

**Wynot Public School
Board of Education Meeting
October 15, 2025
Wynot, Nebraska
"Where Everybody is Somebody"**

The subjects to be discussed or considered, or upon which any formal action may be taken, are as follows: (Items do not have to be taken in the same order as listed.)

Closed/Executive Session: If, during the course of the meeting, a discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.

- I. Opening the Meeting**
 - I.A.** Call to Order: The regular meeting of the Wynot Public School District Board of Education is called to order on October 15, 2025, at 6:00 p.m., in Board Room # 108, Wynot Public Schools
 - I.B.** Nebraska Open Meeting Law-posted in board room
 - I.C.** Publication of Meeting (Policy 204.03)
 - I.D.** Board Member Roll Call: (per policy excused/unexcused)
 - I.E.** Pledge of Allegiance
- II. Approval of the Agenda**
- III. Public Comment**
- IV. Presentations**
 - IV.A.** MTSS Update: Zoey Wieseler and Kim Francis
- V. Information Items Reports**
 - V.A.** Superintendent Report
 - V.B.** Principal Report
 - V.C.** Upcoming Events
 - V.C.1.** November 19-21: State Education Conference - Omaha "Out of the Public Schools Grows the Greatness of the Nation"
November 21 @ 8:00 AM on Friday in Omaha: Delegate Assembly
 - V.C.2.** January 25-31, 2026: School Board Member Week in Nebraska
 - V.D.** Board Committees
 - V.D.1.** **Negotiations:** Review Collective Bargaining Timeline (on or before Nov 1, Negotiations shall begin)
- VI. Consent Agenda:** Unless removed from the consent agenda, items identified within the consent agenda will be acted on one time.
 - VI.A.** minutes of the September 10, 2025, Budget Hearing, Levy Setting Hearing and the regular meeting of the board of education; the minutes from the September 25, 2025, Levy Setting Hearing and Special Meeting minutes; the Treasurer's Report; the General Fund bills in the amount of \$341,591.55 which includes payroll; the School Food bills in the amount of \$22,479.41 which included payroll and the Depreciation Fund in the amount of \$8,536.00.
 - VI.B.** Financial Reports, Claims, and Account (Policy 704.05)
- VII. Discussion Items**

VII.A. Update on exploration of converting facilities at 105 East 7th Street to early childcare center.

VII.B. Update on New Facilities Proposal and Bond Exploration

VII.C. Review Superintendent Evaluation Timeline

VIII. Action Items

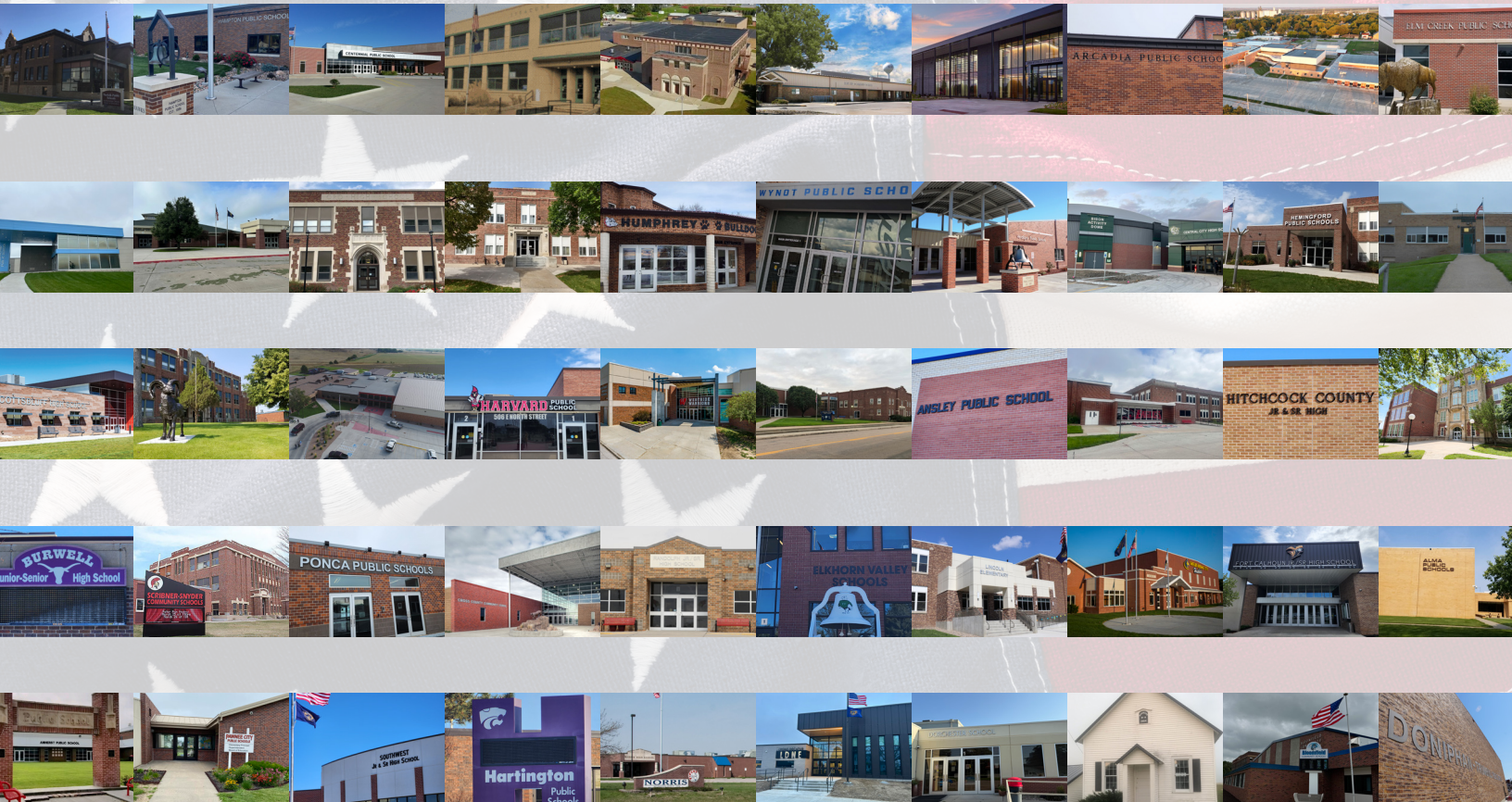
VIII.A. Discuss, consider, and take all necessary action to enter into an agreement with Carlson West Povondra Architects, Inc., for professional design services in connection with a school facilities improvement project.

IX. Adjourn

Next board meeting- November 12 at 6:00 PM

2025 State Education Conference

November 19-21 - CHI Health Center - Downtown Omaha



“Out of the Public Schools
Grows the Greatness of the Nation”
— Mark Twain



REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025

To register, go to www.NASBOnline.org

Log in using your email and password, and click the 'Events' tab to register.



Registration fees for the conference are as follows:
 REGISTRATION SEPTEMBER 10 - NOVEMBER 7
 PRE-CONFERENCE REGISTRATION
 CANCELLATION FEE (PRIOR TO 11/7)
 (No refunds after the registration deadline)

\$350	LATE-REGISTRATION NOVEMBER 8 - ON-SITE	\$400
\$100	NON-MEMBER	\$900
\$150	<i>(Substitutions are done at no charge)</i>	

Hotel Reservations

TO RESERVE ACCOMMODATIONS AT THE CONFERENCE HOTELS YOU MUST FIRST REGISTER FOR THE CONFERENCE AS DESCRIBED ABOVE.

To qualify for a room, you must first register for the Conference.

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until 10:00 AM CT, Wednesday, September 24, 2025

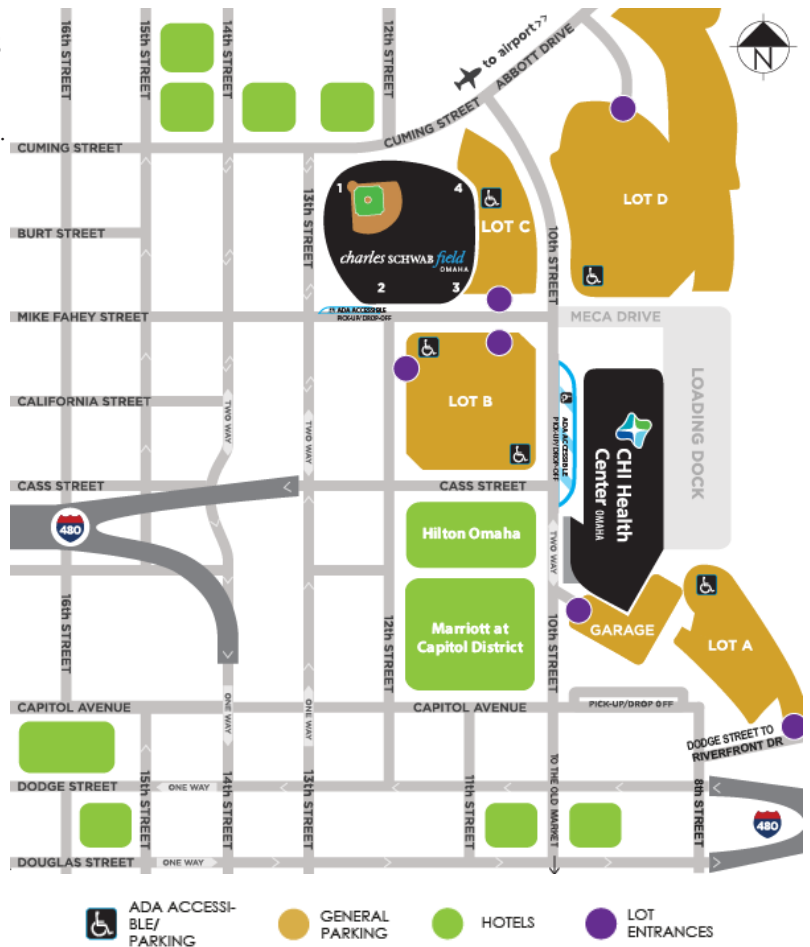
SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 24, 2025.

THE OMAHA CONVENTION & VISITORS BUREAU WILL ACT AS THE HOUSING AGENT FOR ALL PROPERTIES.

Hilton Omaha - 1001 Cass Street
 \$161 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 29, OR UNTIL FULL

Omaha Marriott Downtown - 222 North 10th Street
 \$164 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 28, OR UNTIL FULL

A RESERVATION AT ONE OF THE ABOVE IS NOT REQUIRED TO ATTEND THE STATE EDUCATION CONFERENCE



WEDNESDAY, NOVEMBER 19

Pre-Conference Sessions
1:00 to 4:00 PM

Exhibitor Reception
4:00 to 5:30 PM

THURSDAY, NOVEMBER 20

Board Member Boot Camp
7:00 to 8:00 AM

Opening Keynote Speaker
8:15 to 9:30 AM

A - Breakout Sessions
9:45 to 10:45 AM

B - Breakout Sessions
11:15 AM to 12:15 PM

Thursday Luncheon Keynote Speaker
12:30 to 2:00 PM

C - Breakout Sessions
2:15 to 3:15 PM

D - Breakout Sessions
3:30 to 4:30 PM

FRIDAY, NOVEMBER 21

Classroom Showcase
8:00 to 11:30 AM

NASB Delegate Assembly
8:00 to 9:30 AM

NASA Membership Meeting
8:00 to 9:30 AM

E - Breakout Sessions
9:15 to 10:15 AM

F - Breakout Sessions
10:30 to 11:30 AM

Friday Luncheon Keynote Speaker
11:45 AM to 1:15 PM

19th

DAY 1

WEDNESDAY, NOVEMBER 19, 2025

NASB LEGISLATION COMMITTEE MEETING

NASA EXECUTIVE BOARD MEETING

PRE-CONFERENCE SESSIONS

EXHIBITOR RECEPTION

NASB BOARD MEETING

20th

DAY 2

THURSDAY, NOVEMBER 20, 2025

BOARD MEMBER BOOT CAMP

OPENING & LUNCHEON KEYNOTE SPEAKERS

SUPERINTENDENT OF THE YEAR RECOGNIZED

BREAKOUT SESSIONS (A, B, C & D)

21st

DAY 3

FRIDAY, NOVEMBER 21, 2025

NASB DELEGATE ASSEMBLY

NASA MEMBERSHIP MEETING

CLASSROOM SHOWCASE

BREAKOUT SESSIONS (E & F)

SCHOOL BOARD MEMBER OF THE YEAR PRESENTED

CLOSING KEYNOTE SPEAKER

ADJOURN



REDEFINE IMPOSSIBLE

JAMES LAWRENCE

THURSDAY MORNING OPENING SPEAKER - 8:15 TO 9:30 AM

Known as The Iron Cowboy for the signature cowboy hat he wears while running races so his five kids can see him coming from far away, James Lawrence is an ultra-endurance athlete who has pushed himself beyond what many doctors previously believed to be physiologically possible. In so doing, he has redefined both mental toughness and physical endurance. James spent a decade in the mortgage and finance business before losing it all in the financial crisis of 2008. At rock bottom, his career as the greatest endurance athlete on the planet started quite humbly, struggling to complete a local 4-mile fun run with his wife, Sunny. Inspired by that experience, on that day he learned a lesson that has served him well ever since. "I quickly realized that 'hard' looks different for everyone. Back then, four miles was really difficult for me. But I learned that one of the most important things in life is simply showing up." Today, James is one of the most dynamic, inspiring, larger-than-life keynote speakers in the world, is a best-selling author and the subject of a critically acclaimed feature film. He continues to redefine the impossible in his own life, while teaching audiences around the world to do the same in their own lives.



THRIVING AS A TEAM WITH THE 3 C'S

DR. JERMAINE DAVIS

THURSDAY LUNCHEON SPEAKER - 12:30 TO 2:00 PM

Dr. Jermaine's presentation "Thriving as a Team" will bring a new and fresh perspective to your team. His guidance will help your team focus on keeping "the main thing the main thing." Courageous conversations, cohesive cooperation, and committed collaboration are possible! Applying his practical and down-to-earth Dump Your Slump Model & Research, Dr. Jermaine's leadership expertise is rooted in his professional experience, academic research, and personal journey, giving him a real-world perspective that resonates. Born and raised in the Henry Horner Housing Projects on Chicago's West Side, Dr. Jermaine learned early that resilience wasn't just a skill—it was a necessity to survive and thrive. After losing six family members, including his youngest brother, Lil' Greg, to violence, he made a promise to break the cycle. Through mentorship, education, and determination, he became the first in his family to graduate from college, earning a B.A. in Speech Communication, an M.A. in Speech Communication, and a Doctorate in Organizational Leadership.



INVISIBLE THREADS: PRIVACY IN THE WORLD OF AI

JOE TOSCANO

FRIDAY LUNCHEON SPEAKER - 11:45 AM TO 1:15 PM

Joe Toscano is an award-winning designer, author of Automating Humanity, and former Google consultant who left the tech industry over concerns about data misuse. Now based in Omaha, he works globally to promote ethical innovation, support privacy legislation, and raise awareness about the dark side of big tech. You may recognize Joe from Netflix's The Social Dilemma, his TEDx Talk "Want to work for Google? You already do," or his appearances on major news outlets. In "Invisible Threads," Joe explores the critical intersection of privacy and AI. He reveals how modern data flows impact our lives, highlights the ethical challenges of AI, and offers forward-thinking solutions to protect privacy in a connected world. This talk is essential for anyone shaping or navigating the digital future.

"Out of the Public Schools Grows the Greatness of the Nation"

Pre

PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 19 - 1:00 TO 4:00 PM

YOUR DEPARTMENT OF EDUCATION: UNWRAPPED

Understanding the roles of the Nebraska Department of Education and the U.S. Department of Education as they relate to local schools can be confusing. During this pre-session opportunity, staff members of the Nebraska Department of Education will engage participants with knowledge and information sharing on the balance of federal, state, and local education policymaking. We will discuss the key roles the Nebraska Department of Education plays, share priority areas from a new strategic planning process, and discuss how changes at the federal level could impact Nebraska schools and students. Topics will include state and federal finance policy, state and federal requirements for assessment and accountability, accreditation and teacher certification, and much more.

PRESENTERS: Nebraska Department of Education staff

UTILIZING EFFECTIVE SUPERINTENDENT EVALUATION AND BOARD SELF-ASSESSMENT TO SUPPORT STUDENT SUCCESS

Designed for both boards and superintendents, this session will strengthen governance through effective superintendent evaluation, meaningful board self-assessment, intentional relationship-building, and building a district-wide foundation based on common values. Learn how to design an evaluation process that fosters professional goals, clarifies board expectations, and builds trust and cohesion. Explore "trust accelerators" to enhance collaboration, improve decision-making, and provide constructive feedback that supports growth and shared commitment to student success. Leave equipped with practical strategies and resources to enhance board-superintendent collaboration and sustain long-term student outcomes.

PRESENTERS: Troy Loeffelholz - NCSA; Stacie Higgins - NASB



JOIN US!!! EXHIBITOR RECEPTION WEDNESDAY, NOVEMBER 19 - 4:00 TO 5:30 PM



Register now at www.NASBonline.org



SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE THURSDAY LUNCHEON

Previous Winners Include:

- | | | |
|---------------------------------------|---------------------------------------|--|
| 2025 - MELISSA POLONCIC, DC WEST | 2012 - BILL MOWINKEL, GRAND ISLAND NW | 1999 - KENNETH ANDERSON, HASTINGS |
| 2024 - ANDY RIKLI, PAPILLION LA VISTA | 2011 - MIKE CUNNING, HERSHEY | 1998 - KEN BIRD, WESTSIDE |
| 2023 - MARK LENIHAN, WAYNE | 2010 - KEITH LUTZ, MILLARD | 1997 - RICK BLACK, CONESTOGA |
| 2022 - TERRY HAACK, BENNINGTON | 2009 - STEVE RECTOR, SOUTH SIOUX CITY | 1996 - GARY HAMMACK, KEARNEY |
| 2021 - JIM SUTFIN, MILLARD | 2008 - LARRY RAMAEKERS, AURORA | 1995 - MARTIN PETERSEN, ALLIANCE |
| 2020 - MARK ADLER, RALSTON | 2007 - ROGER BREED, ELKHORN | 1994 - VANDLE PHILLIPS, SOUTH SIOUX CITY |
| 2019 - MIKE TEAHON, GOTHENBURG | 2006 - RICHARD EISENHAUER, LEXINGTON | 1993 - FRED BELLUM, COLUMBUS |
| 2018 - JOHN SKRETTA, NORRIS | 2005 - ROY BAKER, NORRIS | 1992 - GLENN LARSEN, ADAMS CENTRAL |
| 2017 - CAROLINE WINCHESTER, CHADRON | 2004 - DAN ERNST, WAVERLY | 1991 - NORBERT SCHUERMAN, OMAHA |
| 2016 - JAY BELLAR, BATTLE CREEK | 2003 - RANDY NELSON, NORFOLK | 1990 - DOUG CHRISTENSEN, NORTH PLATTE |
| 2015 - BRIAN MAHER, KEARNEY | 2002 - PHILIP SCHOO, LINCOLN | 1989 - DONALD STROH, MILLARD |
| 2014 - STEVE BAKER, ELKHORN | 2001 - KEITH ROHWER, NEBRASKA CITY | |
| 2013 - KEVIN RILEY, GRETNA | 2000 - STEVE JOEL, BEATRICE | |



ANN MACTIER - SCHOOL BOARD MEMBER OF THE YEAR WILL BE PRESENTED AT THE FRIDAY LUNCHEON

Previous Winners Include:

- | | | |
|--|------------------------------------|---------------------------------------|
| 2024 - BRAD WILKINS, AINSWORTH | 2017 - BONNIE HINKLE, GRAND ISLAND | 2010 - KIM FASSE, ELKHORN |
| 2023 - ALLISON WELCH, CONESTOGA | 2016 - TERRI HAYNES, CHADRON | 2009 - RON PEARSON, ESU #3 |
| 2022 - MARCIA MAHON, SOUTH SIOUX CITY | 2015 - LINDA RICHARDS, RALSTON | 2008 - SANDRA JENSEN, OMAHA |
| 2021 - STEVE KOCH, HERSHEY | 2014 - BRAD KRIVOHAVEK, NORFOLK | 2007 - JOHN HANSEN, BELLEVUE |
| 2020 - MARIAN HOLSTEIN, WINNEBAGO | 2013 - PATTY BENTZINGER, NORRIS | 2006 - FRED TAFOYA, PAPILLON-LA VISTA |
| 2019 - VALERIE FISHER, PAPILLON-LA VISTA | 2012 - KATHY BARTEK, FALLS CITY | 2005 - WAYNE ERICKSON, WISNER-PILGER |
| 2018 - KATHY DANEK, LINCOLN | 2011 - JULIE AGARD, KEARNEY | 2004 - ANN MACTIER, OMAHA |



BOARDSMANSHIP



CAREER & COLLEGE READINESS



COMMUNITY ENGAGEMENT



CURRICULUM



ESU



FACILITIES



LEGAL & POLICY



LEGISLATIVE & ADVOCACY



MANAGEMENT/ADMINISTRATION



NEW BOARD MEMBER/NEW SUPERINTENDENT



SAFETY



STUDENTS/EARLY CHILDHOOD



TECHNOLOGY



WELLNESS & RETENTION

“Out of the Public Schools Grows the Greatness of the Nation”

THURSDAY

- A1** LEGISLATIVE UPDATE
- A2** DUAL CREDIT AND WORKFORCE PREPARATION
- A3** PUBLIC COMMENT UNDER THE OPEN MEETINGS ACT
- A4** LEADERSHIP, CULTURE AND COMMON LANGUAGE
- A5** BOARD MEMBER PERSONAL LIABILITY
- A6** HONORS COURSE ENROLLMENT AND SUCCESS
- A7** ENHANCE COMMUNICATION W NON-ENGLISH FAMILIES
- A8** ELEVATING BOARD LEADERSHIP
- A9** PARTNERSHIPS TO COMBAT THE TEACHER SHORTAGE
- A10** SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT
- A11** THE ROLE OF THE ATHLETIC ADMINISTRATOR

- B1** Q & A WITH NSAA
- B2** SUPERINTENDENT PANEL - "A DAY IN THE LIFE"
- B3** HANDLING CLOSED SESSION CORRECTLY
- B4** COMMUNITY PARTNERSHIPS WITH A PURPOSE
- B5** PAIN IN THE APP, V. 11.0
- B6** DEVELOPING NEBRASKA'S FUTURE EDUCATORS
- B7** DESIGN, CONSTRUCTION, FINANCE, AND MORE
- B8** STRENGTHENING BOARD & SUPERINTENDENT LEADERSHIP
- B9** EMPOWERING STUDENTS THROUGH SUMMER LEARNING
- B10** CELL PHONES OFF
- B11** TRANSFORMING SCHOOL CULTURE

- C1** STUDENT VOICES
- C2** THINGS YOU NEED TO KNOW AS AN ESU BOARD MEMBER
- C3** NEGOTIATIONS FOR BOARD MEMBERS
- C4** WHY YOUR SCHOOL STORY MATTERS!
- C5** BARGAINING & CONTRACT CONSIDERATIONS
- C6** A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP
- C7** SCHOOL FINANCE REVIEW COMMISSION UPDATE
- C8** COMMUNITY-CENTERED STRATEGIC PLANNING
- C9** EMPOWERING STUDENTS IN SCHOOL MEDIA
- C10** AN EVOLVING TECHNOLOGICAL LANDSCAPE
- C11** ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

- D1** LISTENING SESSION W/ MEMBERS OF THE STATE BOARD
- D2** EHA BENEFITS UPDATE
- D3** GLOBAL INSIGHTS
- D4** TEACHER APPRENTICESHIP
- D5** HOT TOPICS WITH KAREN & JIM
- D6** NCSA 3-YEAR MENTORING PROGRAM
- D7** UNDERSTANDING HUMAN TRAFFICKING
- D8** HOW FOUNDATIONS UNITE TO SUPPORT

FRIDAY

- E1** POSITIVITY PROJECT: THE '80S MIX TAPE VERSION
- E2** BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS
- E3** TEACHER SHORTAGE: RECRUITING, AND ONBOARDING
- E4** CREATING A CULTURE OF ATTENDANCE
- E5** TRENDS IN DISABILITY LAWS
- E6** ADDRESSING THE TEACHER SHORTAGE
- E7** INCORPORATING AI RESOURCES WITHIN SCHOOLS
- E8** USING DATA TO DRIVE ACCOUNTABILITY & SUCCESS
- E9** RENEWED 'TUDE (RESILIENT EDUCATORS)

- F1** SUPERINTENDENT SHORTAGES & INCREASED INTERIMS
- F2** RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, ETC
- F3** GENERATIVE AI IN PUBLIC SCHOOLS
- F4** FILLING THE ED PIPELINE
- F5** CONSTRUCTION DELIVERY METHODS
- F6** CULTIVATING A CULTURE OF COLLABORATION
- F7** CO-TEACHING: CHATGPT & ME
- F8** STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

BOARD MEMBER BOOT CAMP

THURSDAY, NOVEMBER 20 - 7:00 TO 8:00 AM

ROLES, RESPONSIBILITIES, AND CHARACTERISTICS OF EFFECTIVE GOVERNANCE

Start your day with a continental breakfast and an interactive Bootcamp for all board members and superintendents too! Move through the eight engaging stations, each highlighting a key characteristic of an effective board from governance vs. management to fostering accountability and actionable tools to take back to your district. This session serves as a warmup for Breakout Session A8: Elevating Board Leadership: Effective Board Governance = Student Success where we move from the "what" of board work to the "how" of focusing on measured student success. Register for the Bootcamp through the QR Code:



A

A - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 9:45 TO 10:45 AM



A1 LEGISLATIVE UPDATE - 2025 LEGISLATIVE RECAP AND LOOK TO 2026

Join Colby and Mike for a dive into what the Legislature accomplished in 2025 and a look at what is in store for 2026. New policy mandates, option enrollment discussion, retirement and benefit changes, and direction of school finance will all be discussed.

PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA



A2 DUAL CREDIT AND WORKFORCE PREPARATION: THE TRANSFORMATIVE POWER OF THE CAREER ACADEMY

The Career Academy is a joint venture between Lincoln Public Schools and Southeast Community College. TCA provides academic and real-world experiences to high school juniors and seniors through high school and dual credit courses. We'll share innovative models that integrate high school academics with industry-relevant skills, creating pathways to immediate employment and higher education; and showcase data-driven outcomes that highlight strategic partnerships between schools and businesses that address critical workforce gaps. This presentation will empower attendees to implement and expand dual credit initiatives, ensuring students graduate with the skills demanded by today's job market.

PRESENTERS: Annie Mumgaard, Josh Jones & John Skretta - Lincoln Public Schools



A3 PUBLIC COMMENT AND LEGAL CONSIDERATIONS UNDER THE OPEN MEETINGS ACT

In this session, we will walk through public comment as prescribed by the Open Meetings Act. Then, we will walk through real-world examples and how boards should handle both simple and complicated scenarios under the Open Meetings Act.

PRESENTERS: Justin Knight - Perry Law Firm



A4 CONTROL THE CONTROLLABLES THROUGH LEADERSHIP FOCUSED ON CULTURE AND COMMON LANGUAGE

Attendees will hear how Westside Community Schools is focused on controlling what we can control through leadership, collaboration, and an emphasis on district culture. We will share ideas on how to create common language and a mindset about being focused on our classrooms while all kinds of things go on around us that we can't control. We will also share various "culture game plans" and an emphasis on E+R=O leadership.

PRESENTER: Mike Lucas - Westside Community Schools




A5 DOLLARS AND SENSE: BOARD MEMBER PERSONAL LIABILITY AND RELATED CONCERNS

It's already an unpaid volunteer job, and now you're telling me I could be personally liable?! Sometimes, maybe, possibly, yes. This presentation will focus on those situations where school board members (and superintendents) could face allegations leading to personal liability (i.e., money out of your own pocket), criminal sanctions, and even removal related to service on the school board. Don't fret too much--it doesn't happen often, but it's worth knowing when those situations could arise and how to navigate them!

PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law


"Out of the Public Schools Grows the Greatness of the Nation"

A6 OPPORTUNITY & ACCESS: BREAKING DOWN BARRIERS TO HONORS COURSE ENROLLMENT AND SUCCESS

 Discover how one school district in Nebraska implemented system-wide changes to increase access and opportunity for honors courses for all students, with a particular emphasis on how the action steps were operationalized within social studies honors courses. Explore a step-by-step process and consider how similar impactful actions could be adopted in your own context!


PRESENTERS: Jaclyn Kellison & Takako Olson - Lincoln Public Schools

A7 INTEGRATING RESOURCES TO ENHANCE COMMUNICATION WITH NON-ENGLISH SPEAKING FAMILIES

 Columbus Public Schools will share the available resources that can be integrated into your regular communication strategies to create seamless access for your non-English speaking families.

PRESENTERS: Nicole Anderson & Chip Kay - Columbus Public Schools

A8 ELEVATING BOARD LEADERSHIP: EFFECTIVE BOARD GOVERNANCE = STUDENT SUCCESS

 Building on the Board Member Boot Camp warmup, this breakout takes you beyond the “what” of board roles and responsibilities into the “how” of using those roles to drive student success. Through scenarios, discussion, and practical resources, learn how to connect governance leadership to student outcomes, align board work with district improvement goals, and foster a culture of continuous growth. Leave equipped to move from understanding your role to leveraging it for maximum impact on student success.

PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB

A9 CREATING PARTNERSHIPS TO COMBAT THE TEACHER SHORTAGE

 Learn how UNK and Kearney Public Schools have partnered to form the Kearney Education Collaborative aimed at improving educational opportunities and partnerships for recruiting teachers. Specifically, they will discuss “Teachmates,” a program where selected UNK and KPS students form a mentee-mentor relationship. The speakers will discuss the “Kearney Teachers Tomorrow” scholarship program which created a Kearney High School to UNK to KPS pipeline for selected students/teachers. This session will highlight how other districts can consider similar options for their districts, both large and small.

PRESENTERS: Jason Mundorf - Kearney Public Schools; Mark Reid - UNK

A10 SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT

Children who feel SAFE will take risks, ask questions, make mistakes, learn to trust, share their feelings, and grow! The Nebraska Department of Education (NDE) School Safety Team has built guidance and resource tools for schools in the safety and security requirements and best practices. The NDE Safety Team operates under the four pillars of prevention, preparedness, response, and recovery while using acronyms like EOP, SRP, SRM, PFA-S, and TA. Additionally, State Statutes implemented or introduced must also be adhered to. Schools who learn the acronyms, state statutes, and how to apply these concepts, toolkits, presentations, videos, and trainings are those recognized by NDE & their community to place school safety first. Join the NDE School Safety Director to make sure your school community is earning their Badge in safety and security.

PRESENTER: Jay Martin - NDE

A11 THE ROLE OF THE ATHLETIC ADMINISTRATOR

This session will help school district administrators and members of boards of education understand the multiple roles and responsibilities of the athletic administrator. Attendees will gain a better understanding of how to support and retain their athletic administrator, including the mentoring and professional growth opportunities available through both the National Interscholastic Athletic Administrators Association and the Nebraska State Interscholastic Athletic Administrators Association.

PRESENTERS: Nate Larsen - O'Neill Public Schools; Mark Armstrong - NSIAAA; Steve Throne - Millard Public Schools

B

B - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 11:15 AM TO 12:15 PM



B1 Q & A WITH NSAA

This session will explore topics affecting NSAA member schools. Bring your questions as we discuss emerging trends and their impact on NSAA sanctioned activities.

PRESENTERS: NSAA Staff



B2 SUPERINTENDENT PANEL - "A DAY IN THE LIFE"

Practicing Superintendents present, discuss, and answer questions regarding their efforts in developing positive and personal work relationships with their board of education.



PRESENTERS: Troy Loeffelholz & Kevin Wingard - NCSA; Chris Prosocki - Hastings Public Schools; Chip Kay - Columbus Public Schools; Mitch Kubicek - Milford



B3 HANDLING CLOSED SESSION CORRECTLY: LEGAL REMINDERS AND REMEDIES

Closed session can be a very complicated area of the law. In this session, we will walk through the legal requirements and case studies involving entering into closed session, discussions during closed session, "leaks" from closed session, and other legal issues that may arise in closed session.

PRESENTER: Justin Knight - Perry Law Firm



B4 COMMUNITY PARTNERSHIPS WITH A PURPOSE



Located on the Omaha Reservation in Macy, Nebraska, the UmónHon Nation "Against the Current" Career Academy is a model for small school districts seeking to create opportunities for local students and strong partnerships. Designed by BVH Architecture and built by Boyd Jones in close collaboration with the district, the Academy equips students with hands-on skills in automotive, construction, culinary, early childhood, entrepreneurship, and healthcare - offering direct career pathways within the community. This project demonstrates the power of team collaboration and local partnerships to develop resources, bringing meaningful workforce pipelines to life and reinvesting in their communities.

PRESENTERS: Kari Bappe, Cleveland Reeves, Stacie Hardy & Mark Pfister - Boyd Jones Construction



B5 PAIN IN THE APP, V. 11.0



This presentation is already in middle school, at 11 years and going strong. Come join the KSB attorneys for the latest and greatest in legal and practical developments around social media, technology, cell phones, and other key topics for administrators and board members.

PRESENTERS: Sara Rogers & Amanda Dabney - KSB School Law




B6 GROW YOUR OWN: DEVELOPING NEBRASKA'S FUTURE EDUCATORS



The Grow Your Own Education and Training Program of Study is a statewide, open-resource curriculum to help Nebraska schools develop future educators. This four-course program aligns with Nebraska state standards, embeds Universal Design for Learning, integrates Educators Rising, and meets dual-credit requirements. Attendees will learn how to implement the curriculum, access teacher training, and engage students in career exploration. Discover how this program can help build a sustainable educator pipeline for your district and invest in Nebraska's future teachers.

PRESENTERS: Lynne Herr - ESU 6; Katie Soto - ESU 9

 **B7 PROJECT PLANNING 101: INSIGHTS FROM PARTNERS IN DESIGN, CONSTRUCTION, FINANCE, AND MORE**

 Navigating a school construction project is no small task. This panel of experts will guide school leaders through three critical steps: identifying key partners, selecting the right delivery method, and understanding financing options; lease-purchase agreements, bonds, and building fund dollars. Attendees will gain actionable strategies and valuable perspectives from industry leaders, leaving equipped to navigate the complexities of construction planning with confidence and clarity. Whether planning a new project or refining your approach, this session will provide the essential knowledge to move your district forward successfully.


PRESENTERS: Aaron Plas - Bennington Public Schools; Steve Thiele - Hausmann Construction, Inc.; Tobin Buchanan - Northland Securities; Bob Soukup - Carlson West Povondra Architects

 **B8 STRENGTHENING BOARD AND SUPERINTENDENT LEADERSHIP: UTILIZING A BOARD HANDBOOK FOR EFFECTIVE GOVERNANCE**

Effective governance is the foundation of a successful school district, and a well-structured Board of Education Handbook serves as a vital tool for aligning leadership, clarifying roles, and fostering strong superintendent-board relationships. This session will explore the process of implementing a BOE Handbook to enhance communication, decision-making, and governance efficiency. Participants will learn strategies for creating and utilizing a handbook that sets clear expectations, promotes collaboration, and strengthens the leadership capacity of both board members and superintendents. Practical examples and best practices will provide attendees with actionable steps to enhance their district's governance framework.


PRESENTERS: Sean Molloy, Derrick Joel & Gary Kubicek - Norris School District 160; Marcia Herring - NASB

 **B9 TAKING LEARNING BEYOND 175: EMPOWERING STUDENTS THROUGH SUMMER LEARNING**


 "Taking Learning Beyond 175" is a dynamic session designed to showcase the innovative summer school program aimed at expanding educational opportunities for all students beyond the regular 175 school days. Building on the foundation of whole-student excellence, this innovative "summer school" program goes beyond traditional boundaries by offering creative, hands-on learning experiences that foster growth, imagination, and resilience. Explore how this program has helped us enhance skills and empower students to reach their full potential. We'll discuss the program's impact on student activities and teacher satisfaction, at limited to no expense to the school district.

PRESENTERS: Susan Lindblad, Libby Lollman & Shawn Scott - Adams Central Public Schools

 **B10 CELL PHONES OFF**

 Grand Island Senior High School implemented a comprehensive effort to strictly enforce a no cell phone throughout the school day policy in January of 2024. GISH administrators, staff, and students will discuss the reasons behind the action, how students and parents were prepared for the implementation, what worked and didn't work, and where they are after living this change for almost two years.

PRESENTERS: Matt Fisher, Calvin Hubbard, GIPS teachers & students - Grand Island Public Schools

 **B11 BUILDING BRIDGES, NOT WALLS: TRANSFORMING SCHOOL CULTURE THROUGH RESTORATIVE PRACTICES**

At Brady Public Schools, we've been reshaping our school culture by embracing restorative practices, which have become a cornerstone of how we connect, work, and grow together. These practices have strengthened relationships, fostered mutual respect, and created a true sense of community among students, staff, administrators, and the school board. Through collaboration and open communication, restorative practices have fostered a positive, supportive environment across our entire school ecosystem. In this presentation, we'll highlight how restorative practices have embedded our core values, helping repair harm, prevent conflict, and ensure everyone feels valued—building a community, not just a school.







PRESENTERS: Sara Gentry & Ann Foster - Brady Public Schools



C - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 2:15 TO 3:15 PM



-  **C1 STUDENT VOICES**
Students from Nebraska high schools share their perspectives on issues that are important to the leaders of tomorrow.
-  **C2 YOU ARE AN ESU BOARD MEMBER - 17 THINGS YOU NEED TO KNOW**
As ESU Board Members, you will learn up to date information about the services in ESUs, the work of the ESUCC, the MOU with the NDE, legislative priorities, and more! Come ready to learn, share, and problem solve together.
PRESENTERS: Larianne Polk - ESUCC; Brad Dirksen - NDE; Colby Coash - NASB
-  **C3 NEGOTIATIONS FOR BOARD MEMBERS**
Negotiations is one of the most important functions of a school board. In fact, "personnel" is the largest item of a school district's budget. This session will walk through the statutory requirements for negotiations. We will also give boards an update on negotiations "hot topics" and ideas for your upcoming negotiations season.
PRESENTER: Justin Knight - Perry Law Firm
-  **C4 BUCKLE UP: JOURNEYING THE STATE AND WHY YOUR SCHOOL STORY MATTERS!**
Why do Nebraska schools rank high nationally? Why are Nebraska students sought after by employers everywhere? We'll take you to school districts across our great state in a quest to find the answers. The NCSA Ambassador Program and Nebraska Public School Advantage advocate for public education one remarkable story at a time. Since 2016, we have gathered nearly 500 stories of public school success. These stories, from the Metro to The Panhandle, are examples of the student first, Nebraska way. Buckle up!
PRESENTERS: Kevin Wingard & Tyler Dahlgren - NCSA
-  **C5 LET'S DEAL! BARGAINING & CONTRACT CONSIDERATIONS FOR TOUGH POSITIONS & SHORTAGES**
Every year, we're all getting more creative to address staffing issues. Those range from bargaining things like retention or hiring bonuses to salary schedule placement gamesmanship. The contract renewal process is becoming an arms race, with more schools incentivising staff to recommit or resign sooner. Plus there are always unique contract considerations for those unique positions and hybrid roles as staffing shortages continue. This presentation will go through all your options, pros and cons, and leave board members and administrators feeling ready to tackle these questions at your district.
PRESENTERS: Steve Williams & Sara Rogers - KSB School Law
-  **C6 A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP**
In today's digital world, teaching students to navigate online spaces responsibly is just as important as traditional academics. That's why the Hershey Board of Education made digital citizenship a formal priority for the 24-25 school year with the board goal to "Provide instruction on acceptable use of technology to better prepare students for responsible digital citizenship." To support this goal, we partnered with A.Plum Creative to develop engaging, fact-checked content that promotes responsible digital habits. Our initiative includes weekly social media posts, digital signage across campus, and ongoing resources for families and staff to help build a culture of integrity and safety in digital spaces, and we're already seeing results. Conversations around digital safety are increasing across classrooms and homes, showing the power of this effort.
PRESENTERS: Jane Davis & Steve Koch - Hershey Public Schools

"Out of the Public Schools Grows the Greatness of the Nation"



C7 SCHOOL FINANCE REVIEW COMMISSION UPDATE

Join members of the recently created School Finance Commission for a panel presentation, Q & A, and update on the work of the commission.

PRESENTERS: Ann Foster - Brady Public Schools; Jason Dolliver - Pender Public Schools; Aaron Plas - Bennington Public Schools; Liz Standish - Lincoln Public Schools; John Schwartz - Millard Public Schools; Shavonna Holman - Omaha Public Schools; Keith Runge - Lakeview Community Schools



C8 LISTENING, LEARNING, LEADING: COMMUNITY-CENTERED STRATEGIC PLANNING

Engaging stakeholders for graduate success and long-term district planning. In partnership, the board and superintendent lead efforts to connect with the community, parents, staff, students, and local partners to define what every graduate must know and be able to do. This work begins with strategies for effective community engagement drawing from research linking public involvement to improved student outcomes and continues through ongoing stakeholder conversations that shape a shared vision for student success.

PRESENTERS: Caden Frank, Ben Anderjaska & Avary Pansing Brooks - NASB



C9 EMPOWERING STUDENTS IN SCHOOL MEDIA: CONTENT CREATION & MANAGEMENT

This session will showcase how students take an active role in managing and producing school media content. From publishing sports, extracurricular, and academic achievements on social media to creating engaging visuals for two video boards, students gain hands-on experience in digital media. By taking ownership of projects, they develop critical skills in communication, design, and media production. This presentation is ideal for school leaders seeking innovative ways to enhance media presence while providing students with real-world skills in communication, design, and project management.

PRESENTERS: Crystal Hassenstab & Shawn Scott - Adams Central Public Schools



C10 AN EVOLVING TECHNOLOGICAL LANDSCAPE: UPDATES TO SPARQ MEETINGS, NEGOTIATIONS, AND ONLINE PUBLISHING

Join us to learn about how Sparq Meetings and Negotiations have adapted to the ever-changing landscape of board governance. In this session, we will discuss updates to these applications and review tips and tricks to help you become more efficient and proficient. In addition, we will give an overview of Sparq Online Publishing and how it integrates with Sparq Meetings and your board governance.

PRESENTERS: Darion Miller & Nicole Kobus - Sparq Data Solutions



C11 REDEFINING ROUTES: ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

Learn how Central Community College collaborates with institutions like Kearney Public Schools to establish accessible pathways to education careers. CCC's statewide, cost-effective offerings have already demonstrated significant impact in alleviating staffing challenges across K-12 institutions. This session will equip administrators and board members with practical knowledge to consider, potentially transforming their approach to recruitment and professional development. Join us to explore how these innovative programs are not only addressing immediate staffing shortages but also cultivating a sustainable pipeline of qualified educators for the future.

PRESENTERS: Megan Schmidt - Kearney Public Schools; Taylor Brase & Amy Mancini - Central Community College





D - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 3:30 TO 4:30 PM



D1 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION



Share your thoughts on statewide education policy with members of the State Board of Education. State Board members are particularly interested in what is currently affecting local school boards and districts, and the solutions you have to offer for these issues. Topics may include school accountability, accreditation, and approval; educator certification; and statewide assessment, among others. Attending this session is a great opportunity for you to have your voice heard among members of the State Board of Education.

PRESENTERS: Elizabeth Tegtmeier - State Board of Education; Ryan Foor - NDE



D2 EHA BENEFITS UPDATE

Come learn more about the changes to the Medical and Dental plan effective September 1, 2026!

PRESENTERS: Courtney Ray - Blue Cross Blue Shield of NE; Greg Long - EHA



D3 GLOBAL INSIGHTS, LOCAL IMPACT: LESSONS FROM SINGAPORE AND SOUTH KOREA

Larriane Polk and Dan Schnoes had the privilege of participating in an international leadership academy in Singapore and South Korea, gaining invaluable insights into global leadership practices, innovative educational strategies, and cultural exchange. By observing how these countries tackle educational challenges and foster growth, we gained a deeper understanding of their approaches to teaching and learning. We hope you take away a desire to explore similar opportunities for yourself or your leadership personnel, as these global experiences not only enrich leadership development but also bring fresh, transformative perspectives that can benefit our entire educational ecosystem.

PRESENTERS: Larriane Polk - ESUCC; Dan Schnoes - ESU 3



D4 TEACHER APPRENTICESHIP - EXPERIENCES FROM THE FIELD

This session highlights the collaborative efforts of the Nebraska State Department of Education, Westside Community Schools, and Midland University in developing a successful apprenticeship program aimed at diversifying and strengthening Nebraska's teaching workforce. The session underscores the program's core purpose: to create sustainable pipelines of educators who are deeply grounded in their communities. The discussion covers the program's benefits - such as increased on-the-job training, community familiarity, and addressing critical staffing shortages - as well as lessons learned through ongoing stakeholder feedback, comprehensive support, and celebrating milestones. Future plans focus on expanding apprentice graduation rates, ensuring program sustainability through continued funding, and forging partnerships to meet high-need areas across Nebraska. Attendees will gain insights into the program's impact, lessons learned, and strategies for scaling these innovative pathways into teaching careers.

PRESENTERS: Nancy Christensen, Johanna Barnes, & Cammy Romanuck Murphy - Midland University; Andrea Haynes - Westside Community Schools; Kelly Baehr - NDE



D5 HOT TOPICS WITH KAREN & JIM

Join veteran school attorneys Jim from Perry Law and Karen from KSB for an insightful and entertaining session on the latest "Hot Topics" in school law. This dynamic duo will break down key legal issues that Nebraska school board members need to understand, whether they're already on your radar or just around the corner. Expect valuable takeaways... and a bit of lively banter between Jim and Karen along the way!

PRESENTERS: Karen Haase - KSB School Law; Jim Gessford - Perry Law Firm

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D6 NCSA 3-YEAR MENTORING PROGRAM

Research shows that the retainment of school administrators is more successful if they are engaged in a strong multi-year mentoring program that supports the school administrator beyond a one year mentor program.

PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO



D7 UNDERSTANDING HUMAN TRAFFICKING AND EMPOWERING SCHOOLS TO TAKE ACTION

This session will offer a thorough overview of human trafficking, aiming to debunk common myths and highlight the harsh realities of this critical issue. Participants will explore how trafficking affects communities, recognizing warning signs and vulnerabilities that make students susceptible. The presentation will also introduce ESU 2's Human Trafficking Youth Prevention Education (HTYPE) program, which supports school districts in implementing prevention strategies. Attendees will learn how ESU 2 can collaborate with schools to provide tailored training for staff, students, and caregivers, equipping them with the knowledge to identify and prevent trafficking in their communities.

PRESENTER: Megan Reese - ESU 2



D8 STRENGTH IN PARTNERSHIPS: HOW FOUNDATIONS, DISTRICTS, AND COMMUNITIES UNITE TO SUPPORT TEACHERS AND STUDENTS

Education foundations play a unique and essential role in bridging the gap between district needs and community resources. This session will explore how one rural and one metro foundation have successfully partnered with their district and local community to create impactful programs that directly benefit teachers and students. Attendees will learn how collaborative initiatives such as teacher grants, student scholarships, technology enhancements and community-driven fundraising have strengthened public education and fostered engagement. Through real-life examples and practical takeaways, this session will highlight strategies for building meaningful partnerships, securing sustainable funding, and aligning efforts with district goals.

PRESENTERS: Toba Cohen-Dunning - Omaha Public Schools Foundation; Terri Burchell - North Platte Public Schools



E

E - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 9:15 TO 10:15 AM



E1 POSITIVITY PROJECT: THE '80S MIX TAPE VERSION

With a fun and nostalgic '80s mixed tape anthem, this session will spotlight our district's PK-12 SEBL curriculum implementation of the Positivity Project. We will make connections to our CIP, the MTSS framework, PBIS, and our efforts to transform school culture by living out our district's mission to educate, embrace, and empower the whole child. We will share schoolwide activities we have implemented, our tiered approach to supporting student mental health and behavior learning, and resources we have found beneficial. Walk in with your best air guitar, walk out with power ballads and rad ideas on how Positivity Project could impact your school culture!

PRESENTERS: Allie Holcomb, Angela Zach & Brittany Vinchattle - Wakefield Community School



E2 BUILDING STRONG FOUNDATIONS: THE SCHOOL AS HUB BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS



The first eight years are crucial for a child's success, with schools playing a key role. The School as Hub Birth-Grade 3 Approach is built on an evidence-based framework designed to close opportunity gaps by strengthening early learning, family-school partnerships, and instruction. This session explores strategies for integrating early childhood with elementary education, building leadership, and engaging families and communities. Join us to learn actionable steps for transforming schools into hubs of support, ensuring all children and families have access to opportunities for lifelong learning and success from birth through age eight.

PRESENTERS: Cris Lopez Anderson - Buffet Early Childhood Institute; Itzeni Nayeli Lopez - University of Nebraska



E3 PRACTICAL STRATEGIES AND LESSONS LEARNED IN THE TEACHER SHORTAGE: RECRUITING, ONBOARDING, AND TRANSITIONING FOREIGN-TRAINED TEACHER CONTRACTS



As schools across Nebraska continue to grapple with teacher shortages, districts are exploring innovative and ethical strategies to recruit and retain high-quality educators. We will share and discuss practical strategies, along with lessons learned in recruitment, certification, and onboarding, as well as legal and ethical considerations when transitioning or ending contracts with international teachers.

PRESENTERS: Daniel Oldenburg, Katelyn Larsen & Jeremy Christiansen - Laurel-Concord-Coleridge School; Justin Knight - Perry Law Firm



E4 CREATING A CULTURE OF ATTENDANCE: STRATEGIES FOR REDUCING CHRONIC ABSENTEEISM IN HIGH-POVERTY RURAL SCHOOLS

Chronic absenteeism is a major issue in elementary schools, especially in high-poverty rural areas. This session will explore strategies for reducing absenteeism by improving school culture, implementing targeted interventions, and enhancing family support. Drawing from our experience, where we reduced absenteeism from 39% to 9% in three years, we'll share practices like building a positive school environment, early identification, and personalized support for at-risk students. Participants will gain actionable strategies to foster consistent attendance.

PRESENTER: Charla Brant - Hastings Public Schools

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E5 MMMMM...SMELLS LIKE MEDICAL MARIJUANA AND MONEY DAMAGES: WHAT YOU NEED TO KNOW ABOUT TRENDS IN DISABILITY LAWS

Disability laws (IDEA, 504, ADA, etc.) can be tricky, because superintendents and board members usually aren't directly involved but certainly cut the checks and get the phone calls. This presentation will cover the emerging trends in special education that you have to know about in 2025 in a school leadership role, including policy implications and other legal considerations.

PRESENTERS: Bobby Truhe, Jordon Johnson & Amanda Dabney - KSB School Law



E6 MOVING TO THE HEAD OF THE CLASS: HOW ONE DISTRICT IS ADDRESSING TEACHER SHORTAGE

To combat teacher shortages, Lincoln Public Schools is implementing innovative "Grow Your Own" (GYO) programs to develop future educators from within its community. Participants will explore helpful strategies for creating and sustaining successful GYO programs, from identifying potential future teachers in local high schools to supporting paraprofessionals and career changers on their path to certification. Learn about the pilot Para Pathway to Teaching (PPT) program, Educators Rising Career, and Technical Student Organization opportunities. Learn practical ideas to build homegrown talent pipelines that reflect the richness and strengths of your student population, ultimately fostering a teaching workforce invested in its community.

PRESENTERS: John Skretta, Vann Price & Annie Mumgaard - Lincoln Public Schools



E7 INCORPORATING AI RESOURCES & GUIDELINES WITHIN NEBRASKA SCHOOLS

Attendees will hear from Westside Community Schools as they outline the process they have recently gone through to further study Artificial Intelligence and determine how to best embrace it and provide efficient and ethical guidelines for students, staff, parents, and community.

PRESENTERS: Mike Lucas, Andrea Haynes, Mark Weichel - Westside Community Schools



E8 ASKING THE RIGHT QUESTIONS: USING DATA TO DRIVE ACCOUNTABILITY & STUDENT SUCCESS

Accountability and student success begin with the questions board members bring to the table. This interactive session will help boards understand how to use data effectively to guide decision making, understand realistic expectations for improvement, and support district priorities. Learn how a Data Assessment Framework strengthens governance and why ongoing professional development matters. Explore the board's role in advancing system interventions to ensure a positive impact on student learning. Leave with practical questions and strategies to ensure your board is driving improved student outcomes through informed, accountable leadership.

PRESENTERS: Stacie Higgins & Stephanie Summers - NASB



E9 RENEWED 'TUDE (RESILIENT EDUCATORS)

Life moves at breakneck speed, and the pace in today's classrooms is no different. How can teachers keep up with the demands of the ever-changing curriculum, school meetings, and the never-ending tasks of running a classroom while still having fuel for life and their families? How can we best prioritize the human element of teaching so we can thrive both at work and at home? This deep dive into the Science of Happiness, Psychology, and the latest findings from Neuroscience will provide teachers with personally relevant strategies and tools to thrive in their professional and personal lives!

PRESENTER: Christopher Knoell - UNK



F

F - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 10:30 TO 11:30 AM



F1 HELLO! THERE ARE SUPERINTENDENT SHORTAGES & INCREASED INTERIM POSITIONS. WHY? Shortages in the teacher ranks are not the only shortages in education. What does the current landscape look like to replace school superintendents and administrators across the state.

PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO



F2 RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, AND COMPLIANCE VISITS. HOW BOARD MEMBERS CAN SUPPORT SUPERINTENDENTS

Rule 10 has several sections, numerous statutes, and over 200 regulations. This is for board members who want to support their superintendent through having a better understanding of what it means to be accredited through Rule 10.

PRESENTERS: Decua Jean-Baptiste, Todd Wolverton & Sandra Suiter - NDE



F3 GENERATIVE AI IN PUBLIC SCHOOLS SEEMS LIKE THE "WILD, WILD WEST" - HOW SCHOOL BOARDS AND ADMINISTRATORS NEED TO UNDERSTAND AND MIGHT ADDRESS CORRALLING IT!

Jim and Derek will address the current status of AI, how many schools are or are not using it and what's in the future!

PRESENTERS: Jim Gessford & Derek Aldrege - Perry Law Firm



F4 LEVERAGING CAREER & TECHNICAL STUDENT ORGANIZATIONS TO FILL THE ED PIPELINE

Nebraska FCCLA is reaching nearly 3,000 Nebraska students with over 30 competitive events and programming opportunities that develop career skills in education and childcare. FCCLA's members are preparing for careers in some of the state's most concerning shortage areas. Join us to learn how your continued support of Family and Consumer Sciences and FCCLA can continue to enable your students and communities to thrive.

PRESENTERS: Nebraska FCCLA State Officers, Nebraska FCCLA Board of Directors



F5 CONSTRUCTION DELIVERY METHODS: THE PROS, THE CONS, AND THE RISKS

Choosing the right construction delivery method is critical for the success of your school project. This session will break down the details of common delivery methods, including hard bid, construction manager as advisor, construction manager at risk, and design-build. Learn how each method impacts cost, schedule, and collaboration - and which one aligns best with your goals. Through real-world examples, we'll discuss lessons learned, potential pitfalls, and key factors in making an informed decision. Whether you're planning a renovation or a new build, this session will help you confidently navigate the construction process.

PRESENTERS: Steve Thiele - Hausmann Construction, Inc.; Coady Pruett - KSB School Law



F6 STRATEGIC LEADERSHIP: CULTIVATING A CULTURE OF COLLABORATION

Delve into the essential elements that foster a culture of collaboration within education organizations. Gain insights into the underlying purpose, leadership approaches, and structural frameworks that propel collaborative efforts forward with an emphasis on the importance of leading with intentionality and focus. Attendees will explore four key levers, along with associated strategies and actions, that shape and nurture collaboration as well as have opportunities to make connections to deepen understanding throughout the session. The content, strategies, and resources are designed to accommodate various levels of implementation and stages of collaborative culture development.

PRESENTERS: Bill Pulte, Scott Blum & Cecilia Wilken - ESU 3

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F7 CO-TEACHING: CHATGPT & ME

In this forward-leaning exploration, we will consider questions about Artificial Intelligence, ranging from its definition and potential applications/use cases to more fundamental issues such as ethical considerations and implications for classrooms and students. Our discussion will be both upbeat and honest, and you will leave with valuable insights for navigating the future that skipped our doorstep and is already in our classrooms.

PRESENTER: Christopher Knoell - UNK



F8 POLICY TO PRACTICE: STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

Strong school board leadership is essential for student success. This session will explore the NASB Board Governance Standards and their role in promoting effective governance, strategic decision-making, accountability, and policy leadership. Participants will gain insights into how policy serves as the foundation for board work, guiding district operations and aligning decisions with student-focused priorities. Whether you are a new or experienced board member, this session will provide valuable guidance on fostering a high-functioning, policy-driven board that supports improved student outcomes.

PRESENTERS: Marcia Herring, Caden Frank & Becky Erdkamp - NASB

Registering for the Conference

REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025

To register, go to the NASB website at www.NASBonline.org and log in using your email and password, and click the State Education Conference link.

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 19.

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT TAIDA GRANTSKI AT TGRANTSKI@NASBONLINE.ORG TO ARRANGE ALTERNATIVE MENUS.



Register now at www.NASBonline.org



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48-818.01. School districts, educational service units, and community colleges; collective bargaining; timelines; procedure; resolution officer; powers; duties; action filed with commission; when; collective-bargaining agreement; contents.

(1) The Legislature finds that it is in the public's interest that collective bargaining involving school districts, educational service units, and community colleges and their certificated and instructional employees commence and conclude in a timely fashion consistent with school district budgeting and financing requirements. To that end, the timelines in this section shall apply when the public employer is a school district, educational service unit, or community college.

(2) On or before September 1 of the year preceding the contract year in question, the certificated and instructional employees' collective-bargaining agent shall request recognition as bargaining agent. The governing board shall respond to such request not later than the following October 1. A request for recognition need not be filed if the certificated and instructional employees' bargaining agent has been certified by the commission as the exclusive collective-bargaining agent. On or before November 1 of the year preceding the contract year in question, negotiations shall begin. There shall be no fewer than four negotiations meetings between the certificated and instructional employees' collective-bargaining agent and the governing board's bargaining agent. Either party may seek a bargaining order pursuant to subsection (1) of section 48-816 at any stage in the negotiations. If an agreement is not reached on or before the following February 8, the parties shall submit to mandatory mediation or factfinding as ordered by the commission pursuant to sections 48-811 and 48-816 unless the parties mutually agree in writing to forgo mandatory mediation or factfinding.

(3)(a) The mediator or factfinder as ordered by the commission under subsection (2) of this section shall be a resolution officer. The commission shall provide the parties with the names of five individuals qualified to serve as the resolution officer. If the parties cannot agree on an individual, each party shall alternately strike names. The remaining individual shall serve as the resolution officer.

(b) The resolution officer may:

(i) Determine whether the issues are ready for adjudication;

(ii) Identify for resolution terms and conditions of employment that are in dispute and which were negotiated in good faith but upon which no agreement was reached;

(iii) Accept stipulations;

(iv) Schedule hearings;

(v) Prescribe rules of conduct for conferences;

(vi) Order additional mediation if necessary;

(vii) Take any other action which may aid in resolution of the industrial dispute; and

(viii) Consult with a party *ex parte* only with the concurrence of all parties.

(c) The resolution officer shall choose the most reasonable final offer on each issue in dispute. In making such choice, he or she shall consider factors relevant to collective bargaining between public employers and public employees, including comparable rates of pay and conditions of employment as described in subsection (1) of section 48-818. The resolution officer shall not apply strict rules of evidence. Persons who are not attorneys may present cases to the resolution officer.

(d) If either party to a resolution officer proceeding is dissatisfied with the resolution officer's decision, such party shall have the right to file an action with the commission seeking a determination of terms and conditions of employment pursuant to subsection (1) of section 48-818. Such action shall not constitute an appeal of the resolution officer's decision, but rather shall be heard by the commission as an action brought pursuant to subsection (1) of section 48-818. The commission shall resolve, pursuant to the mandates of such section, all of the issues identified by either party and which were recognized by the resolution officer as an industrial dispute. If parties have not filed with the commission pursuant to subsection (6) of this section, the decision of the resolution officer shall be deemed final and binding.

(4) For purposes of this section, issue means broad subjects of negotiation which are presented to the resolution officer pursuant to this section. All aspects of wages are a single issue, all aspects of insurance are a single issue, and all other subjects of negotiations classified in broad categories are single issues.

(5) On or before March 25 of the year preceding the contract year in question or within twenty-five days after the certification of the amounts to be distributed to each local system and each school district pursuant to the Tax Equity and Educational Opportunities Support Act as provided in section 79-1022 for the contract year in question, whichever occurs last in time, negotiations, mediation, and factfinding shall end.

(6) If an agreement for the contract year in question has not been achieved on or before the date for negotiation, mediation, or factfinding to end in subsection (5) of this section, either party may, within fourteen days after such date, file a petition

with the commission pursuant to section 48-811 and subsection (1) of section 48-818 to resolve the industrial dispute for the contract year in question. The commission shall render a decision on such industrial dispute on or before September 15 of the contract year in question.

(7) Any existing collective-bargaining agreement will continue in full force and effect until superseded by further agreement of the parties or by an order of the commission. The parties may continue to negotiate unresolved issues by mutual agreement while the matter is pending with the commission.

(8) All collective-bargaining agreements shall be written and executed by representatives of the governing board and representatives of the certificated and instructional employees' bargaining unit. The agreement shall contain at a minimum the following:

(a) A salary schedule or objective method of determining salaries;

(b) A description of benefits being provided or agreed upon including a specific level of coverage provided in any group insurance plan, a dollar amount, or percentage of premiums to be paid, and by whom; and

(c) A provision that the existing agreement will continue until replaced by a successor agreement or as amended by a final order of the commission.

Source: Laws 2011, LB397, § 11.

Cross References

Tax Equity and Educational Opportunities Support Act, see section 79-1001.

ISSUES YOU SHOULD NEGOTIATE

1. Salary
2. Overload pay
3. Bonuses, moving expenses, advance placement on the salary schedule or any other "deviation" from the salary schedule
4. Health insurance and other benefits. You have to negotiate the specifications of the coverage but not identity of the carrier.
5. Leave provisions (sick, bereavement, personal, etc.)
6. The grievance procedure
7. Extra-curricular sponsor pay (but not what activities will be offered or how sponsorships will be assigned)

ISSUES YOU SHOULD NOT NEGOTIATE

1. The hiring or qualifications of teachers
2. Issues such as work assignments, transfers and planning time
3. The number of contract days, school calendar or length of teacher work day
4. Teacher evaluations
5. The contents of the reduction in force policy
6. Matters involving tenure
7. The rights of probationary teachers
8. Curriculum, class size or support staff
9. The budget
10. Extracurricular activity assignments
11. Professional growth requirements
12. The composition of the bargaining team
13. Employment, assignments, and rights of classified staff members

WYNOT PUBLIC SCHOOLS
Treasurer's Report-October 15, 2025 School Board Meeting

GENERAL FUND		
BEGINNING BALANCE	9/1/25	\$2,029,341.71
REVENUE		
Non-Program Receipts		\$4,142.22
Cedar County Treasurer: August 2025 Tax Receipts		\$251,056.29
State of Nebraska: State Aid		\$142,590.00
State of Nebraska: Title I		\$18,455.00
State of Nebraska: Medicaid		\$419.48
US Dept of Ed: REAP		\$3,497.00
Rentals		\$0.00
Non-Revenue Receipts		\$1,702.11
Cedar Security Bank: Interest paid to account		\$406.67
Total Revenue		\$422,268.77
DISBURSEMENTS		
September 2025 Payroll & Benefits: \$261,545.04		
September 2025 Bills approved by School Board: \$37,508.39		\$392,665.37
Non-Programmed Expenses		\$0.00
Total Disbursements		\$392,665.37
STATEMENT BALANCE		\$2,058,945.11
Outstanding Checks		\$51,567.85
Adjustments/Voids		\$0.00
BOOK BALANCE	9/30/25	\$2,007,377.26

DEPRECIATION FUND		
BEGINNING BALANCE	9/1/25	\$381,480.31
REVENUE		
Transfer from General Fund		\$0.00
Cedar Security Bank: Interest paid to account		\$77.45
Total Revenue		\$77.45
DISBURSEMENTS		
September 2025 Bills approved by School Board: \$9,976.00		
Transfer to General Fund		
Expenses cleared		\$9,976.00
Cedar Security Bank:Service Charge		\$0.00
Total Disbursements		\$9,976.00
STATEMENT BALANCE		\$371,581.76
Outstanding Checks		\$0.00
BOOK BALANCE	9/30/25	\$371,581.76

EMPLOYEE BENEFIT FUND		
BEGINNING BALANCE	9/1/25	\$31,101.77
REVENUE		
Transfer from General Fund		\$0.00
Cedar Security Bank: Interest paid to account		\$6.39
Total Revenue		\$6.39
DISBURSEMENTS		
September 2025 Bills approved by School Board: \$0.00		
Expenses cleared		\$0.00
Cedar Security Bank: Wire Service Charge		\$0.00
Total Disbursements		\$0.00
STATEMENT BALANCE		\$31,108.16
Outstanding Checks		\$0.00
BOOK BALANCE	9/30/25	\$31,108.16

ACTIVITY FUND		
BEGINNING BALANCE	9/1/25	\$107,730.55
REVENUE		
Monthly Deposits		\$18,687.01
Cedar Security Bank: Interest paid to account		\$22.73
Total Revenue		\$18,709.74
DISBURSEMENTS		
September 2025 Bills approved by School Board: \$16,474.60		
Expenses cleared		\$0.00
Voided Checks		\$16,078.91
Total Disbursements		\$16,078.91
STATEMENT BALANCE		\$110,361.38
Outstanding Checks		\$0.00
BOOK BALANCE	9/30/25	\$110,361.38

SCHOOL FOOD SERVICE FUND		
BEGINNING BALANCE	9/1/25	\$21,372.87
REVENUE		
Adult Meals		\$1,049.55
Student Meals		\$8,052.00
Cedar Security Bank: Interest paid to account		\$3.09
Federal/State Reimbursement		\$7,713.97
Other Cash Income		\$51.35
Transfer from General Fund		\$0.00
Total Revenue		\$16,869.96
DISBURSEMENTS		
September 2025 Payroll & Benefits: \$10,337.48		
September 2025 Bills approved by School Board: \$13,123.24		
Expenses cleared		\$0.00
Cedar Security Bank: Monthly Service Charge		\$25,639.64
Total Disbursements		\$25,639.64
STATEMENT BALANCE		\$12,603.19
Outstanding Checks		\$33.48
Check Adjustment		\$0.00
BOOK BALANCE	9/30/25	\$12,569.71

BOND FUND		
BEGINNING BALANCE	9/1/25	\$243,383.91
REVENUE		
Cedar County Treasurer: August 2025 Tax Receipts		\$43,526.32
Cedar Security Bank: Interest paid to account		\$54.18
Total Revenue		\$43,580.50
DISBURSEMENTS		
September 2025 Bills approved by School Board: \$4,573.75		
Wire Transfer Fee		\$0.00
Expenses cleared		\$0.00
Total Disbursements		\$0.00
STATEMENT BALANCE		\$286,964.41
Outstanding Deposit		\$0.00
BOOK BALANCE	9/30/25	\$286,964.41

SPECIAL BUILDING FUND		
BEGINNING BALANCE	9/1/25	\$266,188.49
REVENUE		
Cedar County Treasurer: August 2025 Tax Receipts		\$10,464.44
Cedar Security Bank: Interest paid to account		\$55.39
Total Revenue		\$10,519.83
DISBURSEMENTS		
September 2025 Bills approved by School Board: \$8,049.50		
Expenses cleared		\$8,049.50
Total Disbursements		\$8,049.50
STATEMENT BALANCE		\$268,658.82
Outstanding Deposit		\$0.00
ENDING BALANCE	9/30/25	\$268,658.82

QUALIFIED CAPITOL PURPOSE UNDERTAKING FUND		
BEGINNING BALANCE	9/1/25	\$109.81
REVENUE		
Cedar County Treasurer:		\$0.00
Cedar Security Bank: Interest paid to account		\$0.00
Total Revenue		\$0.00
DISBURSEMENTS		
September 2025 Bills approved by School Board: \$0.00		
Wire Transfer Fee		\$0.00
Cedar Security Bank: Bank Service Charge		\$0.00
Expenses cleared		\$0.00
Total Disbursements		\$0.00
STATEMENT BALANCE		\$109.81
Outstanding Checks		\$0.00
BOOK BALANCE	9/30/25	\$109.81

COOP FUND		
BEGINNING BALANCE	9/1/25	\$1,013.21
REVENUE		
Monthly Deposits		
Non-Revenue Receipts		\$0.00
Total Revenue		\$0.00
DISBURSEMENTS		
September 2025 Bills approved by School Board: \$0.00		

Non-Programmed Expenses		\$0.00
Checks Cleared		\$0.00
Cedar Security Bank: Monthly Service Charge		\$0.00
Total Disbursements		\$0.00
STATEMENT BALANCE		\$1,013.21
Outstanding Checks		\$0.00
BOOK BALANCE	9/30/25	\$1,013.21

STUDENT FEE FUND		
BEGINNING BALANCE	9/1/25	\$5,000.00
REVENUE		
Student Fees		\$0.00
Total Revenue		\$0.00
DISBURSEMENTS		
September 2025 Bills approved by School Board: \$0.00		
Expenses cleared		\$0.00
STATEMENT BALANCE		\$5,000.00
Outstanding Checks		\$0.00
BOOK BALANCE	9/30/25	\$5,000.00

PETTY CASH FUND		
BEGINNING BALANCE	9/1/25	\$4,221.39
REVENUE		
Monthly Deposits		\$851.77
Cedar Security Bank: Interest paid to account		\$0.56
Total Revenue		\$852.33
DISBURSEMENT		
Disbursements, to be reimbursed by other funds: \$1500.00		
Checks Cleared: \$0.00		\$1,500.00
Cedar Security Bank: Bank Service Charge		\$0.10
Total Disbursements		\$1,500.10
STATEMENT BALANCE		\$3,573.62
Voided Checks		\$0.00
ENDING BALANCE	9/30/25	\$3,573.62

FLEX FUND		
BEGINNING BALANCE	9/1/25	\$4,079.40
REVENUE		
WPS: Monthly Employee PayFlex Contributions		\$516.66
Cedar Security Bank: Interest paid to account		\$0.49
Total Revenue		\$517.15
DISBURSEMENTS		
Monthly PayFlex Employee Claims		\$544.92
Cedar Security Bank: Bank Service Charge		\$0.00
Total Disbursements		\$544.92
STATEMENT BALANCE		\$4,051.63
Outstanding Checks		\$0.00
BOOK BALANCE	9/30/25	\$4,051.63

BUSINESS FUND		
BEGINNING BALANCE	9/1/25	\$36,323.17
REVENUE		
WPS: Monthly Retirement		\$28,518.64
Cedar Security Bank: Interest paid to account		\$5.89
Total Revenue		\$28,524.53
DISBURSEMENTS		
Monthly Retirement		\$25,555.63
Cedar Security Bank: Bank Service Charge		\$0.00
Total Disbursements		\$25,555.63
STATEMENT BALANCE		\$39,292.07
Outstanding Receipt/Adj.		\$0.00
BOOK BALANCE	9/30/25	\$39,292.07

AFLAC FUND		
BEGINNING BALANCE	9/1/25	\$2,439.52
REVENUE		
Deposits		\$2,087.94
Total Revenue		\$2,087.94
DISBURSEMENTS		
Monthly AFLAC Premiums		\$2,087.45
Total Disbursements		\$2,087.45
STATEMENT BALANCE		\$2,440.01

Outstanding Checks		\$0.00
BOOK BALANCE	9/30/25	\$2,440.01
GRAND TOTAL ALL FUNDS:		\$3,144,101.85

WYNOT PUBLIC SCHOOLS
Checks for Payment Listing-October 15, 2025 School Board Meeting

We have reviewed and approved the documentation supporting the below claims as listed by checks. We approve these checks for payment.

<i>Member</i>				
<i>Member</i>		<i>Member</i>		<i>Member</i>
General Fund				
<i>Check #</i>	<i>Date</i>	<i>Vendor</i>	<i>Description</i>	<i>Amount</i>
30154	10/15/25	A-OX Welding Supply	Supplies	\$ 122.38
30155	10/15/25	Appeara	Monthly Laundry Services	\$ 336.52
30156	10/15/25	Art Kathol Appliance	Building Repair & Maintenance	\$ 347.63
30157	10/15/25	Ashley Dullerud	Mileage	\$ 220.50
30158	10/15/25	Autumn Ament	Mileage	\$ 88.20
30159	10/15/25	Avera Medical	Bus Physical & Tests	\$ 300.00
30160	10/15/25	Bullseye Fire Sprinkler	Fire Sprinkler Inspection	\$ 400.00
30161	10/15/25	Burnell's Foodtown	Supplies	\$ 28.27
30162	10/15/25	Butch's Propane	Propane Contract 2025-26	\$ 4,350.00
30163	10/15/25	BV Auto LLC	Vehicle Repairs	\$ 193.11
30164	10/15/25	Cap Sanitary Supply	Custodial Supplies	\$ 1,410.80
30165	10/15/25	Cedar County News	Advertising & Minutes	\$ 815.01
30166	10/15/25	Cedar-Knox Public Power	Monthly Electricity	\$ 2,209.64
30167	10/15/25	Central Valley Ag	Supplies	\$ 221.49
30168	10/15/25	Chase	Monthly Card Payment	\$ 3,935.19
30169	10/15/25	Chesterman Company	Supplies	\$ 201.00
30170	10/15/25	Cornhusker International Trucks	Vehicle Repairs	\$ 2,829.63
30171	10/15/25	Craig Gowery	Mileage	\$ 541.80
30172	10/15/25	DAS State ACCTG	Network Line Charges	\$ 261.59
30173	10/15/25	Echo Group	LED Panel	\$ 137.34
30174	10/15/25	Educational Service Unit #1	Workshops, LineWize, Network Fees	\$ 9,345.92
30175	10/15/25	Educational Service Unit #8	Apex Seats	\$ 280.00
30176	10/15/25	Fordyce Coop	Custodial Supplies	\$ 10.15
30177	10/15/25	Goodheart-Wilcox Publisher	Textbooks	\$ 239.96
30178	10/15/25	Great Plains Communication	Phone Utilities	\$ 281.77
30179	10/15/25	Hansen Locksmithing	Building Repair & Maintenance	\$ 759.00
30180	10/15/25	Heimes Lawncare & Landscaping	Building Repair & Maintenance	\$ 1,311.55
30181	10/15/25	Inspira Financials	Monthly Admin Fee	\$ 100.00
30182	10/15/25	IXL Learning	Site License-Math & ELA	\$ 3,281.23
30183	10/15/25	J.W. Pepper & Son	Band & Vocal Supplies	\$ 65.00
30184	10/15/25	Kim Francis	Mileage & Supplies	\$ 524.20
30185	10/15/25	KSB School Law	Legal Services	\$ 871.00
30186	10/15/25	LEAF	Monthly Copier Lease	\$ 342.00
30187	10/15/25	MCGraw Hill	Corrective Reading	\$ 864.68
30188	10/15/25	McNally Operations, LLC	Monthly Copier Lease	\$ 549.00
30189	10/15/25	Mead Lumber	Industrial Tech Supplies	\$ 169.50
30190	10/15/25	Menards	Supplies	\$ 1,050.84
30191	10/15/25	Meridian-Jostens	Student Planners	\$ 499.90
30192	10/15/25	NASCO Education	Supplies	\$ 67.95

30193	10/15/25	Olsen Pest Control	Monthly Pest Control	\$ 170.00
30194	10/15/25	One Office Solution	Monthly Copier Usage	\$ 1,535.59
30195	10/15/25	OneSource Background	Background Checks	\$ 10.00
30196	10/15/25	Paul Hans	Mileage	\$ 631.96
30197	10/15/25	Perma-Bound	AR Books	\$ 335.57
30198	10/15/25	Postive Promotions	Supplies	\$ 149.90
30199	10/15/25	Quill	Supplies	\$ 256.37
30200	10/15/25	School Health Corp.	Supplies	\$ 129.32
30201	10/15/25	Scholastic Inc.	Subscription	\$ 126.50
30202	10/15/25	Steffen Electric	Building Repair & Maintenance	\$ 1,436.79
30203	10/15/25	University of NE @ Kearney	Bus Training	\$ 270.00
30204	10/15/25	Village of Wynot	Monthly Utilities	\$ 1,125.33
30205	10/15/25	Walmart	Supplies	\$ 58.02
30206	10/15/25	WPS PettyCash	Interlocal Agreement	\$ 1,500.00
30207	10/15/25	Wynot Oil Company	Vehicle, Gas, Repairs & Supplies	\$ 2,806.09
30208	10/15/25		Monthly Expenditures	\$ 50,105.19
30209	10/15/25		Payroll & Payables	\$ 291,425.06
TOTAL				\$ 341,530.25

School Nutrition Fund				
Check #	Date	Vendor	Description	Amount
6305	10/15/25	Appeara	Kitchen Laundry Supplies	\$ 162.09
6306	10/15/25	Art Kathol Appliance	Building Repair & Maintenance	\$ 314.00
6307	10/15/25	Hiland Dairy	Groceries	\$ 2,435.27
6308	10/15/25	Janice Koch	Mileage & Meal	\$ 168.47
6309	10/15/25	Sysco-Lincoln	Groceries & Supplies	\$ 7,700.79
6310	10/15/25	US Foods	Groceries	\$ 907.64
6311	10/15/25	Walmart Community Card	Groceries & Supplies	\$ 386.62
Monthly Expenditures				\$ 12,074.88
Payroll & Payables				\$ 10,404.53
TOTAL				\$ 22,479.41

Depreciation Fund-Checks

Check #	Date	Vendor	Description	Amount
Auto	10/15/25			
		Cedar Security Bank	HVAC Loan Payment	\$ 8,536.00
TOTAL				\$ 8,536.00

Special Building Fund-Checks

Check #	Date	Vendor	Description	Amount
				\$ -
TOTAL				\$ -

Activity Fund-Online

Check #	Date	Vendor	Description	Amount
5944				\$ -
5945				\$ -
TOTAL				\$ -

Activity Fund

Check #	Date	Vendor	Description	Amount
71663	9/11/25			
TOTAL				\$ -

71664	9/12/25	<i>Vendor</i>	<i>Description</i>	<i>Amount</i>
71665	9/16/25	Emily Walter	VB Books	\$ 50.00
71666	9/16/25	Cedar Catholic High School	JH VB Tournament (9/13)	\$ 125.00
71667	9/19/25	Edward Berggren	VB Official Vs. Bloomfield	\$ 350.00
71668	9/19/25	Wisner-Pilger School	C Team VB Classic	\$ 125.00
71669	9/19/25	George Davidson	FB Official Vs. Randolph	\$ 150.00
71670	9/19/25	Scott Piersma	FB Official Vs. Randolph	\$ 150.00
71671	9/19/25	Josh Taylor	FB Official Vs. Randolph	\$ 150.00
71672	9/25/25	Ron Beals	FB Official Vs. Randolph	\$ 150.00
71673	9/25/25	Terry Comstock	FB Official Vs. Randolph	\$ 150.00
71674	9/25/25	VOID		\$ -
71675	10/2/25	Gina Bellar	VB Official Vs. LCC & Wakefield	\$ 210.00
71676	10/2/25	VOID		\$ -
71677	10/2/25	VOID		\$ -
71678	10/2/25	Kristi Artt	VB Official Vs. LCC & Wakefield	\$ 210.00
71679	10/4/25	Clint Dennis	VB Official Vs. Homer	\$ 175.00
71680	10/4/25	Gina Bellar	VB Official Vs. Homer	\$ 175.00
71681	10/6/25	Clarkson High School	Patriot VB Tournament (10/4)	\$ 100.00
71682	10/6/25	Clarkson High School	Patriot VB Tournament (10/4)	\$ 100.00
71683	10/6/25	Landon Jansen	FB Vs. Walthill (10/3)	\$ 150.00
71684	10/6/25	Roger Bentz	FB Vs. Walthill (10/3)	\$ 150.00
71685	10/6/25	Derek Jueden	FB Vs. Walthill (10/3)	\$ 150.00
71686	10/7/25	Kolby Jueden	FB Vs. Walthill (10/3)	\$ 150.00
71687	10/7/25	Mason Mackeprang	FB Vs. Walthill (10/3)	\$ 150.00
71688	10/7/25	Taylor Pinkelman	Homecoming Supplies	\$ 9.63
71689	10/10/25	Shane Kleinschmit	Van Driver	\$ 50.00
71690	10/10/25	Alexis Arens	Fuel-VB Tournament	\$ 31.38
71691	10/10/25	Paul Eaton	FB Official Vs. Winside	\$ 150.00
71692	10/10/25	Monty Miller	FB Official Vs. Winside	\$ 150.00
71693	10/10/25	Kevin Hill	FB Official Vs. Winside	\$ 150.00
71694	10/10/25	Leland Miner	FB Official Vs. Winside	\$ 150.00
71695	10/15/25	Jerry Nicholson	FB Official Vs. Winside	\$ 150.00
71696	10/15/25	Edward Berggren	VB Official Vs. Randolph/Plainview	\$ 150.00
71697	10/15/25	Angie Burbach	VB Line Judge & JH Ref	\$ 227.00
71698	10/15/25	Claire Wieseler	VB Line Judge & JH Ref	\$ 155.00
71699	10/15/25	Emily Walter	Volleyball Books	\$ 325.00
71700	10/15/25	Jeff Meyer	Football Chains	\$ 20.00
71701	10/15/25	Mike Klug	JV/JH FB Referee	\$ 156.00
71702	10/15/25	Justin Heimes	B Chains & Book	\$ 60.00
71703	10/15/25	Peyton Wieseler	JV/JH FB Referee	\$ 104.00
71704	10/15/25	Brian Lange	Football Chains	\$ 20.00
71705	10/15/25	Shane Lesise	JV/JH Referee	\$ 32.00
71706	10/15/25	Kasen Koch	Football Clock & Books	\$ 105.00
71707	10/15/25	Chase Cardmember Service	One Act, Homecoming & Misc Supplies	\$ 2,021.07
71708	10/15/25	Brad Greene	VB Official Vs. Wausa	\$ 175.00
71709	10/15/25	Rodney L'eureux	VB Official Vs. Wausa	\$ 175.00
71710	10/15/25	State Land Judging Committee	Registration Fees	\$ 18.00
71711	10/15/25	Zoey Wieseler	Menards-One Act Supplies	\$ 122.20
71712	10/15/25	Shelley Groene	Casey's Pizza-Blood Drive	\$ 16.04
71713	10/15/25	Floral Deigns	Homecoming Flowers	\$ 130.00
		Randolph Music Boosters	Conference Choir	\$ 80.00
		E Ag Educators Assoc	NAEA Membership 25-26	\$ 100.00
TOTAL				\$ 8,152.32

WYNOT PUBLIC SCHOOLS, DISTRICT 14-0101
BOARD OF EDUCATION MINUTES
BUDGET HEARING
September 10, 2025

A meeting of the Board of Education, Wynot Public Schools, Dist. 101, was called to order by the President, Laurie Schulte, on September 10, 2025 at 6:03 p.m. The public is advised a copy of the Open Meetings Act is available on the table in the Board Room #108 at Wynot Public Schools. Roll call showed the following board members present: Laurie Schulte, Greg Hite, Nikki Higgins, Sue Lenzen, Todd Pinkelman, and Kelly Wieseler. Also present were Superintendent Paul Hans, Principal Kim Francis and Business Manager Nancy Sydow.

Notice of the meeting was given in advance by publication and/or in accordance with the Board approved method of giving notice of meetings. Notice was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the publicized notice and a current copy of the agenda was maintained as stated in the notice.

The hearing was opened to the public to review, discuss, consider, receive input, and hear support, opposition, criticism, suggestions or observations of taxpayers relating to the 2025-26 proposed budget.

President, Laurie Schulte, adjourned the meeting at 6:06 p.m.

Respectfully submitted,
Kelly Wieseler, Secretary

APPROVE: _____

ATTEST: _____

WYNOT PUBLIC SCHOOLS, DISTRICT 14-0101
BOARD OF EDUCATION MINUTES
LEVY SETTING HEARING
September 10, 2025

A meeting of the Board of Education, Wynot Public Schools, Dist. 101, was called to order by the President, Laurie Schulte, on September 10, 2025 at 6:11 p.m. The public is advised a copy of the Open Meetings Act is available on the table in the Board Room #108 at Wynot Public Schools. Roll call showed the following board members present: Laurie Schulte, Greg Hite, Nikki Higgins, Sue Lenzen, Todd Pinkleman and Kelly Wieseler. Also present were Superintendent Paul Hans, Principal Kim Francis and Business Manager Nancy Sydow.

Notice of the meeting was given in advance by publication and/or in accordance with the Board approved method of giving notice of meetings. Notice was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the publicized notice and a current copy of the agenda was maintained as stated in the notice.

The purpose of the hearing is to review, discuss, consider, receive input, and hear support, opposition, criticism, suggestions or observations or taxpayers relating to the 2025-26 Proposed Property Tax Levy.

President, Laurie Schulte, adjourned the meeting at 6:17 p.m.

Respectfully submitted,
Kelly Wieseler, Secretary

APPROVE: _____

ATTEST: _____

WYNOT PUBLIC SCHOOLS, DISTRICT 14-0101
BOARD OF EDUCATION
REGULAR MEETING MINUTES
September 10, 2025

A regular meeting of the Board of Education, Wynot Public Schools, Dist. 101, was called to order by the President, Laurie Schulte, on September 10, 2025 at 6:18 PM. The public was advised a copy of the Open Meetings Act was available on the wall in the Board Room #108 at Wynot Public Schools and that the meeting was properly posted at the following places; Cedar Security Bank lobby in Wynot, Wynot Public School front entrance, and United State Post Office in Wynot. The meeting began with the Pledge of Allegiance. Roll call showed the following board members present: **Present:** Nicole Higgins, Greg Hite, Susan Lenzen, Todd Pinkelman, Laurie Schulte, Kelly Wieseler. Also present were Superintendent Paul Hans, Principal Kim Francis and Business Manager Nancy Sydow.

Motion by Greg Hite and seconded by Nicole Higgins to certify the meeting was properly advertised and adopt the agenda. MCU Carried Yea: 6, Nay: 0

Motion by Kelly Wieseler and seconded by Greg Hite to approve the Consent Agenda, items including the minutes of the August 13, 2025 regular meeting of the board of education; the Treasurer's Report and the minutes from the Budget Workshop on August 26, 2025; the General Fund bills in the amount of \$299,053.43 which includes payroll; and the Depreciation fund in the amount of \$9,976.00, and the Special Building Fund in the amount of \$8,049.00. MCU Carried Yea: 6, Nay: 0

Motion by Susan Lenzen and seconded by Greg Hite to go into Executive session for Possible Land Purchase. Executive Session began @ 7:16 pm and Executive Session ended @7:27 pm. MCU Carried Yea: 6, Nay: 0

Motion by Todd Pinkelman and seconded by Kelly Wieseler to Adopt the 2025-26 Budget. MCU Carried Yea: 6, Nay: 0

Motion by Greg Hite and seconded by Susan Lenzen to Approve the 2025-26 Tax Request/Levy Resolution 0026. MCU Yea: 6, Nay: 0

Motion by Greg Hite and seconded by Todd Pinkelman to Approve Resolution to borrow Money as provided in N.R.S. 79-1070. MCU Carried Yea: 6, Nay: 0

Motion by Susan Lenzen and seconded by Nicole Higgins to Set the 2025-26 Unreimbursable Student Cost at \$0.00. Yea: 6, Nay 0

Motion by Greg Hite and seconded by Susan Lenzen to Set the 2025-26 Tuition Rate for Nonresident Students at \$0.00. MCU Yea: 6, Nay 0

Motion by Kelly Wieseler and seconded by Nicole Higgins to set the Transportation Rate for Students Attending School-Option Enroll 2025-26 at \$0.00. MCU Carried Yea: 6, Nay 0

Motion by Todd Pinkelman and seconded by Susan Lenzen to Approve Butch's Propane Contract to purchase 3000 gallons @ \$1.45 for the 2025-26 year. MCU Carried Yea: 6, Nay: 0

Motion by Nicole Higgins and seconded by Susan Lenzen to Approve Resolution 2025-01 for the purchase of property 105 E. 7th Street, Wynot, Nebraska 68792, for \$90,000. MCU Yea: 6, Nay: 0

Motion by Laurie Schulte and seconded by Greg Hite to Approve Policy #604.16R1 NDE Systems of Supports. MCU Carried Yea: 6, Nay: 0

Motion by Susan Lenzen and seconded by Nicole Higgins to Approve Policy #605.05 Religious-Based Exclusions from a School Program. Yea: 6, Nay: 0

Motion by Todd Pinkelman and seconded by Laurie Schulte to Approve Policy #1005.13 Parental Access to Library Materials. MCU Carried Yea: 6, Nay: 0

Motion by Nicole Higgins and seconded by Susan Lenzen to Approve the removal of the HUDL subscription fee for patrons. MCU Carried Yea: 6, Nay: 0

Motion by Todd Pinkelman and seconded by Greg Hite to Approve the exploration of converting the property at 105 East 7th Street to an early childhood center. MCU Carried Yea: 6, Nay: 0

The meeting adjourned @ 7:52 p.m.

The next meeting: Notice of Special Hearing to Set the Final Tax Request-Thursday September 25, 2025 @ 5:15 p.m.

The regular board meeting: Wednesday, October 15, 2025 @ 6:00 p.m.

GENERAL FUND: Alycia Nelson \$79.80; A-Ox Welding \$66.19; Appeara \$410.08; Art Kathol Appliance \$617.36; Avera Medical \$530.00; Blick Art \$1,384.20; Brooke Hansen \$308.00; BSN Sports \$11.94; CCNews \$274.28; CKPPD \$2,323.30; Cengage \$970.75; Chase \$8,875.54; Chesterman \$167.00; Craig Gowery \$129.50; Crisis Prevention Institute 3,524.25; Dawn Koch 9.98; Discount School Supply 112.49; EAI Education \$117.80; EBSCO \$5.13; ESU #1 \$2,326.67; Fordyce Coop \$354.26; Goodheart Wilcox \$239.96; Great Plains Comm. \$281.77; Houghton Mifflin \$988.00; Inspira Financial \$100.00; J.W. Pepper \$216.74; Jess Nelson \$87.50; KSB School Law \$167.50; LakeShore Learning \$11.99; Leaf \$342.00; Lexia Learning \$798.00; McNally Operations \$549.00; MEAD Lumber \$1,651.19; Menards \$310.61; Mike's Instrument \$350.00; NASB \$65.00; NCSA \$858.00; Nicolette Koch \$86.80; Olsen Pest \$85.00; One Office Solution \$478.40; One Source Background 180.00; Pyramid School \$76.20; Quill \$169.67; Ray's Midbell \$69.99; Sanford Health \$115.00; Savvas Learning \$1,388.10; Scholastic \$126.50; School Specialty \$182.25; Tri-State Windshield \$900.00; Village of Wynot \$1,031.05; Walmart \$18.18; WPS PettyCash \$694.97; Wynot Oil Co. \$2,290.50;

DEPRECIATION FUND: Midwest Music Center \$1,440.00; Cedar Security Bank \$8,536.00.

SPECIAL BUILDING FUND: KSB School Law \$5,234.50; Landmark Surveying \$2,815.00

Respectfully submitted,
Kelly Wieseler, Secretary

APPROVE: _____ ATTEST: _____

WYNOT PUBLIC SCHOOLS, DISTRICT 14-0101
BOARD OF EDUCATION MINUTES
LEVY SETTING HEARING
September 25, 2025

A meeting of the Board of Education, Wynot Public Schools, Dist. 101, was called to order by the President, Laurie Schulte, on September 25, 2025 at 5:17 p.m. The public is advised a copy of the Open Meetings Act is available on the table in the Board Room #108 at Wynot Public Schools. Roll call showed the following board members present: Laurie Schulte, Greg Hite, Nikki Higgins, Sue Lenzen, Todd Pinkleman and Kelly Wieseler. Also present were Superintendent Paul Hans, Principal Kim Francis and Business Manager Nancy Sydow.

Notice of the meeting was given in advance by publication and/or in accordance with the Board approved method of giving notice of meetings. Notice was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the publicized notice and a current copy of the agenda was maintained as stated in the notice.

The purpose of the hearing is to review, discuss, consider, receive input, and hear support, opposition, criticism, suggestions or observations or taxpayers relating to the 2025-26 Proposed Property Tax Levy.

President, Laurie Schulte, adjourned the meeting at 5:26 p.m.

Respectfully submitted,
Kelly Wieseler, Secretary

APPROVE: _____

ATTEST: _____

WYNOT PUBLIC SCHOOLS, DISTRICT 14-0101
BOARD OF EDUCATION
SPECIAL MEETING MINUTES
September 25, 2025

A special meeting of the Board of Education, Wynot Public Schools, Dist. 101, was called to order by the President, Laurie Schulte, on September 25, 2025 at 5:27 PM. The public was advised a copy of the Open Meetings Act was available on the wall in the Board Room #108 at Wynot Public Schools and that the meeting was properly posted at the following places; Cedar Security Bank lobby in Wynot, Wynot Public School front entrance, and United State Post Office in Wynot. The meeting began with the Pledge of Allegiance. Roll call showed the following board members present: **Present:** Nicole Higgins, Greg Hite, Susan Lenzen, Todd Pinkelman, Laurie Schulte, Kelly Wieseler. Also present were Superintendent Paul Hans, Principal Kim Francis and Business Manager Nancy Sydow.

Motion by Todd Pinkelman and seconded by Nicole Higgins to certify the meeting was properly advertised and adopt the agenda. MCU Carried Yea: 6, Nay: 0

Motion by Greg Hite and seconded by Kelly Wieseler to Approve the 2025-26 Tax Request/Levy Resolution 0026. MCU Yea: 6, Nay: 0

The meeting adjourned @ 5:44 p.m.

The next meeting: Wednesday, October 15, 2025 @ 6:00 p.m.

Respectfully submitted,
Kelly Wieseler, Secretary

APPROVE: _____ ATTEST: _____

NOTICE OF REQUEST FOR PROPOSALS (RFP)

- 1. PROJECT INFORMATION.** Wynot Public Schools, legally known as Cedar County School District 14-0101, is requesting proposals from qualified construction management firms (CM) to provide construction management at risk services for a School Facilities Improvement Project that will likely include but not necessarily limited to a combination of renovation, remodeling, addition, and/or new construction likely resulting in, but not necessarily limited to, new or updated gymnasiums, locker rooms, classrooms, career and technical education facilities, storage, commons space, food service, athletic facilities, performing arts, supporting facilities, and/or related infrastructure and improvements.
- 2. PRE-PROPOSAL WALKTHROUGH.** All interested CM firms are invited to attend a pre-proposal walkthrough on October 17, 2025, at 10:30 am local time at Wynot Public Schools, 709 St. James, Ave., Wynot, NE 68792. Architect will provide responses to CM firms' questions posed at Pre-Proposal Walkthrough by Addendum.
- 3. PROPOSAL SUBMISSION.** Proposals will be received until 2:00 pm local time on November 4, 2025. Any proposal received after that time and date will not be opened or considered and will be returned to the CM.
- 4. INQUIRIES AND INSTRUCTIONS.** The RFP and Proposal Instructions may be obtained by contacting the Architect, Bob Soukup, AIA, at BSoukup@cwparhitects.com.