 170.26 | \$ 899.93 | \$ 1,510.50 | | |
| | <hr/> | <hr/> | <hr/> | <hr/> | | |
| Total Receipts | <hr/> 100.77 | <hr/> 170.26 | <hr/> 899.93 | <hr/> 1,510.50 | <hr/> 202,500.00 | <hr/> 0.44% |
| Disbursements | | | | | | |
| Other Professional Services | 0.00 | 0.00 | 0.00 | 73,625.00 | | |
| Rentals - Vehicles and Equipment | 0.00 | 3,000.00 | 0.00 | 3,000.00 | | |
| Vehicles | 0.00 | 0.00 | 0.00 | 50,000.00 | | |
| Technology-Related Hardware | 0.00 | 0.00 | 0.00 | 8,013.60 | | |
| | <hr/> | <hr/> | <hr/> | <hr/> | | |
| Total Disbursements | <hr/> 0.00 | <hr/> 3,000.00 | <hr/> 0.00 | <hr/> 134,638.60 | <hr/> 535,284.00 | <hr/> 0.00% |
| Net Income (Loss) | <hr/> <u>\$ 100.77</u> | <hr/> <u>\$ (2,829.74)</u> | <hr/> <u>\$ 899.93</u> | <hr/> <u>\$ (133,128.10)</u> | | |

Shickley Public Schools - Activities Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of February 28, 2026 and 2025

| | 2026 | 2025 |
|-----------------------------|----------------------|----------------------|
| Current Assets | | |
| Activities Fund Checking | \$ 128,143.79 | \$ 127,145.67 |
| Total Current Assets | <u>128,143.79</u> | <u>127,145.67</u> |
| Total Assets | <u>\$ 128,143.79</u> | <u>\$ 127,145.67</u> |

Liabilities and Fund Balance

| | 2026 | 2025 |
|-------------------------------------------|----------------------|----------------------|
| Total Liabilities | <u>0.00</u> | <u>0.00</u> |
| Fund Balance | | |
| Fund Balance | <u>128,143.79</u> | <u>127,145.67</u> |
| Total Fund Balance | <u>128,143.79</u> | <u>127,145.67</u> |
| Total Liabilities and Fund Balance | <u>\$ 128,143.79</u> | <u>\$ 127,145.67</u> |

Shickley Public Schools - Activities Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 6 Months ended 02/28/26

| | Beginning Balance | Receipts | Transfers | Disbursements | Ending Balance |
|--------------------------|----------------------|----------------------|-------------|-----------------------|----------------------|
| Activities | | | | | |
| Annual | \$ 12,511.90 | \$ 3,995.00 | \$ - | \$ (3,021.67) | \$ 13,485.23 |
| Athletics | (2,566.03) | 11,629.00 | - | (19,784.29) | (10,721.32) |
| Athletics - Golf | 205.00 | - | - | - | 205.00 |
| Class of 2026 | 4,232.51 | - | (2,496.62) | (535.89) | 1,200.00 |
| Class of 2027 | 9,940.00 | 198.00 | - | (1,075.00) | 9,063.00 |
| 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 | - | - | (466.48) | 524.66 |
| Concessions | 2,486.63 | 15,993.97 | - | (7,494.61) | 10,985.99 |
| Drama | 2,315.65 | 1,156.00 | - | (3,368.08) | 103.57 |
| Educators Rising | 2,349.40 | 2,500.00 | - | (75.00) | 4,774.40 |
| FBLA | 3,683.88 | 655.78 | - | (1,372.47) | 2,967.19 |
| FFA | 4,805.01 | 28,386.42 | - | (20,667.93) | 12,523.50 |
| Grants | 24,116.28 | 5,000.00 | - | (10,312.55) | 18,803.73 |
| Interest | 378.51 | 166.59 | - | - | 545.10 |
| Library | 1,622.46 | - | - | (359.93) | 1,262.53 |
| Music | 9,738.95 | 168.00 | - | (496.13) | 9,410.82 |
| National Honor Society | 721.80 | - | - | - | 721.80 |
| Post Prom | 93.29 | 1,500.00 | 2,496.62 | - | 4,089.91 |
| School Culture | 3,357.88 | 1,513.00 | - | (3,116.54) | 1,754.34 |
| Special Projects | 18,450.70 | 650.00 | 341.84 | (2,147.95) | 17,294.59 |
| Speech | 1,950.84 | - | - | (312.50) | 1,638.34 |
| 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 | - | (1,849.81) | 3,042.45 |
| | <hr/> | <hr/> | <hr/> | <hr/> | <hr/> |
| Total Activities | \$ 123,306.81 | \$ 81,811.76 | \$ - | \$ (76,974.78) | \$ 128,143.79 |
| Activities Budget | \$ 123,307.00 | \$ 265,000.00 | \$ - | \$ 300,000.00 | \$ 88,307.00 |

Shickley Public Schools - Lunch Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of February 28, 2026 and 2025

| | 2026 | 2025 |
|-----------------------------|--------------------|---------------------|
| Current Assets | | |
| Lunch Fund Checking | \$ 8,111.49 | \$ 25,666.22 |
| Total Current Assets | <u>8,111.49</u> | <u>25,666.22</u> |
| Total Assets | <u>\$ 8,111.49</u> | <u>\$ 25,666.22</u> |

Liabilities and Fund Balance

| | 2026 | 2025 |
|-------------------------------------------|--------------------|---------------------|
| Total Liabilities | <u>0.00</u> | <u>0.00</u> |
| Fund Balance | | |
| Fund Balance | 19,648.51 | 24,596.23 |
| Net Income | <u>(11,537.02)</u> | <u>1,069.99</u> |
| Total Fund Balance | <u>8,111.49</u> | <u>25,666.22</u> |
| Total Liabilities and Fund Balance | <u>\$ 8,111.49</u> | <u>\$ 25,666.22</u> |

Shickley Public Schools - Lunch Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 6 Months ended 02/28/26

| | Current Month | Prior Year | Year to Date | Prior Year to Date | Total Fiscal Year Budget | % of Budget |
|-----------------------------------------|----------------------|-----------------------|-----------------------|--------------------|--------------------------|---------------|
| Receipts | | | | | | |
| Interest on Investments | \$ 0.98 | \$ 6.45 | \$ 25.27 | \$ 30.78 | | |
| Daily Sales - School Lunch | 8,760.00 | 5,146.13 | 39,710.00 | 36,977.83 | | |
| Daily Sales - Non-Reimbursable Programs | 688.40 | 939.60 | 4,038.48 | 4,578.00 | | |
| Federal Nutrition Programs | 0.00 | 3,567.92 | 55.18 | 19,982.05 | | |
| Fund Transfers In | 0.00 | 0.00 | 50,000.00 | 40,000.00 | | |
| | <hr/> | <hr/> | <hr/> | <hr/> | | |
| Total Receipts | <u>9,449.38</u> | <u>9,660.10</u> | <u>93,828.93</u> | <u>101,568.66</u> | <u>275,539.00</u> | <u>34.05%</u> |
| Disbursements | | | | | | |
| Salaries | 7,173.27 | 7,427.42 | 36,496.07 | 34,998.96 | | |
| Additional Compensation | 517.20 | 1,000.00 | 5,242.40 | 3,550.00 | | |
| Group Insurance | 1,028.12 | 1,132.18 | 5,956.34 | 5,169.18 | | |
| Social Security | 582.77 | 639.16 | 3,160.74 | 2,915.82 | | |
| Retirement | 445.00 | 235.05 | 2,509.82 | 2,778.45 | | |
| General Supplies | 0.00 | 0.00 | 39.24 | 0.00 | | |
| Food | 8,300.94 | 10,750.34 | 51,961.34 | 50,956.65 | | |
| Dues & Fees | 0.00 | 0.00 | 0.00 | 129.61 | | |
| | <hr/> | <hr/> | <hr/> | <hr/> | | |
| Total Disbursements | <u>18,047.30</u> | <u>21,184.15</u> | <u>105,365.95</u> | <u>100,498.67</u> | <u>275,000.00</u> | <u>38.31%</u> |
| Net Income (Loss) | <u>\$ (8,597.92)</u> | <u>\$ (11,524.05)</u> | <u>\$ (11,537.02)</u> | <u>\$ 1,069.99</u> | | |

Shickley Public Schools - Building Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of February 28, 2026 and 2025

| | 2026 | 2025 |
|-----------------------------|----------------------|----------------------|
| Current Assets | | |
| Building Fund Checking | \$ 479.61 | \$ 10,741.61 |
| Building Fund Savings | <u>566,055.85</u> | <u>441,656.71</u> |
| Total Current Assets | <u>566,535.46</u> | <u>452,398.32</u> |
| | | |
| Total Assets | <u>\$ 566,535.46</u> | <u>\$ 452,398.32</u> |

Liabilities and Fund Balance

| | 2026 | 2025 |
|-------------------------------------------|----------------------|----------------------|
| Total Liabilities | <u>0.00</u> | <u>0.00</u> |
| | | |
| Fund Balance | | |
| Fund Balance | 426,073.13 | 450,472.82 |
| Net Income | <u>140,462.33</u> | <u>1,925.50</u> |
| Total Fund Balance | <u>566,535.46</u> | <u>452,398.32</u> |
| | | |
| Total Liabilities and Fund Balance | <u>\$ 566,535.46</u> | <u>\$ 452,398.32</u> |

Shickley Public Schools - Building Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 6 Months ended 02/28/26

| | Current Month | Prior Year | Year to Date | Prior Year to Date | Total Fiscal Year Budget | % of Budget |
|----------------------------------|---------------------|---------------------|----------------------|--------------------|--------------------------|---------------|
| Receipts | | | | | | |
| Taxes Levied by the School | \$ 72,314.38 | \$ 6,447.84 | \$ 191,278.79 | \$ 76,001.38 | | |
| Penalties and Interest on Taxes | 4.69 | 11.15 | 120.78 | 138.86 | | |
| Other Taxes Levied by the School | 0.00 | 31,803.63 | 0.00 | 31,803.63 | | |
| Interest on Investments | 173.57 | 255.55 | 1,327.52 | 1,911.90 | | |
| Property Tax Credit | 25,251.33 | 15,760.31 | 25,251.33 | 15,760.31 | | |
| Pro-Rate Motor Vehicle | 0.00 | 0.00 | 158.91 | 181.56 | | |
| | <hr/> | <hr/> | <hr/> | <hr/> | | |
| Total Receipts | <u>97,743.97</u> | <u>54,278.48</u> | <u>218,137.33</u> | <u>125,797.64</u> | <u>407,150.00</u> | <u>53.58%</u> |
| Disbursements | | | | | | |
| Buildings | 38,837.50 | 0.00 | 77,675.00 | 45,000.00 | | |
| Furniture & Fixtures | 0.00 | 11,711.75 | 0.00 | 11,711.75 | | |
| Technology Hardware | 0.00 | 0.00 | 0.00 | 67,160.39 | | |
| | <hr/> | <hr/> | <hr/> | <hr/> | | |
| Total Disbursements | <u>38,837.50</u> | <u>11,711.75</u> | <u>77,675.00</u> | <u>123,872.14</u> | <u>858,681.00</u> | <u>9.05%</u> |
| Net Income (Loss) | <u>\$ 58,906.47</u> | <u>\$ 42,566.73</u> | <u>\$ 140,462.33</u> | <u>\$ 1,925.50</u> | | |

Shickley Public Schools - QCPUF Fund

Shickley, Nebraska

Statement of Assets, Liabilities, and Fund Balance

As of January 31, 2026 and 2025

| | 2026 | 2025 |
|-----------------------------|----------------------|----------------------|
| Current Assets | | |
| QCPUF Savings | \$ 113,885.15 | \$ 112,135.05 |
| Total Current Assets | <u>113,885.15</u> | <u>112,135.05</u> |
| Total Assets | <u>\$ 113,885.15</u> | <u>\$ 112,135.05</u> |

Liabilities and Fund Balance

| | 2026 | 2025 |
|-------------------------------------------|----------------------|----------------------|
| Total Liabilities | <u>0.00</u> | <u>0.00</u> |
| Fund Balance | | |
| Fund Balance | 270,965.05 | 287,675.27 |
| Net Income | <u>(157,079.90)</u> | <u>(175,540.22)</u> |
| Total Fund Balance | <u>113,885.15</u> | <u>112,135.05</u> |
| Total Liabilities and Fund Balance | <u>\$ 113,885.15</u> | <u>\$ 112,135.05</u> |

Shickley Public Schools - QCPUF Fund

Shickley, Nebraska

Statement of Receipts and Disbursements

For the 1 Month and 5 Months ended 01/31/26

| | Current Month | Prior Year | Year to Date | Prior Year to Date | Total Fiscal Year Budget | % of Budget |
|-------------------------------|---------------------|---------------------|------------------------|------------------------|-----------------------------|---------------|
| Receipts | | | | | | |
| Taxes Levied by the School | \$ 37,178.65 | \$ 44,808.85 | \$ 79,063.77 | \$ 56,052.00 | | |
| Penalties & Interest on Taxes | 18.46 | 51.50 | 95.44 | 105.04 | | |
| Interest on Investments | 32.41 | 63.77 | 608.58 | 815.10 | | |
| Pro-Rate Motor Vehicle | 95.62 | 93.35 | 124.81 | 150.14 | | |
| | <hr/> | <hr/> | <hr/> | <hr/> | | |
| Total Receipts | <u>37,325.14</u> | <u>45,017.47</u> | <u>79,892.60</u> | <u>57,122.28</u> | <u>228,280.00</u> | <u>35.00%</u> |
| Disbursements | | | | | | |
| Debt Related Expenses | 0.00 | 0.00 | 210.00 | 210.00 | | |
| Redemption of Principal | 0.00 | 0.00 | 235,000.00 | 230,000.00 | | |
| Interest on Long Term Debt | 0.00 | 0.00 | 1,762.50 | 2,452.50 | | |
| | <hr/> | <hr/> | <hr/> | <hr/> | | |
| Total Disbursements | <u>0.00</u> | <u>0.00</u> | <u>236,972.50</u> | <u>232,662.50</u> | <u>242,703.00</u> | <u>97.64%</u> |
| Net Income (Loss) | <u>\$ 37,325.14</u> | <u>\$ 45,017.47</u> | <u>\$ (157,079.90)</u> | <u>\$ (175,540.22)</u> | | |

General Fund Cash Flow Report

March 9, 2026

Shickley Public Schools - General Fund
Statement of Cash Flows

For the 1 Month and 6 Months Ended February 28, 2026

| | 1 Month Ended February 28, 2026 | 6 Months Ended February 28, 2026 |
|----------------------------------------------------------|------------------------------------|-------------------------------------|
| Cash Flows from Operating Activities | | |
| Cash Received | \$ 1,086,973.50 | \$ 2,893,014.76 |
| Cash Paid - Salaries and Wages | (206,372.22) | (1,273,859.04) |
| Cash Paid - Group Insurance | (42,677.93) | (256,023.93) |
| Cash Paid - FICA | (15,483.78) | (95,779.73) |
| Cash Paid - Retirement | (15,788.88) | (96,299.34) |
| Cash Paid - Health Benefits | 0.00 | (47,920.38) |
| Cash Paid - Other Benefits | (928.40) | (5,478.48) |
| Cash Paid - Vendors | <u>(62,594.66)</u> | <u>(632,703.57)</u> |
| Net Cash Received (Paid) for Operating Activities | <u>743,127.63</u> | <u>484,950.29</u> |
| | | |
| Net Increase (Decrease) In Cash | 743,127.63 | 484,950.29 |
| | | |
| Beginning Cash | <u>2,202,040.37</u> | <u>2,460,217.71</u> |
| | | |
| Ending Cash | <u>\$ 2,945,168.00</u> | <u>\$ 2,945,168.00</u> |

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

| | | |
|---------------------------------------------------|----------------------|----------------------|
| Net Income (Loss) | \$ 743,127.63 | \$ 485,147.08 |
| | | |
| 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>\$ 743,127.63</u> | <u>\$ 987,558.42</u> |

Accounts

| | |
|--------------------------------------------|--------------------------------------------|
| LUNCH FUND XX0648 | Available balance \$8,111.49 |
| ACTIVITIES FUND XX3527 | Available balance \$131,796.97 |
| GENERAL FUND XX3840 | Available balance \$2,838,174.32 |
| DEPRECIATION FUND XXX4158 | Available balance \$5,174.45 |
| BUILDING FUND XXX0725 | Available balance \$479.61 |
| DEPRECIATION FUND SAVINGS XX0614 | Available balance \$328,515.54 |
| BUILDING FUND SAVINGS XX8121 | Available balance \$566,055.85 |
| QCPUF FUND SAVINGS XX1116 | Available balance \$168,645.47 |
| GENERAL FUND SAVINGS XXXX5040 | Available balance \$114,328.18 |

Claims and Bills Report

March 9, 2026

Shickley Public Schools - General Fund
School - ESSA Bills
 General Fund Checking
 March 1, 2026 - March 31, 2026

| Date | Ref | Account # | Account Description | Name | Description | Amount |
|----------|--------|--------------------|-------------------------------------------|-----------------------------------------|-----------------------------|------------------|
| 03/01/26 | ACCT | 01-2-02510-315-000 | Accounting/Auditing Services | Krista Hamburger, CPA | Accounting/Payroll Services | 1,950.00 |
| | | | | | | <u>1,950.00</u> |
| 03/01/26 | OMNIFY | 01-2-02510-810-000 | Dues & Fees | Omnify Benefits | Omnify Benefits Charge | 3.00 |
| | | | | | | <u>3.00</u> |
| 03/09/26 | | 01-2-02710-626-000 | Fuels | Wex Bank | Transportation Fuel | 1,261.16 |
| 03/09/26 | | 01-2-02712-626-000 | Fuels | Wex Bank | Transportation Fuel - SPED | 561.97 |
| | | | | | | <u>1,823.13</u> |
| 03/09/26 | 38276 | 01-2-01100-610-000 | General Supplies | 5 Loaves Market & Bakery | General Food | 4.94 |
| 03/09/26 | 38276 | 01-2-01190-610-002 | General Supplies | 5 Loaves Market & Bakery | Daycare Food | 769.76 |
| | | | | | | <u>774.70</u> |
| 03/09/26 | 38277 | 01-2-02730-431-000 | Non-Technology Repairs & Maintenance | 74 Repair LLC | Bus Repairs | 1,764.52 |
| | | | | | | <u>1,764.52</u> |
| 03/09/26 | 38278 | 01-2-02730-431-000 | Non-Technology Repairs & Maintenance | Aspegren Repair | Vehicle Repairs | 1,666.96 |
| | | | | | | <u>1,666.96</u> |
| 03/09/26 | 38279 | 01-2-02730-431-000 | Non-Technology Repairs & Maintenance | Auto Glass Expert | Vehicle Repairs | 700.00 |
| | | | | | | <u>700.00</u> |
| 03/09/26 | 38280 | 01-2-01200-569-000 | Tuition - Other | Boys Town - Father Flanagan's Boys Home | SPED Tuition | 5,200.00 |
| | | | | | | <u>5,200.00</u> |
| 03/09/26 | 38281 | 01-2-02710-511-000 | Student Transportation Services Purchased | Bruning Davenport Unified School | Coach Bus | 5,577.36 |
| | | | | | | <u>5,577.36</u> |
| 03/09/26 | 38282 | 01-2-02680-410-000 | Utility Services | Burton Enterprises | Trash Service | 170.00 |
| | | | | | | <u>170.00</u> |
| 03/09/26 | 38283 | 01-2-02610-431-000 | Non-Technology Repairs & Maintenance | BVH Architecture | Facilities Assessment | 3,131.77 |
| | | | | | | <u>3,131.77</u> |
| 03/09/26 | 38284 | 01-2-06992-734-000 | Technology Related Hardware | Computer Hardware | Chromebooks - REAP | 12,803.00 |
| | | | | | | <u>12,803.00</u> |
| 03/09/26 | 38285 | 01-2-02230-432-000 | Technology Related Repairs & Maintenance | DAS State Accounting | Data Service | 317.87 |
| | | | | | | <u>317.87</u> |

Shickley Public Schools - General Fund
School - ESSA Bills
 General Fund Checking
 March 1, 2026 - March 31, 2026

| Date | Ref | Account # | Account Description | Name | Description | Amount |
|----------|-------|--------------------|------------------------------------------|-----------------------------|--------------------------------|-----------------|
| 03/09/26 | 38286 | 01-2-01100-610-000 | General Supplies | Eakes Office Solutions | Janitorial Supplies | 680.61 |
| | | | | | | <u>680.61</u> |
| 03/09/26 | 38287 | 01-2-02610-610-000 | General Supplies | Echo Group, Inc. | Lightbulbs | 960.25 |
| | | | | | | <u>960.25</u> |
| 03/09/26 | 38288 | 01-2-01190-330-002 | Employee Training & Development | Educational Service Unit #5 | Employee Training | 25.00 |
| | | | | | | <u>25.00</u> |
| 03/09/26 | 38289 | 01-2-02580-810-000 | Dues & Fees | Educational Service Unit #6 | Technology Hosted Services | 87.93 |
| 03/09/26 | 38289 | 01-2-02230-432-002 | Technology Related Repairs & Maintenance | Educational Service Unit #6 | Technology Contracted Services | 4,788.67 |
| 03/09/26 | 38289 | 01-2-01190-330-002 | Employee Training & Development | Educational Service Unit #6 | Staff Development | 473.56 |
| 03/09/26 | 38289 | 01-2-06200-330-002 | Employee Training & Development | Educational Service Unit #6 | Staff Development | 60.00 |
| 03/09/26 | 38289 | 01-2-02213-330-001 | Employee Training & Development | Educational Service Unit #6 | Staff Development | 20.00 |
| 03/09/26 | 38289 | 01-2-01200-610-000 | General Supplies | Educational Service Unit #6 | Crave | 125.00 |
| | | | | | | <u>5,555.16</u> |
| 03/09/26 | 38290 | 01-2-01100-641-000 | Digital Instruction Materials | Educational Service Unit #9 | Curriculum | 40.00 |
| | | | | | | <u>40.00</u> |
| 03/09/26 | 38291 | 01-2-02190-340-000 | Other Professional Services | Fillmore County Hospital | District - Contracted Services | 2,500.00 |
| | | | | | | <u>2,500.00</u> |
| 03/09/26 | 38292 | 01-2-02610-621-000 | Utility Energy Services | Galyen Energy | Propane | 3,728.42 |
| 03/09/26 | 38292 | 01-2-02710-626-000 | Fuels | Galyen Energy | Fuel | 352.51 |
| | | | | | | <u>4,080.93</u> |
| 03/09/26 | 38293 | 01-2-01190-610-002 | General Supplies | Geneva Superfoods | Daycare Food | 226.59 |
| | | | | | | <u>226.59</u> |
| 03/09/26 | 38294 | 01-2-02161-340-002 | Other Professional Services | GO Physical Therapy, LLC | OT Rehab Services - Elementary | 1,538.10 |
| 03/09/26 | 38294 | 01-2-02161-340-001 | Other Professional Services | GO Physical Therapy, LLC | OT Rehab Services - Secondary | 1,149.05 |
| 03/09/26 | 38294 | 01-2-02172-340-002 | Other Professional Services | GO Physical Therapy, LLC | PT Rehab Services - 3-5 | 40.00 |
| 03/09/26 | 38294 | 01-2-02171-340-002 | Other Professional Services | GO Physical Therapy, LLC | PT Rehab Services - Elementary | 310.90 |
| 03/09/26 | 38294 | 01-2-02182-340-002 | Other Professional Services | GO Physical Therapy, LLC | Vision Services - 3-5 | 37.45 |
| 03/09/26 | 38294 | 01-2-02181-340-002 | Other Professional Services | GO Physical Therapy, LLC | Vision Services - Elementary | 1,067.30 |
| | | | | | | <u>4,142.80</u> |
| 03/09/26 | 38295 | 01-2-01100-550-000 | Printing & Binding | Hometown Leasing | Copier Lease | 1,746.17 |
| | | | | | | <u>1,746.17</u> |
| 03/09/26 | 38296 | 01-2-02580-530-000 | Communications | Intermedia | Telephone | 53.63 |
| | | | | | | <u>53.63</u> |

Shickley Public Schools - General Fund
School - ESSA Bills
 General Fund Checking
 March 1, 2026 - March 31, 2026

| Date | Ref | Account # | Account Description | Name | Description | Amount |
|----------|-------|--------------------|------------------------------------------|-------------------------|--------------------------------|---------------|
| 03/09/26 | 38297 | 01-2-01100-640-001 | Books & Periodicals | J.W. Pepper & Son, Inc. | Music | 299.98 |
| | | | | | | <u>299.98</u> |
| 03/09/26 | 38298 | 01-2-02610-350-000 | Technical Services | Kelch Plumbing | Plumbing Repairs & Maintenance | 310.41 |
| | | | | | | <u>310.41</u> |
| 03/09/26 | 38299 | 01-2-01100-610-000 | General Supplies | Matheson Tri-Gas, Inc. | Welding | 736.77 |
| | | | | | | <u>736.77</u> |
| 03/09/26 | 38300 | 01-2-02712-330-000 | Employee Training & Development | Nebraska Safety Center | Safety Video - SPED | 125.00 |
| | | | | | | <u>125.00</u> |
| 03/09/26 | 38301 | 01-2-02310-540-000 | Advertising | Nebraska Signal | Board Proceedings | 61.95 |
| | | | | | | <u>61.95</u> |
| 03/09/26 | 38302 | 01-2-02670-340-000 | Other Professional Services | One Source | Background Check | 29.50 |
| | | | | | | <u>29.50</u> |
| 03/09/26 | 38303 | 01-2-01100-610-000 | General Supplies | Quill | Supplies | 307.07 |
| | | | | | | <u>307.07</u> |
| 03/09/26 | 38304 | 01-2-02610-441-000 | Rentals of Land & Buildings | River Road Units | Storage Units | 170.00 |
| | | | | | | <u>170.00</u> |
| 03/09/26 | 38305 | 01-2-02230-432-000 | Technology Related Repairs & Maintenance | Segra | Internet | 429.21 |
| | | | | | | <u>429.21</u> |
| 03/09/26 | 38306 | 01-2-02620-610-000 | General Supplies | Shickley Lumber Company | Tools | 367.47 |
| | | | | | | <u>367.47</u> |
| 03/09/26 | 38307 | 01-2-01100-610-000 | General Supplies | Staples | Office Supplies | 182.93 |
| | | | | | | <u>182.93</u> |
| 03/09/26 | 38308 | 01-2-02620-350-000 | Technical Services | Sutton Electric | Electrical Repairs | 186.15 |
| | | | | | | <u>186.15</u> |
| 03/09/26 | 38309 | 01-2-01100-610-000 | General Supplies | US Bank | School Supplies | 643.76 |
| 03/09/26 | 38309 | 01-2-01190-610-002 | General Supplies | US Bank | Daycare Supplies | 88.99 |
| 03/09/26 | 38309 | 01-2-01200-610-000 | General Supplies | US Bank | SPED Supplies | 20.57 |
| 03/09/26 | 38309 | 01-2-02213-330-000 | Employee Training & Development | US Bank | Instructional Staff Training | 249.00 |
| 03/09/26 | 38309 | 01-2-02630-610-000 | General Supplies | US Bank | Maintenance Supplies | 276.97 |

Shickley Public Schools - General Fund

School - ESSA Bills

General Fund Checking

March 1, 2026 - March 31, 2026

| Date | Ref | Account # | Account Description | Name | Description | Amount |
|----------|-------|--------------------|-----------------------------------------|-------------------------------------|-------------------------------|-----------------|
| | | | | | | <u>1,279.29</u> |
| 03/09/26 | 38310 | 01-2-02680-410-001 | Utility Services | Village of Shickley | Utilities - Secondary | 1,458.67 |
| 03/09/26 | 38310 | 01-2-02680-410-002 | Utility Services | Village of Shickley | Utilities - Elementary | 2,379.94 |
| 03/09/26 | 38310 | 01-2-02680-410-001 | Utility Services | Village of Shickley | Utilities - Greenhouse | 348.06 |
| | | | | | | <u>4,186.67</u> |
| 03/09/26 | 38311 | 01-2-02680-490-000 | Other Purchased Property Services | Woodward's Disposal Service | Document Disposal | 32.50 |
| | | | | | | <u>32.50</u> |
| 03/09/26 | 38312 | 01-2-01100-610-000 | General Supplies | Yandas Pro Audio | Music Supplies / Repairs | 225.19 |
| | | | | | | <u>225.19</u> |
| 03/10/26 | | 01-2-02570-291-000 | Other Benefits - Teachers/Professionals | Shickley Public School - Lunch Fund | Reimbursement for Adult Meals | 847.60 |
| | | | | | | <u>847.60</u> |

Total Paid 65,671.14

Check count = 41

Shickley Public Schools - Lunch Fund
School - ESSA Bills
 Lunch Fund Checking
 March 1, 2026 - March 31, 2026

| Date | Ref | Account # | Account Description | Name | Description | Amount |
|----------|------|--------------------|-----------------------------------------|---------------------------------------|------------------|-----------------|
| 03/09/26 | 8067 | 06-2-03100-630-000 | Food | 5 Loaves Market & Bakery | Food Supplies | 43.29 |
| | | | | | | <u>43.29</u> |
| 03/09/26 | 8068 | 06-2-03100-630-000 | Food | Cashwa Distribution | Food Supplies | 7,740.14 |
| | | | | | | <u>7,740.14</u> |
| 03/09/26 | 8069 | 06-2-03100-630-000 | Food | Hiland Dairy | Food Supplies | 1,287.88 |
| | | | | | | <u>1,287.88</u> |
| 03/09/26 | 8070 | 06-2-03100-110-000 | Salaries - Non-Instructional | Shickley Public School - General Fund | Regular Wages | 5,897.35 |
| 03/09/26 | 8070 | 06-2-03100-130-000 | Salaries - Overtime - Non-Instructional | Shickley Public School - General Fund | Overtime Wages | 273.60 |
| 03/09/26 | 8070 | 06-2-03100-210-000 | Group Insurance - Non-Instructional | Shickley Public School - General Fund | Health Insurance | 389.96 |
| 03/09/26 | 8070 | 06-2-03100-220-000 | Social Security - Non-Instructional | Shickley Public School - General Fund | FICA | 466.56 |
| 03/09/26 | 8070 | 06-2-03100-230-000 | Retirement - Non-Instructional | Shickley Public School - General Fund | Retirement | 425.92 |
| | | | | | | <u>7,453.39</u> |

Total Paid 16,524.70

Check count = 4

Payroll Summary Report

March 9, 2026

Shickley Public Schools - General Fund

Payroll Cash Requirements

March 20, 2026

| Description | Amount | Total |
|----------------------------------------------------------------------|------------|-------------------|
| Cash Required for Net Pay and Electronic Funds Transfer (EFT) | | |
| Net Pay Distributions | | |
| Net Direct Deposits | 159,864.02 | |
| Net Pay | | 159,864.02 |
| Employee Taxes | | |
| FICA-SS | 13,034.90 | |
| FICA-MED | 3,048.53 | |
| FIT | 10,462.53 | |
| Nebraska SIT | 6,027.88 | |
| Employer Taxes | | |
| ERFICA-SS | 13,034.90 | |
| ERFICA-MED | 3,048.53 | |
| Taxes Total | | 48,657.27 |
| Payroll Total | | 208,521.29 |
| Cash Required for Balance of Payroll | | |
| <u>Employee Deductions</u> | | |
| DENTAL | 818.87 | |
| HSA | 1,458.88 | |
| FSA - MED | 1,091.65 | |
| FSA - DCB | 416.50 | |
| VISION | 376.19 | |
| LEGAL | 361.15 | |
| DISABILITY - POST-TAX | 227.58 | |
| ACCIDENT - PRE-TAX | 119.60 | |
| WHOLE LIFE | 223.32 | |
| RETIREMENT | 15,994.36 | |
| PURCHASE OF SERV | 446.94 | |
| GARNISHMENT | 548.12 | |
| <u>Employer Contributions</u> | | |
| HEALTH INSURANCE | 42,429.32 | |
| SCHOOL DENTAL | 915.89 | |
| SCHOOL RETIREMENT | 16,154.28 | |
| SUPPLEMENTAL INS | 175.72 | |
| Payroll Total | | 81,758.37 |
| Cash Required for Billing Detail | | |
| | Qty | |
| Payroll Fees | | |
| Direct Deposit Fee | 64 | 128.00 |
| Total Payroll Fees | | 128.00 |
| Total Cash Required | | 290,407.66 |

Shickley Public Schools - General Fund

Payroll Liabilities Paid

March 1, 2026 - March 31, 2026

| Date | Ref | Name | Description | Amount |
|----------|-------|----------------------------------------------|----------------------------|------------------|
| 03/04/26 | 38270 | Accelerated Receivables | Other Withholdings | 219.25 |
| | | | | <u>219.25</u> |
| 03/04/26 | 38271 | Ameritas | Medical/Dental Withholding | 376.19 |
| | | | | <u>376.19</u> |
| 03/04/26 | 38272 | Blue Cross Blue Shield | Medical/Dental Withholding | 44,164.08 |
| | | | | <u>44,164.08</u> |
| 03/04/26 | 38273 | First Concord Benefits Group | 125 Plan Withholding | 1,508.15 |
| 03/04/26 | 38273 | First Concord Benefits Group | Dues & Fees | 37.50 |
| | | | | <u>1,545.65</u> |
| 03/04/26 | 38274 | Pre-Paid Legal Services | Pre-Paid Legal Withholding | 361.15 |
| | | | | <u>361.15</u> |
| 03/04/26 | 38275 | Professional Choice Recovery | Other Withholdings | 328.87 |
| | | | | <u>328.87</u> |
| 03/09/26 | | Nebraska Public Employees Retirement Systems | Retirement Withholding | 32,595.58 |
| | | | | <u>32,595.58</u> |
| 03/09/26 | 38276 | John M Schneider | Medical/Dental Withholding | 175.72 |
| | | | | <u>175.72</u> |
| 03/20/26 | | Colonial Life | Other Withholdings | 570.50 |
| | | | | <u>570.50</u> |
| 03/20/26 | | Internal Revenue Service | FICA Withholding | 32,166.86 |
| 03/20/26 | | Internal Revenue Service | Federal Withholding | 10,462.53 |
| | | | | <u>42,629.39</u> |
| 03/20/26 | | Nebraska Department of Revenue | State Withholding | 6,027.88 |
| | | | | <u>6,027.88</u> |
| 03/20/26 | | Heartland Bank | HSA Withholding | 1,458.88 |
| | | | | <u>1,458.88</u> |

Total Paid 130,453.14

Check count = 12

SHICKLEY PUBLIC SCHOOLS



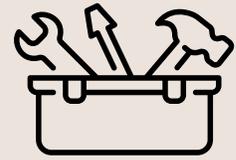
2025-2030 Strategic Plan

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.

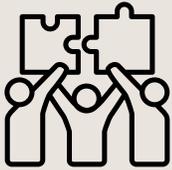
Supporting the professional growth of effective staff and school leaders.



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 School
 104 E. Murray Street
 PO Box 407
 Shickley, NE 68436
 402.627.3375

Shickley Public School

2026-27 School Calendar **DRAFT**

shickleypublicschool.com

Superintendent:
 Dr. Stan Essink
PK-6 Principal:
 Mrs. Carissa Eberhardt
7-12 Principal:
 Mr. Greg Schroeder

| August 2026 | | | | |
|-------------|-------------------------|----|----|----|
| M | T | W | T | F |
| 3 | 4 | 5 | 6 | 7 |
| 10 | 11 | 12 | 13 | 14 |
| 17 | 18 | 19 | 20 | 21 |
| 24 | 25 | 26 | 27 | 28 |
| 31 | Flex Day: Aug. 11 or 12 | | | |

| September 2026 | | | | |
|----------------|----|----|----|----|
| M | T | W | T | F |
| | 1 | 2 | 3 | 4 |
| 7 | 8 | 9 | 10 | 11 |
| 14 | 15 | 16 | 17 | 18 |
| 21 | 22 | 23 | 24 | 25 |
| 28 | 29 | 30 | | |

| October 2026 | | | | |
|--------------|----|----|----|----|
| M | T | W | T | F |
| | | | 1 | 2 |
| 5 | 6 | 7 | 8 | 9 |
| 12 | 13 | 14 | 15 | 16 |
| 19 | 20 | 21 | 22 | 23 |
| 26 | 27 | 28 | 29 | 30 |

| November 2026 | | | | |
|---------------|----|----|----|----|
| M | T | W | T | F |
| 2 | 3 | 4 | 5 | 6 |
| 9 | 10 | 11 | 12 | 13 |
| 16 | 17 | 18 | 19 | 20 |
| 23 | 24 | 25 | 26 | 27 |
| 30 | | | | |

| December 2026 | | | | |
|---------------|----|----|----|----|
| M | T | W | T | F |
| | 1 | 2 | 3 | 4 |
| 7 | 8 | 9 | 10 | 11 |
| 14 | 15 | 16 | 17 | 18 |
| 21 | 22 | 23 | 24 | 25 |
| 28 | 29 | 30 | 31 | |

| Color/Symbol Key | |
|------------------|--------------------------------------------------|
| | No School for students and staff |
| | Special Day |
| | No School for students, Staff in-service |
| | 2:30 pm Dismissal for students, Staff in-service |
| | End of Quarter/Semester |
| | Other Days |

| August 2026 |
|------------------------------------------------------------|
| August 10: Start of Fall Sports Practice |
| August 13, 14, 17: Teacher In-service |
| August 18: First Day for K-12 Students - 1:00 pm Dismissal |
| August 19: First Day for PK Students |

| September 2026 |
|-------------------------------------------------------------|
| September 7: No School - Labor Day |
| September 8: No School - Teacher In-service (BRC) |
| September 30: 1:00 Dismissal; Prof. Development 1:00 - 3:40 |

| October 2026 |
|------------------------------------------------------------|
| October 8: P/T Conferences 4:00-8:00 pm (No School for PK) |
| October 9: No School - Fall Break |
| October 16: End of 1st Quarter (41 days) |
| October 28: 1:00 Dismissal; Prof. Development 1:00 - 3:40 |

| November 2026 |
|-------------------------------------------------------|
| November 16: Start of Winter Sports Practice |
| November 18: NO SCHOOL for PK-6 - Hosting CRC One Act |
| November 25: Early Dismissal: 1:00 |
| November 26-27: No School - Thanksgiving Break |

| December 2026 |
|---------------------------------------------|
| December 22: End of Semester 1 |
| December 23 - 27: NSAA Moratorium |
| December 23-31: No School - Christmas Break |

| January 2027 |
|-------------------------------------------|
| January 1-3: No School - Christmas Break |
| January 4: No School - Teacher In-service |
| January 5: School Resumes |

| February 2027 |
|------------------------------------------------------------|
| February 3: 1:00 Dismissal; Prof. Development 1:00 - 3:40 |
| Feb. 11: P/T Conf, 2-7pm: 1:00 pm Dismissal (No school PK) |
| February 12: No School |

| March 2027 |
|------------------------------------------|
| March 1: Start of Spring Sports Practice |
| March 10: End of 3rd Quarter |
| March 11-12: No School - Spring Break |
| March 26-29: No School - Easter Break |

| April 2027 |
|---------------------------------------------------------|
| April 14: 1:00 Dismissal; Prof. Development 1:00 - 3:40 |
| April 16: Grandparent's Day: 2:30 pm Dismissal |

| May 2027 |
|----------------------------------------------|
| May 7: PK Graduation 1:00 pm |
| May 9: Graduation - Class of 2027 - 2:00 pm |
| May 19: End of Semester 2, 1:00 pm Dismissal |
| May 20: Teacher Work Day |

| January 2027 | | | | |
|--------------|----|----|----|----|
| M | T | W | T | F |
| | | | | 1 |
| 4 | 5 | 6 | 7 | 8 |
| 11 | 12 | 13 | 14 | 15 |
| 18 | 19 | 20 | 21 | 22 |
| 25 | 26 | 27 | 28 | 29 |

| February 2027 | | | | |
|---------------|----|----|----|----|
| M | T | W | T | F |
| 1 | 2 | 3 | 4 | 5 |
| 8 | 9 | 10 | 11 | 12 |
| 15 | 16 | 17 | 18 | 19 |
| 22 | 23 | 24 | 25 | 26 |

| March 2027 | | | | |
|------------|----|----|----|----|
| M | T | W | T | F |
| 1 | 2 | 3 | 4 | 5 |
| 8 | 9 | 10 | 11 | 12 |
| 15 | 16 | 17 | 18 | 19 |
| 22 | 23 | 24 | 25 | 26 |
| 29 | 30 | 31 | | |

| April 2027 | | | | |
|------------|----|----|----|----|
| M | T | W | T | F |
| | | | 1 | 2 |
| 5 | 6 | 7 | 8 | 9 |
| 12 | 13 | 14 | 15 | 16 |
| 19 | 20 | 21 | 22 | 23 |
| 26 | 27 | 28 | 29 | 30 |

| May 2027 | | | | |
|----------|----|----|----|----|
| M | T | W | T | F |
| 3 | 4 | 5 | 6 | 7 |
| 9 | 10 | 11 | 12 | 13 |
| 17 | 18 | 19 | 20 | 21 |
| 24 | 25 | 26 | 27 | 28 |
| 31 | | | | |

| Quarter Days | | |
|--------------|----------|----------|
| Q | Students | Teachers |
| 1 | 41 | 46 |
| 2 | 45 | 45 |
| 3 | 46 | 47 |
| 4 | 46 | 47 |
| | 178 | 185 |



Approved on:
 ?



Proposal

Proposal Number

2112426164

Account Number/Name

24145

SHICKLEY PUBLIC SCHOOLS

Created On

02/23/2026

Created By

Tech Admin

Thank you for creating your proposal, details are provided below. You can access this proposal from your [Apple Store for Education Institution](#) by searching proposal number 2112426164.

| Item | Product / Description | Total Quantity | Unit Price | Total Price |
|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|------------|---------------|
| 1 | MW1L3LL/A 15-inch MacBook Air: Apple M4 chip with 10-core CPU and 10-core GPU, 16GB, 256GB SSD - Midnight Specifications <ul style="list-style-type: none"> • Chip (Processor): Apple M4 chip with 10-core CPU, 10-core GPU, 16-core Neural Engine • Memory: 16GB unified memory • Storage: 256GB SSD storage • Power Adapter: 35W Dual USB-C Port Compact Power Adapter • Camera: 12MP Center Stage camera • Thunderbolt: Two Thunderbolt 4 ports • Input: MagSafe 3 charging port • Display: 15.3-inch Liquid Retina display with True Tone • Pro Apps Bundle for Education: None • Keyboard Language: Backlit Magic Keyboard with Touch ID - US English • Accessory Kit: Accessory Kit | 4 | 1,099.00 | 4,396.00 USD |
| 2 | MW123LL/A 13-inch MacBook Air: Apple M4 chip with 10-core CPU and 8-core GPU, 16GB, 256GB SSD - Midnight Specifications <ul style="list-style-type: none"> • Chip (Processor): Apple M4 chip with 10-core CPU, 8-core GPU, 16-core Neural | 12 | 899.00 | 10,788.00 USD |

Engine

- Memory: 16GB unified memory
- Storage: 256GB SSD storage
- Power Adapter: 30W USB-C Power Adapter
- Camera: 12MP Center Stage camera
- Thunderbolt: Two Thunderbolt 4 ports
- Input: MagSafe 3 charging port
- Display: 13.6-inch Liquid Retina display with True Tone
- Pro Apps Bundle for Education: None
- Keyboard Language: Backlit Magic Keyboard with Touch ID - US English
- Accessory Kit: Accessory Kit

| | | | | |
|---|-------------------------------------------------------------------------------------------------------------|----|--------|---------------|
| 3 | MW123LL/A 13-inch MacBook Air: Apple M4 chip with 10-core CPU and 8-core GPU, 16GB, 256GB SSD - Midnight | 24 | 899.00 | 21,576.00 USD |
|---|-------------------------------------------------------------------------------------------------------------|----|--------|---------------|

Specifications

- Chip (Processor): Apple M4 chip with 10-core CPU, 8-core GPU, 16-core Neural Engine
- Memory: 16GB unified memory
- Storage: 256GB SSD storage
- Power Adapter: 30W USB-C Power Adapter
- Camera: 12MP Center Stage camera
- Thunderbolt: Two Thunderbolt 4 ports
- Input: MagSafe 3 charging port
- Display: 13.6-inch Liquid Retina display with True Tone
- Pro Apps Bundle for Education: None
- Keyboard Language: Backlit Magic Keyboard with Touch ID - US English
- Accessory Kit: Accessory Kit

| | |
|---------------|----------------------|
| Subtotal | 36,760.00 USD |
| Estimated Tax | 0.00 USD |
| Total | 36,760.00 USD |

Please note that your order subtotal does not include sales tax or rebates. Sales tax and rebates, if applicable, will be added when your order is processed. Your order total may include estimated sales tax that is subject to change at the time your order is processed.

How to Order

If you would like to convert this Proposal to an order, log into your [Apple Store for Education Institution](#) and select 'Proposal' from the pull-down menu. Search for this Proposal by entering the

Proposal Number referenced above.

Note: A Purchaser login is required to order. Visit your [Apple Store for Education Institution](#) to login or create your Purchaser Apple Account.

The prices and specifications above correspond to those valid at the time the Proposal was created and are subject to change. Purchases are subject to the terms and conditions of your agreement with Apple and the Apple Store for Education Institution.

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Superintendent Pay Transparency Notice—Contract Dr. Stan Essink

Notice is hereby given that Shickley Public School has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on March 9, 2026 at 7:00 pm in the Lobby in Shickley, Nebraska.

After the 2026-2027 school year, how many years remaining on the contract.

The estimated costs to the district for the 2026/27 year and future years are listed below:

| | 2026/27 Base Pay, Additional Compensation & Benefits | 2027/28 Base Pay, Additional Compensation & Benefits per Contract | TOTAL CONTRACT COST |
|------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|------------------------------------------------------------------------------|----------------------------|
| Base Pay for the Total FTE | \$ 151,700.00 | | \$ 151,700.00 |
| Compensation for activities outside of the regular salary: | | | |
| • <i>Extended contracts / Activities outside of regular salary</i> | | | \$ - |
| • <i>Bonus/Incentive/Performance Pay</i> | | | \$ - |
| • <i>Stipends</i> | | | \$ - |
| • <i>All other costs not mentioned above</i> | | | \$ - |
| Benefits and Payroll Costs Paid by district: | | | |
| • <i>Insurances (Health, Dental, Life, Long Term Disability)</i> | \$ 30,918.40 | | \$ 30,918.40 |
| • <i>Cafeteria Plan Stipend</i> | | | \$ - |
| • <i>Cash in lieu of insurance</i> | | | \$ - |
| • <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i> | | | \$ - |
| • <i>District's share of retirement, FICA and Medicare</i> | \$ 22,713.28 | | \$ 22,713.28 |
| • <i>IRS value of housing allowance</i> | | | \$ - |
| • <i>IRS value of vehicle allowance</i> | | | \$ - |
| • <i>Additional leave days</i> | | | \$ - |
| • <i>Annuities</i> | | | \$ - |
| • <i>Service credit purchase</i> | | | \$ - |
| • <i>Association / Membership dues</i> | \$ 1,500.00 | | \$ 1,500.00 |
| • <i>Cell Phone/Internet reimbursement</i> | \$ 960.00 | | \$ 960.00 |
| • <i>Relocation reimbursement</i> | | | \$ - |
| • <i>Travel allowance/reimbursement</i> | | | \$ - |
| • <i>Mileage Allowance</i> | \$ 3,900.00 | | \$ 3,900.00 |
| • <i>Educational tuition assistance</i> | | | \$ - |
| • <i>All other benefit costs not mentioned above</i> | | | \$ - |
| Totals: | \$211,691.68 | \$ - | \$ 211,691.68 |

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT SHICKLEY PUBLIC SCHOOLS

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

Section 1. Term of Contract. The Superintendent shall be employed for a period of 1 year(s) beginning on July 1, 2026 and expiring on June 30, 2027. References to "contract year" shall mean the period from July 1st through June 30th. The Superintendent's generally expected working days shall consist of all days Monday through Friday, but generally not Saturdays and Sundays and any holidays or leave days listed in Section 11. However, the Superintendent will work all days necessary to complete the Superintendent's duties, even if those are weekend days or holidays. The Superintendent shall keep complete and accurate records of working days and shall provide the Board of Education with a report of the accumulated working days at least quarterly.

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

Section 3. Salary. The Superintendent's salary for the contract year shall be \$151,700 which shall be paid in 12 equal monthly installments beginning in the month of August 2026. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

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

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

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

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. The Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. The Superintendent is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

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

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

benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

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

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

- a. Health Insurance.** Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
- b. Dental Insurance.** Dental insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
- c. Sick Leave.** The Superintendent shall be entitled to 9 days of sick leave per year which may accumulate to a total of 45 days. Sick leave will be granted for the following reasons:
 - 1) Illness of the Superintendent.
 - 2) Illness and/or death of an immediate family member, defined as:
 - i. Parent of the Superintendent.
 - ii. Spouse of the Superintendent.
 - iii. Child(ren) of the Superintendent.
 - iv. Father-in-law of the Superintendent.
 - v. Mother-in-law of the Superintendent.
 - vi. Grandparents of the Superintendent.
 - vii. Grandparents of the Superintendent's spouse.
 - viii. Grandchild of the Superintendent.
 - ix. Brother or sister of the Superintendent.
 - x. Brother or sister of the Superintendent's spouse
 - 3) The Superintendent may use two sick days per year for bereavement. There are no limitations on the relationship of the Superintendent and the deceased.

If the Superintendent qualifies for disability pay under a long-term disability policy, the Superintendent shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of sick

days accrued and used and shall provide the Board with a report of accumulated sick days at least quarterly and upon request. The Superintendent shall not be compensated for unused days of sick leave upon the ending of employment with the District.

d. Vacation. The Superintendent shall have 20 vacation days for the initial contract year which the Superintendent may use at times the Superintendent chooses so long as the absence does not interfere with the proper performance of the Superintendent's duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the initial contract year, the Board shall give the Superintendent the number of vacation days necessary to restore the total to 20 days. For example, if the Superintendent uses 10 days of vacation in year one, the Board will provide the Superintendent with 10 days the following year to bring the total vacation days back to 20. The Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of all vacation days and shall provide the Board of Education with a report of accumulated vacation days at least quarterly and upon request. The Board may require the Superintendent to use vacation days and shall compensate the Superintendent for unused vacation days upon the conclusion of employment at a rate of \$1.00 per day.

e. Professional Development. The Superintendent is expected to continue to seek professional development and to participate in relevant learning experiences. With the approval of the Board, the Superintendent may attend appropriate professional meetings at the local, state, and regional level; and the Board will pay for valid expenses of attendance.

f. Professional Dues. The District will pay the annual dues for the Superintendent's membership in the following organizations: Nebraska Council of School Administrators and _____.

g. Holidays. The Superintendent shall receive the following holidays off without loss of pay or having to take a paid leave day: New Year's Day, Memorial Day, Fourth of July, Labor Day,

Thanksgiving Day, and Christmas Day. Additionally, the day after Thanksgiving and the days between Christmas Day and New Year's Day are paid leave days.

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

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

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

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

December Board meeting during each year of this contract; and provide the Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

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

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

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

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

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

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

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

Executed by the Board this _____ day of _____, 2026.

President, Board of Education

Secretary, Board of Education

Executed by the Superintendent this _____ day of _____, 2026.

Superintendent

SERVICE ANIMALS AND THERAPY DOGS

The Board recognizes that service animals may be used to provide assistance to some persons with disabilities. This policy governs the presence of service animals in the schools, on school property, including school buses, and at school activities.

A service animal is a dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. Other species of animals are not service animals for the purposes of this definition, though miniature horses are entitled to similar treatment in certain circumstances.

The service animal must perform tasks or do work for the individual with a disability. The work or tasks performed by a service animal must be directly related to the individual's disability, such as:

- Assisting individuals who are blind or have low vision with navigation and other tasks,
- Alerting individuals who are deaf or hard of hearing to the presence of people or sounds,
- Providing non-violent protection or rescue work,
- Pulling a wheelchair,
- Assisting an individual during a seizure,
- Alerting individuals to the presence of allergens,
- Retrieving items such as medicine or the telephone,
- Providing physical support and assistance with balance and stability to individuals with mobility disabilities, and
- Helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors.

Excluded from the lists of acceptable tasks or work performed by a service animal are:

- The crime deterrent effects of an animal's presence, or
- The provision of emotional support, well-being, comfort, or companionship.

When determining whether an animal qualifies as a service animal, school officials may ask the individual with a disability only two questions:

1. Whether the animal is required because of a disability; and
2. What task or work the animal has been trained to do.

These questions may not be asked if it is readily apparent that the individual has a disability or that the animal is trained to do work or perform tasks for the individual with

Approved:

Reviewed: 9-12-2016

Revised:

a disability. School officials may not ask about the nature or extent of a person's disability, nor can a request be made to produce a certificate establishing the dog's qualification as a service animal.

The service animal must remain well-behaved and under control at all times at school. The service animal must have a harness, leash or other tether unless it cannot be used by the person in control because of a disability or if it would interfere with the service animal's performance. In either case, the animal must still be under control by way of voice controls, signals or other means.

Individuals with disabilities are permitted to be accompanied by a service animal in all areas of the district's facilities where members of the public, participants in services, programs, or activities are normally allowed to go. If the service animal has a separate handler, that individual shall also be allowed access to facilities. At events for which an attendance fee is charged, there shall be no additional fee for the service animal.

The district may remove or exclude a service animal from district facilities if:

1. The animal is out of control and the animal's handler does not take effective action to control it;
2. The animal is not housebroken;
3. The presence of the animal poses a direct threat to the health or safety of others;
- or
4. The presence of an animal would require a fundamental alteration to the service, program or activity of the district.

In the case of removal of a service animal from the premises, the individual with a disability shall still be provided with the opportunity to participate in the service, program, or activity without the service animal.

The person in control of the service animal, and not the school district, is responsible for caring for the dog's needs. This includes any feeding, exercising, and clean up. The district may charge for any property damage caused by the service animal provided the district normally charges individuals for damage they cause.

Therapy Dogs

A therapy dog is one that is used to provide emotional support, well-being, comfort, or companionship to students. Such dogs are generally not intended for the personal use of district students or employees and will only be approved at the discretion of district administration and counselors for their intended purpose. Prior to the consideration of the

use of a therapy dog by an individual student, administration, and counselors shall consult with the student's parent/guardian and the student's health care provider.

In the case of considering the routine use of a therapy dog by an individual student, the limitations stated above for service animals will also apply to therapy dogs. In addition the school will require that the therapy dog's owner must provide to the district a proof of vaccinations received by the therapy dog as determined by and signed by a veterinarian, for the district's files. These records shall be maintained in the district's files. The therapy dog must be spayed or neutered. The therapy dog must show no aggression toward people or other animals and must not bark or make other distracting noises while in school. The therapy dog may not interfere with the educational process of any student.

The district may also require that the therapy dog has been obedience tested and certified as Canine Good Citizens by the American Kennel Club (AKC) and certified for temperament as a therapy dog with a specific handler by the AKC and supply supporting documentation of such certification satisfactory to the superintendent. The district shall maintain copies of current certifications in its files.

Legal Reference

ADA of 1990, 28 CFR Part 35

ADA of 1990, 42 USC Sec. 12101 et seq.

Section 504 of the Rehabilitation Act, 29 USC Sec. 794

TEST OR ASSESSMENT ADMINISTRATION

1. State Assessments.

The district has adopted an assessment plan and has aligned the curriculum with the state approved content standards. The assessment plan includes a schedule and procedures for assessing success in achieving state standards.

Teachers are to clearly articulate the learning targets and align instruction to the learning targets within each of the content standards. Teachers are to give students instruction on the content prior to students being assessed on each content standard in order to provide learning opportunities for all students.

The assessments are to be conducted in accordance with the assessment plan schedule. Teachers are to conduct the assessments in a manner that assures it accurately assesses whether or not students are meeting the targets outlined by the content standards.

Assessment results are to be reported by the teachers in the manner and within the time directed by the administration or designee. The assessment data is to be used to meet state standards, to provide students and parents with information about student progress, to enhance school improvement planning, and to improve instruction. The assessment data is to be evaluated by teachers to monitor student learning and to improve instruction or terminate ineffective teaching practices to ensure students are being given the opportunity to meet the standards.

The superintendent, in directing the assessment system, shall hold administrators and staff accountable to:

- a. follow appropriate security procedures;
- b. use the assessments identified within applicable curriculum guides;
- c. use assessment data to monitor student learning;
- d. use assessment data to differentiate instruction where appropriate;
- e. provide students and parents with information about student progress;
- f. use assessment data for school improvement planning; and
- g. use assessment data to adjust, improve, or terminate ineffective teaching practices.

2. Achieving Valid Assessments.

Approved:

Reviewed:

Revised: 9-12-2016

Educators are responsible for maintaining the integrity of the assessments to ensure that assessments provide a valid measure of student progress and accomplishments. Educators are not to engage in any practice that may result in assessment results that do not reflect student learning, knowledge, skills or abilities in the area assessed.

For purposes of this policy, student assessments include both “standardized assessments” (including state assessments, norm referenced tests, and evaluations conducted for special education eligibility) and “coursework assessments” (e.g., classroom tests, quizzes, and other evaluative tools used to assign grades).

The following specific assessment expectations and rules apply:

- a. Integrity of the Assessment Instrument. The integrity of the assessment instrument is to be maintained. Administrators shall establish and monitor the chain of custody, limiting and recording who has custody of the testing materials and ensuring they are kept in a secure location when not being administered.
 - i. Standardized Assessments. Standardized assessment instruments are not to be made available to students at any time before the student takes the assessment. The assessment instrument is to be maintained in a secure manner.
 - ii. Coursework Assessments. Coursework assessment instruments are to be periodically modified to keep the assessments current and prevent students from effectively using “test banks.” For coursework assessments that are given on a repeat basis to students at different times (e.g., a test that is given to students throughout the school day), the educator is to remind students to not share the content of the assessment with students who will be taking the assessment later.
- b. Teaching for Success on Assessments.

It is appropriate for educators to prepare students to do well on assessments. This is to be accomplished in a manner that assures the assessment accurately reflects the student’s knowledge, and not simply test preparation.

- i. Teach the Content. Educators are to prepare students to do well on assessments by teaching the subject content. Educators are not to “teach to the test” by teaching based solely on the content of the assessment. The content is to be taught to the students over an appropriate amount of time prior to the assessment. “Cramming” assessment content just before the assessment is to

be taken is not appropriate. Review of content previously taught is appropriate.

- ii. Practice Tests. Educators are to prepare students by teaching test taking skills independent of the subject matter being assessed. Educators are not to conduct reviews (drills) using earlier (no longer published) versions of the same test, using alternate (parallel) forms of the same published test, or using actual items from the current form of a standardized test that will be administered to students. Educators are not to conduct reviews (drills) using items of identical format (for example, multiple choice) to the exclusion of other formats.
- c. Conditions for Successful Assessments.
- i. Communications. Educators are to communicate to students and parents when assessments will be administered, the purpose of the assessment and how the assessment results will be used. Educators are to motivate students to do their best on assessments. Educators are to read and be familiar with assessment administration directions in advance and communicate the rules to students accurately and clearly.
 - ii. Climate. Educators are to have sufficient assessment materials available (e.g., No. 2 pencils, if needed). The classroom is to be arranged to allow comfortable seating. Distractions are to be eliminated. Educators in nearby classrooms are to be informed that the assessment is to be administered so noises from neighboring classrooms are kept at a minimum. Activities or arrangements are to be made for students who finish early so such students do not cause a distraction to other students still taking the assessment.
 - iii. Security. Educators are to monitor students while administering assessments to ensure students are complying with standards of academic integrity. Students who violate standards of academic integrity are to be reported to the administration.
- d. Full Participation. Educators are to make efforts to have all eligible students take the assessments. The educator should develop a list of students who will be exempted from assessment and the reason for the exemption and submit the list for review and approval by the Principal.
- e. Assistance During Assessments.

- i. Standardized Assessments. Educators are not to provide assistance to students while a standardized assessment is being administered except as provided for in a student's 504 Plan or IEP. Educators are expected to follow best professional practices in administering the assessment to prevent testing irregularities. This includes giving "hints," giving extra time, reading the tests to students or defining or pronouncing words for students, allowing students access to instructional material related to the content of the assessment (e.g., displaying a map during a social studies assessment) or allowing students access to mechanical aids (e.g., calculators).
 - ii. Coursework Assessments. For coursework assessments, students may be allowed access to instructional materials or mechanical aids only when all students being given the assessment are given the aids and use of the aids does not hinder the students from learning the content of the lesson.
- f. Student Answers. Assessments are to reflect the students' work as submitted by the students. During the assessments, educators are to monitor students to make sure directions are being followed (~~e.g., students are using a No. 2 pencil on all "bubble" sheet assessments and completely erase mistaken answers and extra marks on "bubble" sheet assessments~~). Educators are not to change answers on a student's assessment sheet or otherwise participate in the submission of false or misleading assessment results.

Violations of the rules and expectations set forth in this policy will be considered to be a breach of the District's standard of ethics and may result in disciplinary consequences. Educators are to report suspected violations of the expectation to the administration. The administration is to investigate and appropriately respond to violations of the expectations.

A staff member found to have committed testing irregularities shall be subject to discipline in accordance with law and Board policy. If the individual is a certified staff member, the Superintendent shall make a timely report to the Nebraska Professional Practices Commission.

Legal Reference: NDE Rule 10-005

Cross Reference: 611 Academic Achievement
1005.02 Parent Relations Goals

PARENT CONFERENCES

Parent-teacher conferences will be held each semester at the elementary and **middle secondary** school to keep the parents informed.

Parents, teachers, or principals may request a conference for students in grades kindergarten through twelve in addition to the scheduled conference time. Parents and students are encouraged to discuss the student's progress or other matters with the student's teacher.

Cross Reference: 507 Student Records

Mrs. Eberhardt's March Board Report

Fillmore County Spelling Bee Results: We Win again!

Our students demonstrated incredible poise, preparation, and academic rigor at the recent Spelling Bee competition. Their performance was a true reflection of their dedication to excellence and the high standards they set for themselves.

CLSD: Seward Visit:

Through our CLSD grant work, Greg and I traveled to Seward to observe their school-wide literacy system in the elementary. Seward has implemented a structured "WIN" time (What I Need) designed around MTSS decision rules.

Students are grouped based on screening data and progress monitoring results, and groups are reorganized approximately every three weeks. This time is used for both intervention and enrichment, addressing academic and behavioral needs. Their structured approach has contributed to measurable gains in reading achievement, and it provided valuable insight as we continue refining our own MTSS systems.

5-8 Music Contest at Davenport:

To say our students performed exceptionally well at the Davenport Music Contest would be an understatement. Under Mrs. Uhing's leadership, students dedicated significant time to preparation and rehearsal. Their ratings and feedback clearly reflect the talent, discipline, and commitment of our music program. We are very proud of their accomplishments.



Parent Teacher Conferences:

Parent-Teacher Conferences were very successful. Teachers reported strong attendance, and conversations with families were productive and meaningful. It was encouraging to see such positive parent engagement and collaboration in support of student growth.

PreK/Kindergarten Sneak Peak:

Parents were invited to our open house to complete enrollment paperwork and meet the teachers, while students had the opportunity to visit their future classrooms and become familiar with staff. The Preschool and Kindergarten teams did an outstanding job organizing materials and preparing paperwork for families, making the process smooth,



efficient, and welcoming. To support a seamless transition from PreK to Kindergarten, staff collaborated on several joint activities. For the last few weeks PreK students have been eating lunch on Wednesdays with Kindergarten buddies and going to recess. These intentional transition efforts help build familiarity, confidence, and positive relationships before the new school year begins.

Read Across America Week:

We celebrated Read Across America with a full week dedicated to literacy activities. Teachers and staff read to students throughout the week, reinforcing the importance of reading across all grade levels. It was a wonderful opportunity to celebrate literacy and foster a love of reading. Mrs. Menke organized fun games, activities and challenges for students and staff to participate in, while Mrs. Dewees did some shirt shopping for the elementary teachers.



Dorchester Vists (2 Days)

We hosted teachers from Dorchester for a two-day visit to observe our reading curriculum in action. Once again, it was exciting to showcase our instructional practices and core literacy framework. We understand that McCool is considering purchasing the updated version of our reading curriculum, and we are hopeful Dorchester will move in the same direction.

FFA Donut Days:

Our FFA chapter sponsored "Donut Days," and I was pleasantly surprised by the level of parent support. Families generously purchased donuts for our K-6 classrooms, ensuring that every student was able to enjoy one. This event is a wonderful reflection of the strong partnership we have with our parents and community members. It was a simple yet meaningful way to build community and foster positive connections between students, families, and our school.

NAEP Testing

Our 4th grade students recently participated in NAEP (National Assessment of Educational Progress) testing. This assessment provides valuable national data and allows us to compare how our students perform relative to peers across the country. We received positive feedback regarding our students' behavior, as they were respectful and cooperative with the test coordinator throughout the process.

Upcoming Events:

March 17th: Stem Days: 1st -3rd grades

March 18th: Stem Days: 4th-6th grades

March 23rd: Solutions Tree: MTSS training at ESU6

March 31st: Animals Inside Out Day: 6th Grade to Deshler



The Purple Team won February's PBIS challenge by turning in the most tickets. Here are a few members enjoying their Root Beer floats
Preschoolers out enjoying the 70 degree day



Principal Report - March 2026 Board Meeting

- History - Junior high students showed great team cohesion while at InVenture Day. Students worked together on achieving small team goals that resulted in presenting business pitches at the end of the day.
- English - Working on Speeches with 7th and 8th grade. Great work from the 7th grade. 7th Grade is ahead of schedule. Quality writing is being shown across the board.
- P.E. - High School weights classes will be maxing out over the next few weeks. There has been leadership improvement from the Junior High students in helping to keep classmates accountable.
- Agriculture - 8th grade is covering Row Crops and enjoying that. 9th Grade is working well on their Agriscience Fair projects and working hard to complete.
- Counselor—Students are working on ACT English prep daily in 11th grade.
- Careers—9/10 starting food truck competitions soon; 11/12 going out to job shadows; 11th—UNL college visit March 4 & Regional Career Fair March 10th.
- Art: Created a robot with the digital printer that is working and functional.
- Resource: Seniors getting plans in place for graduation - Many students are hitting individual goals.
- Math: Algebra class has shown great improvement in Factoring Equations. Students are taking ownership of their classes.
- Business: Entrepreneurship class is beginning to work on creating a business plan. This class has multiple grade levels in it as an elective.
- Science: Groups working toward Science Fair projects.
- Band/Music: Students were preparing for the Davenport Music Contest and experienced much success.