

Scottsbluff Board of Education Regular
Meeting
Monday, August 11, 2025 6:00 PM

Scottsbluff High School Board Meeting Room
313 E 27th Street
Scottsbluff, Nebraska 69361

Agenda

1. Opening Procedures
 - 1.a. Call to Order
 - 1.b. Roll Call
 - 1.c. Excuse Absent Member(s)
2. Pledge of Allegiance
3. Open Meetings Law
4. Consent Agenda
 - 4.a. Adopt Agenda
 - 4.b. Approve Minutes as follows:
 - 4.b.1. July 14, 2025
5. Expenditures
 - 5.a. Expenditures without Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C.:
\$3,001,007.67
 - 5.b. Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C. Expenditures: \$434.75
6. Update
 - 6.a. District Continuous Improvement Overview
Speaker(s): Mike Mason
7. Public Comment - a total of 120 minutes will be allotted (no more than 5 minutes per speaker).
8. New Business
 - 8.a. Emergency Operations Plan
Speaker(s): James Todd
 - 8.b. Early Retirement Notification Resolution - 2025-2026
Speaker(s): Marianne Carlson
 - 8.c. Auditorium Renovation Bid
Speaker(s): Marianne Carlson
 - 8.d. Salaried Compensation Procedures Document
Speaker(s): Marianne Carlson
9. Reports and Proposals
 - 9.a. Board Members
 - 9.b. Board Committee Reports
 - 9.b.1. Curriculum & Instruction/Americanism Committee - Next Meeting:
August 15, 2025 @ 11:30 AM
Speaker(s): Mike Mason
 - 9.b.2. Facility Committee - Next Meeting: September 2, 2025 @ 11:00 AM
Speaker(s): Marianne Carlson
 - 9.b.3. Finance Committee - Next Meeting: September 2, 2025 @ 12:30 PM
Speaker(s): Marianne Carlson

9.b.4. Student Services Committee - Next Meeting: August 21, 2025 @ 11:30 AM

Speaker(s): Dr. Wendy Kemling

9.c. From the Administrative Staff:

9.c.1. Executive Director of Finance

Speaker(s): Marianne Carlson

9.c.2. Executive Director of Student Services

Speaker(s): Dr. Wendy Kemling

9.c.3. Executive Director of Curriculum and Instruction

Speaker(s): Mike Mason

9.c.4. Superintendent

Speaker(s): Dr. Andrew Dick

10. Future Meetings and Dates to Remember

10.a. August 12, 2025 - ReConnect Graduation @ 4:30 PM - BMS Cafeteria

10.b. August 14, 2025 - First Day of 2025-2026 School Year

10.c. August 23, 2025 - SBPS Education Center Grand Opening Ceremony

10.d. August 28, 2025 - Special Board of Education Meeting @ 5:00 PM

10.e. September 1, 2025 - No School for Students & Staff

10.f. September 2, 2025 - ½ PD Day & ½ Work Day - No School for Students

10.g. September 8, 2025 - Board of Education Meeting

11. Adjournment

PO Box 1709
Scottsbluff, NE 69363

AFFIDAVIT OF PUBLICATION

State of Florida, County of Broward, ss:

Edmar Corachia, being first duly sworn, deposes and says: That (s)he is a duly authorized signatory of Column Software, PBC, duly authorized agent of Scottsbluff Star-Herald, a legal newspaper of general circulation, published daily except Mondays, at Scottsbluff, Scotts Bluff County, Nebraska; that the notice hereto attached and which forms a part of this affidavit was Published in said paper, and that said notice was published in the regular and entire issues and every number of the paper on the days mentioned, the same being the corresponding day of each week during the period of time of publication and that said notice was published in the newspaper proper and not in the supplement, with insertion date(s) having been on:

Aug. 9, 2025

Edmar Corachia

(Signed) _____



VERIFICATION

State of Florida
County of Broward

Subscribed in my presence and sworn to before me on this: **08/11/2025**

S. Smith

Notary Public

Printers Fee: **\$11.45**
Customer Number: 1014315
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Notarized remotely online using communication technology via Proof.

NOTICE IS HEREBY GIVEN that a Regular Meeting of the Board of Education for the School District of Scottsbluff, in the county of Scotts Bluff, in the State of Nebraska, will be held at 6:00 P.M. Monday, July 14th, 2025, at Scottsbluff High School, 313 East 27th Street, Scottsbluff, NE 69361 and via virtual meeting.

The meeting agenda, kept continuously current, is available for inspection on the website www.sbps.net. Agenda items may be subject to Closed Session. Agenda items are subject to change up until 24 hours prior to the meeting. Sequence of the agenda may be adjusted, please attend the entire meeting.

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Scottsbluff Board of Education Regular Meeting

Monday, July 14, 2025 6:00 PM

Scottsbluff High School Board Meeting Room
313 E 27th Street
Scottsbluff, Nebraska 69361

Mark Lang: Present
Beth Merrigan: Absent
Robert Polk: Present
Scott Reisig: Present
Tory Schwartz: Present
Paul Snyder: Present

1. Opening Procedures

The Regular Board of Education Meeting was called to order at 6:00 PM by President Scott Reisig.

1.a. Call to Order

1.b. Roll Call

1.c. Excuse Absent Member(s)

Motion to excuse absent member Beth Merrigan Passed with a motion by Tory Schwartz and a second by Mark Lang.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

2. Pledge of Allegiance

3. Open Meetings Law

This meeting was held in accordance to the Open Meetings Act. Notice of this meeting was published in the Star-Herald on July 10, 2025 and on the Scottsbluff Public Schools website.

4. Consent Agenda

Motion to accept the Consent Agenda Passed with a motion by Paul Snyder and a second by Mark Lang.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

4.a. Adopt Agenda

4.b. Approve Minutes as follows:

4.b.1. June 9, 2025

5. Expenditures

5.a. Expenditures without Douglas, Kelly, Ost diek, Snyder, Ossian and Vogl, P.C. and Tree Monkeys LLC: \$2,693,515.96

Motion to approve the expenditures without Douglas, Kelly, Ost diek, Snyder, Ossian and Vogl, P.C. and Tree Monkeys LLC for the amount of \$2,693,515.96 Passed with a motion by Mark

Lang and a second by Robert Polk.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

5.b. Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C. Expenditures: \$693.25

Motion to approve the expenditures for Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C. for the amount of \$693.25 Passed with a motion by Tory Schwartz and a second by Mark Lang. Paul Snyder: Abstain (With Conflict), Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

5.c. Tree Monkeys LLC Expenditures: \$2,850.00

Motion to approve the expenditures for Tree Monkeys LLC for the amount of \$2,850.00 Passed with a motion by Mark Lang and a second by Tory Schwartz.

Robert Polk: Abstain (With Conflict), Mark Lang: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

6. Public Comment - a total of 120 minutes will be allotted (no more than 5 minutes per speaker). There were no members of the public present who wished to address the Board of Education.

7. New Business

7.a. Adoption of Board Policies 5507 - "Foster Care Student Transportation," 6113 - "Electronic Communication Devices and Cell Phones," 6287 - "Plagiarism, Copyrights, and Patents," and 6931 - "Behavioral Intervention and Classroom Management"

Motion to approve the adoption of Board Policies 5507 - "Foster Care Student Transportation," 6113 - "Electronic Communication Devices and Cell Phones," 6287 - "Plagiarism, Copyrights, and Patents," and 6931 - "Behavioral Intervention and Classroom Management" as presented, effective immediately, and to waive any further readings related to the adoption of these policies. Passed with a motion by Paul Snyder and a second by Robert Polk.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

7.b. Revisions to Board Policies 1200 - "Anti-Discrimination," 3131 - "Procurement Plan," 3132 - "Internal Controls," 3410 - "Safe Driving Record Standard for Drivers," 4003 - "Anti-Discrimination, Anti-Harassment, and Anti-Retaliation," 4009 - "Drug and Substance Use and Abuse," 5001 - "Admission Requirements," 5004 - "Full-Time and Part-Time Enrollment," 5201 - "Promotion and Retention," 5202.1 - "Notification of Rights Under FERPA," 5301 - "Association Activities," and 5401 - "Anti-Discrimination, Anti-Harassment, and Anti-Retaliation"

Motion to approve the revisions to Board Policies 1200 - "Anti-Discrimination," 3131 - "Procurement Plan," 3132 - "Internal Controls," 3410 - "Safe Driving Record Standard for Drivers," 4003 - "Anti-Discrimination, Anti-Harassment, and Anti-Retaliation," 4009 - "Drug and Substance Use and Abuse," 5001 - "Admission Requirements," 5004 - "Full-Time and Part-Time Enrollment," 5201 - "Promotion and Retention," 5202.1 - "Notification of Rights Under FERPA," 5301 - "Association Activities," and 5401 - "Anti-Discrimination, Anti-Harassment, and Anti-Retaliation" as presented, effective immediately, and to waive any further readings related to the revision of these policies. Passed with a motion by Mark Lang and a second by Robert Polk.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

7.c. 2025-2026 Bear Cub Preschool Parent-Student Handbook

Motion to approve the 2025-2026 Bear Cub Preschool Parent-Student Handbook as presented. Passed with a motion by Paul Snyder and a second by Tory Schwartz.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

7.d. 2025-2026 Elementary Parent-Student Handbook

Motion to approve the 2025-2026 Elementary Parent-Student Handbook as presented. Passed with a motion by Robert Polk and a second by Mark Lang.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

7.e. 2025-2026 Bluffs Middle School Parent-Student Handbook

Motion to approve the 2025-2026 Bluffs Middle School Parent-Student Handbook as presented. Passed with a motion by Paul Snyder and a second by Robert Polk.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

7.f. 2025-2026 Scottsbluff High School Parent-Student Handbook

Motion to approve the 2025-2026 Scottsbluff High School Parent-Student Handbook as presented. Passed with a motion by Robert Polk and a second by Mark Lang.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

7.g. 2025-2026 Scottsbluff Public Schools District Parent-Student Handbook

Motion to approve the 2025-2026 Scottsbluff Public Schools District Parent-Student Handbook as presented. Passed with a motion by Paul Snyder and a second by Mark Lang.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

7.h. Resolution Approving Staff Trainings

Motion to approve the Resolution as presented. Passed with a motion by Robert Polk and a second by Tory Schwartz.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

7.i. 2025-2026 Scottsbluff Public Schools Staff Handbook

Motion to approve the 2025-2026 Scottsbluff Public Schools Staff Handbook as presented.

Passed with a motion by Robert Polk and a second by Mark Lang.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

7.j. 2025-2026 Scottsbluff Public Schools Substitute Handbook

Motion to approve the 2025-2026 Scottsbluff Public Schools Substitute Handbook as presented.

Passed with a motion by Tory Schwartz and a second by Paul Snyder.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

7.k. Extra-Standard Services - CHOICES Assistant Sponsor

Motion to approve the Extra Standard Services addition as presented above, beginning with the 2025-2026 school year. Passed with a motion by Robert Polk and a second by Tory Schwartz.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

7.l. District Office Furniture Disposal

Motion to approve the auction of items attached to the Board memo. Passed with a motion by Paul Snyder and a second by Tory Schwartz.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8. Reports and Proposals

8.a. Board Members

Board Member Paul Snyder commented that he had recently stumbled upon a potential remedy to the cell phone usage issue that so many schools experience. Paul stated that a company has developed an app that is applied to student phones, and if a student is within the perimeter of the school building during school hours, the cell phone can "lock students out" of certain applications on their phones. Paul encouraged the Board to look at alternative means to resolve the issue of cell phone usage within schools or to "bite the bullet" and ban them entirely. Paul noted he has recently researched the issue, stating that the usage of cell phones and social media can also affect the mental health and well-being of students.

Superintendent Dr. Andrew Dick noted there is a meeting scheduled later this week with a representative from The Commons, the same platform mentioned by Paul.

8.b. Board Committee Reports

8.b.1. Curriculum & Instruction/Americanism Committee - Next Meeting: August 15, 2025 @ 11:30 AM

No report.

8.b.2. Facility Committee - Next Meeting: July 31, 2025 @ 12:00 PM

No report.

8.b.3. Finance Committee - Next Meeting: August 4, 2025 @ 11:30 AM

No report.

8.b.4. Student Services Committee - Next Meeting: August 21, 2025 @ 11:30 AM

No report.

8.c. From the Administrative Staff:

8.c.1. Executive Director of Finance

Executive Director of Finance Marianne Carlson updated the Board of Education on five approved change orders for the Scottsbluff Public Schools Education Center and Westmoor Elementary as per Board Policy 3133.

8.c.2. Executive Director of Student Services

No report.

8.c.3. Executive Director of Curriculum and Instruction

No report.

8.c.4. Superintendent

Dr. Andrew Dick thanked his Executive Assistant, Reagan True, for her outstanding work on the Board Policy changes and 2025-2026 handbooks in a relatively short timeframe.

9. Future Meetings and Dates to Remember

9.a. August 7, 2025 - First Day for Staff

9.b. August 11, 2025 - Board of Education Meeting

9.c. August 12, 2025 - ReConnect Graduation @ 4:30 PM - BMS Cafeteria

9.d. August 14, 2025 - First Day of 2025-2026 School Year

9.e. August 23, 2025 - SBPS Education Center Grand Opening Ceremony

10. Move into Closed Session

The Board of Education moved into Closed Session at 6:41 PM.

Move pursuant to Neb. Rev. Stat. § 84-1410, the Nebraska Open Meetings Act, that the Board of Education for Scottsbluff Public Schools go into Closed Session to include Superintendent Dr. Andrew Dick for the purpose of discussion of the evaluation of the job performance of the Superintendent, to prevent needless injury to the reputation of the Superintendent, and at the conclusion of the Closed Session, that the Superintendent's evaluation instrument be immediately placed in his personnel file. Passed with a motion by Robert Polk and a second by Mark Lang. Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

11. Exit Closed Session

The Board of Education exited Closed Session at 7:32 PM.

12. Adjournment

The Board of Education Regular Meeting adjourned at 7:32 PM.

Motion to adjourn Passed with a motion by Paul Snyder and a second by Tory Schwartz.

Mark Lang: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

Fund	Vendor	Description	Amount
01	A & O Grant Consulting	SERVICES	\$ 1,700.00
	Absolute Painting	SERVICES	\$ 429.13
	ACCS Inc	SERVICES	\$ 162.00
	Alarm Security Technicians	SERVICES	\$ 205.00
	Allo Communications	UTILITIES	\$ 12,492.46
	Apple Store	COMPUTER HARDWARE	\$ 4,240.00
	Avila, Jaylen	REIMBURSEMENT	\$ 39.20
	Baker, Emily	REIMBURSEMENT	\$ 15.75
	Ben's Construction Inc.	SERVICES	\$ 13,557.00
	Best Western Inn North Platte	TRAVEL EXPENSE	\$ 220.00
	Black Hills Energy	UTILITIES	\$ 10,668.10
	Bluffs Facility Solutions	SUPPLIES	\$ 895.86
	Brown Co.	REPAIRS & MAINTENANCE	\$ 390.96
	Bustinza, Albert	REIMBURSEMENT	\$ 13.00
	Calibraska Arts Initiative	MISCELLANEOUS EXPENSES	\$ 300.00
	Carolina Biological Supply	SUPPLIES	\$ 405.72
	CDW Government Inc	COMPUTER SOFTWARE	\$ 20,509.00
	Central Security Communication	MISCELLANEOUS EXPENSES	\$ 21.00
	Century Business Products, Inc.	LEASE	\$ 2,616.57
	CenturyLink	MISCELLANEOUS EXPENSES	\$ 515.20
	Chimney Rock Public Power Dist	UTILITIES	\$ 2,448.02
	City of Scottsbluff	UTILITIES	\$ 10,172.23
	CodeHS, Inc.	TEXTBOOKS	\$ 7,482.00
	Column Software, PBC	MISCELLANEOUS EXPENSES	\$ 11.45
	Contractor's Materials	SUPPLIES	\$ 112.00
	Cotton, Shelbi	REIMBURSEMENT	\$ 12.60
	Crescent Electric Supply	SUPPLIES	\$ 556.92
	Culligan of Scottsbluff	SUPPLIES	\$ 133.50
	Davies, Michael	SERVICES	\$ 1,100.00
	Decker Equipment	SUPPLIES	\$ 1,823.44
	Dennis Supply Company	SUPPLIES	\$ 985.72
	DocuSign, Inc. Lockbox	COMPUTER SOFTWARE	\$ 8,380.05
	Douglas, Kelly and Ostdiek, P.C.	LEGAL SERVICES	\$ 434.75
	Durbin, Mary	REIMBURSEMENT	\$ 71.19
	Eakes Office Solutions	SUPPLIES	\$ 2,059.64
	Eastern Data, Inc.	MISCELLANEOUS EXPENSES	\$ 2,308.00
	ECINS Corp	COMPUTER SOFTWARE	\$ 4,818.00
	Edpuzzle, Inc.	SUPPLIES	\$ 3,050.00
	Educational Service Unit #13 _9800	MISCELLANEOUS EXPENSES	\$ 64,293.51
	Engineered Controls	SERVICES	\$ 770.00
	ESU Coordinating Council	MISCELLANEOUS EXPENSES	\$ 311.61
	EXpress Toll	MISCELLANEOUS EXPENSES	\$ 20.45
	Firewalls.com, Inc.	COMPUTER SOFTWARE	\$ 1,717.34
	FirstGroup America	SERVICES	\$ 11,569.81
	Fogle, Michael M	REIMBURSEMENT	\$ 63.70
	Follett Content Solutions, LLC	LIBRARY BOOKS	\$ 5,905.65

Frank Parts Co	MISCELLANEOUS EXPENSES	\$	60.99
GE Money Bank/Amazon	MISCELLANEOUS EXPENSES	\$	1,788.43
Harris, Adam	REIMBURSEMENT	\$	193.76
Heine, David	MISCELLANEOUS EXPENSES	\$	650.00
HM Recievables Co LLC	SUPPLIES	\$	1,500.00
Holiday Inn Express - Lincoln South	TRAVEL EXPENSE	\$	418.00
Honey Wagon Express	SERVICES	\$	650.00
Hugen, Hillari	REIMBURSEMENT	\$	74.20
Ideal Linen Supply	SUPPLIES	\$	4.00
journeyEd.com, Inc.	COMPUTER SOFTWARE	\$	2,496.00
Kansas City Audio-Visual Inc.	COMPUTER SOFTWARE	\$	2,274.00
Kaseya US LLC dba Backupify LLC	COMPUTER SOFTWARE	\$	1,699.95
Kendall Hunt Publishing Company	TEXTBOOKS	\$	290.00
Lakeshore Learning Materials	SUPPLIES	\$	1,744.27
Lawayne Klein	LEASE	\$	1,300.00
Logoz	SUPPLIES	\$	264.00
Matheson Tri-Gas, Inc.	SUPPLIES	\$	145.45
Mighty Ducts	SERVICES	\$	2,625.00
Mohawk USA LLC	SUPPLIES	\$	1,532.81
MRG Enterprises, LLC	LEASE	\$	1,500.00
National Dropout Prevention Center	SERVICES	\$	1,590.00
NCS Pearson, Inc	SUPPLIES	\$	1,237.43
Nebraska Public Health & Environmental L	SERVICES	\$	247.00
Nebraska Public Power District	UTILITIES	\$	47,378.45
Northwest Pipe Fittings, Inc Of Scottsbl	SUPPLIES	\$	305.35
Ombudsman Educational Services, LTD	SERVICES	\$	128,495.00
Pearson Education	TEXTBOOKS	\$	1,719.98
Petty Cash-Student Services	MISCELLANEOUS EXPENSES	\$	200.00
PFM Financial Services LLC	MISCELLANEOUS EXPENSES	\$	42,699.99
PowerSchool Group LLC	COMPUTER SOFTWARE	\$	6,989.78
PresenceLearning, Inc.	COMPUTER SOFTWARE	\$	6,600.00
Professional Inspection Equipment	SERVICES	\$	1,453.00
Quick Care Medical Services	SERVICES	\$	125.00
Rapid Fire Protection	SERVICES	\$	13,009.50
Reganis Auto Center	REPAIRS & MAINTENANCE	\$	665.14
Regional Care Inc	EMPLOYEE BENEFITS	\$	500.00
Riverside Discovery Center	MISCELLANEOUS EXPENSES	\$	2,465.00
Rutt's Heating & Air Conditioning	SERVICES	\$	1,105.00
Scholastic Magazines	TEXTBOOKS	\$	316.26
School Specialty	SUPPLIES	\$	1,671.29
Scottsbluff Country Club _28545	MISCELLANEOUS EXPENSES	\$	5,000.00
Scottsbluff Public Schools _29270	FUEL	\$	1,808.82
Scottsbluff Public Schools Depr	DEPRECIATION TRANSFER	\$	1,500,000.00
Shaggy Buffalo Carwash LLC	MISCELLANEOUS EXPENSES	\$	30.00
Sherwin Williams Co	SUPPLIES	\$	572.29
Snell Services Inc _30175	SUPPLIES	\$	1,500.00
Soule, Leishel	REIMBURSEMENT	\$	425.00

	Sport & Fitness Inc.	MISCELLANEOUS EXPENSES	\$	1,298.45
	Staman, Jenise M	REIMBURSEMENT	\$	81.34
	State Of Nebraska Das Communications	SERVICES	\$	292.87
	Sterling Computers Corporation	COMPUTER HARDWARE	\$	4,004.40
	Stukent, Inc.	SUPPLIES	\$	6,440.00
	Teaching Strategies Inc	SUPPLIES	\$	4,147.00
	Team Chevrolet	REPAIRS & MAINTENANCE	\$	1,132.88
	Teeple, Caroline	REIMBURSEMENT	\$	55.30
	thyssenkrupp Elevator Corporation	SERVICES	\$	3,840.51
	Time Clock Plus/Data Management, Inc.	COMPUTER SOFTWARE	\$	245.00
	T-Mobile USA Inc	MISCELLANEOUS EXPENSES	\$	30.07
	Tofflemire, Megan	REIMBURSEMENT	\$	42.70
	Trane U.S. Inc	SERVICES	\$	332.80
	Twin City Roofing Sheet Metal Inc.	SERVICES	\$	2,055.40
	Urwiller, Kenna	REIMBURSEMENT	\$	440.00
	Verizon Connect	SUPPLIES	\$	301.10
	Verizon Wireless	COMMUNICATIONS	\$	1,598.14
	Vistabeam	COMMUNICATIONS	\$	300.00
	Waste Connection Of Ne, Inc.	UTILITIES	\$	529.00
	WPCI	SERVICES	\$	130.00
	Y M C A	SERVICES	\$	62.00
				Fund Total
02	Absolute Painting	SERVICES	\$	2,272.60
	Anderson & Shaw Construction, Inc.	SERVICES	\$	156,253.29
	Avalis Wayfinding Solutions	SUPPLIES	\$	3,862.40
	City of Gering	MISCELLANEOUS EXPENSE	\$	1,361.63
	DakotaScapes, LLC	SERVICES	\$	113,780.00
	INA Alert, Inc	SERVICES	\$	11,164.03
	JEO Consulting Group, Inc	SERVICES	\$	10,426.25
	Lighthouse Electrical Contractors, LLC	SERVICES	\$	4,368.00
	Menards	SUPPLIES	\$	19,334.40
	PFM Financial Services LLC	MISCELLANEOUS EXPENSE	\$	2,750.74
	Sherwin Williams Co	SUPPLIES	\$	23,712.00
				Fund Total
03	Hoxworth, David K.	REIMBURSEMENT	\$	0.85
	Koke, Kelsey	REIMBURSEMENT	\$	0.05
	Lopez, Louis	REIMBURSEMENT	\$	140.75
	PFM Financial Services LLC	MISCELLANEOUS EXPENSE	\$	2,244.41
	Simonsen, Tony	REIMBURSEMENT	\$	22.90
	Sodexo Operations, LLC	SERVICES	\$	23,771.02
				Fund Total
04	Pipe Works Plumbing, LLC	SERVICES	\$	35,825.00
				Fund Total

05	AreteLabs	MISCELLANEOUS EXPENSES	\$	375.00
	Awards Unlimited Inc	MISCELLANEOUS EXPENSES	\$	117.85
	Band Shoppe	SUPPLIES	\$	30.60
	Business Farmer	SUPPLIES	\$	647.15
	C W D Cash Wa Distributing Co Inc	MISCELLANEOUS EXPENSES	\$	166.04
	Fehringer, Cory	MISCELLANEOUS EXPENSES	\$	3,500.00
	GE Money Bank/Amazon	MISCELLANEOUS EXPENSES	\$	1,116.62
	Holiday Inn Kearney	TRAVEL EXPENSE	\$	2,085.00
	Jostens - NEFF Company	SUPPLIES	\$	8,823.36
	Logoz	SUPPLIES	\$	1,700.00
	Petty Cash - Activities	PETTY CASH	\$	3,700.00
	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	\$	16,474.53
	Print Broker	SUPPLIES	\$	1,080.00
	Sanchez, Mary	REIMBURSEMENT	\$	79.72
	Scottsbluff Country Club _28545	MISCELLANEOUS EXPENSES	\$	3,845.00
	Scottsbluff Screenprinting	SUPPLIES	\$	8,684.25
	Sportboardz	SUPPLIES	\$	109.75
	University of Nebraska - Lincoln	DUES & FEES	\$	500.00
	Varsity	SUPPLIES	\$	194.40
	Varsity Spirit Fashions	SUPPLIES	\$	2,257.45
	Youth Programs, Inc.	MISCELLANEOUS EXPENSES	\$	2,550.00
		Fund Total		
06	Absolute Painting	SERVICES	\$	3,600.00
	Anderson & Shaw Construction, Inc.	SERVICES	\$	362,012.64
	City of Gering	UTILITIES	\$	650.90
	Electrical Engineering & Equip Co.	SERVICES	\$	4,311.13
	INA Alert, Inc	SERVICES	\$	3,713.57
	Independent Plumbing & Heating	SERVICES	\$	8,604.00
	JEO Consulting Group, Inc	SERVICES	\$	11,248.50
	Menards	SUPPLIES	\$	421.88
	Northwest Pipe Fittings, Inc Of Scottsbl	SERVICES	\$	1,975.42
	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	\$	13,725.98
	Rapid Fire Protection	SERVICES	\$	30,317.48
	Robert Nation, Inc.	SERVICES	\$	11,619.00
	Sherwin Williams Co	SUPPLIES	\$	3,197.76
	Simon Contractors	SERVICES	\$	812.00
	SoGreen Irrigation LLC	SERVICES	\$	17,087.09
	Sport & Fitness Inc.	MISCELLANEOUS EXPENSES	\$	10,036.97
	Torrington Sod Farm	SUPPLIES	\$	3,802.00
		Fund Total		
07	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	\$	3,090.45
		Fund Total		
08	Regional Care Inc	EMPLOYEE BENEFITS	\$	23,075.70
		Fund Total		

09	FirstGroup America	REIMBURSEMENT	\$	(833.57)
	PFM Financial Services LLC	FUEL	\$	2,959.85
			\$	2,126.28
				Fund Total
				July 2025 Total

\$ 2,016,686.63

\$ 349,285.34

\$ 26,179.98

\$ 35,825.00

\$ 58,036.72

\$ 487,136.32

\$ 3,090.45

\$ 23,075.70

\$ 2,126.28

\$ 3,001,442.42

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2024-2025 From Date:7/1/2025 To Date:7/31/2025

Account Mask: 01??????????????

Account Type: EXPENDITURE

☐ Print accounts with zero balance

☐ Include Inactive Accounts

☐ Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
01 - GENERAL FUND						
2 - EXPENSE						
000 - DISTRICT WIDE	\$0.00	\$0.00	\$48,000.00	\$0.00	(\$48,000.00)	0.00%
105 - SUPERINTENDENT SALARY	\$216,000.00	\$18,500.00	\$202,653.85	\$18,500.00	(\$5,153.85)	102.39%
110 - NON INSTRUCTION WAGES	\$4,370,174.74	\$292,113.91	\$3,483,838.71	\$96,655.59	\$789,680.44	81.93%
111 - SALARIES TEACHERS/PROFESSIONAL STAFF	\$24,473,645.97	\$2,014,266.04	\$21,946,305.64	\$2,010,794.30	\$516,546.03	97.89%
112 - INSTRUCTIONAL AIDE WAGES	\$3,109,140.09	\$5,686.30	\$2,852,878.67	\$288.62	\$255,972.80	91.77%
113 - SUBS	\$15,600.00	\$0.00	\$1,150.00	\$0.00	\$14,450.00	7.37%
114 - SALARIES TECHNICAL STAFF	\$320,812.60	\$27,907.57	\$295,517.54	\$18,852.99	\$6,442.07	97.99%
116 - REGULAR NON CERTIFIED STAFF	\$411,384.00	\$37,729.95	\$394,348.07	\$41,825.22	(\$24,789.29)	106.03%
120 - NON INSTRUCTION TEMP WAGES	\$154,230.00	\$6,887.00	\$102,354.92	\$20.00	\$51,855.08	66.38%
121 - SALARIES OF TEMP EMP PD TO TEACH/PROF	\$357,638.09	\$33,669.92	\$540,592.62	\$0.00	(\$182,954.53)	151.16%
125 - TEMPORARY HELP - ACT	\$30,975.00	\$0.00	\$12,045.00	\$0.00	\$18,930.00	38.89%
130 - OVERTIME NON INSTRUCTION	\$59,711.00	\$3,104.39	\$122,578.41	\$0.00	(\$62,867.41)	205.29%
134 - OVERTIME TECHNICAL STAFF	\$0.00	\$2.57	\$79.74	\$0.00	(\$79.74)	0.00%
150 - NON INSTRUCTIONAL STAFF	\$0.00	\$0.00	\$59,337.50	\$589.95	(\$59,927.45)	0.00%
151 - CERTIFIED STIPENDS NEGOTIATED	\$784,874.45	\$92,106.56	\$1,363,865.54	\$92,136.13	(\$671,127.22)	185.51%
152 - ADDITIONAL COMP INSTRUCTIONAL AIDES/ASSTS	\$0.00	\$0.00	\$54,781.25	\$0.00	(\$54,781.25)	0.00%
154 - TECHNICAL STAFF	\$0.00	\$0.00	\$4,500.00	\$0.00	(\$4,500.00)	0.00%
156 - PROFESSIONAL NON-CERTIFICATED STAFF	\$0.00	\$0.00	\$3,562.50	\$0.00	(\$3,562.50)	0.00%
161 - CERTIFIED STIPENDS ADDITIONAL	\$31,000.00	\$113,737.77	\$196,816.39	\$6,732.46	(\$172,548.85)	656.61%
210 - GROUP INSURANCE	\$28,270.61	\$2,177.77	\$26,078.42	\$671.82	\$1,520.37	94.62%
211 - GROUP INSURANCE FOR TEACHERS/PROF STAFF	\$179,086.58	\$14,151.96	\$155,514.00	\$13,307.89	\$10,264.69	94.27%
212 - GROUP INSURANCE INSTRUCTIONAL AIDES/ASSTS	\$22,038.65	\$6.60	\$20,104.98	\$0.00	\$1,933.67	91.23%
214 - GROUP INSURANCE TEHNCIAL STAFF	\$2,406.09	\$209.33	\$2,208.71	\$141.41	\$55.97	97.67%
215 - GROUP INSURANCE SUPERINTENDENTS	\$1,620.00	\$138.75	\$1,488.75	\$138.75	(\$7.50)	100.46%
216 - GROUP INSURANCE NON CERT PROF STAFF	\$3,085.39	\$295.51	\$3,079.77	\$295.51	(\$289.89)	109.40%
220 - FICA SS	\$336,580.04	\$22,340.81	\$270,564.66	\$7,175.84	\$58,839.54	82.52%
221 - FICA SS TEACHERS	\$1,969,662.54	\$162,117.75	\$1,725,796.11	\$150,901.99	\$92,964.44	95.28%
222 - FICA SS INSTRUCTIONAL AIDES/ASSTS	\$233,029.71	\$487.40	\$219,330.86	\$72.72	\$13,626.13	94.15%
223 - FICA SS SUBSTITUTE TEACHERS	\$0.00	\$0.00	\$87.59	\$0.00	(\$87.59)	0.00%
224 - FICA SS TECHNICAL STAFF	\$24,542.18	\$2,100.38	\$22,460.48	\$1,411.23	\$670.47	97.27%
225 - FICA SS SUPERINTENDENTS	\$16,524.00	\$1,390.26	\$12,502.43	\$1,390.26	\$2,631.31	84.08%
226 - FICA SS PROF NON CERT STAFF	\$31,470.88	\$2,739.32	\$29,071.70	\$2,924.62	(\$525.44)	101.67%

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2024-2025 From Date:7/1/2025 To Date:7/31/2025

Account Mask: 01??????????????

Account Type: EXPENDITURE

☐ Print accounts with zero balance

☐ Include Inactive Accounts

☐ Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
230 - RETIREMENT CONTRIBUTIONS	\$388,573.19	\$23,840.59	\$348,448.11	\$7,552.70	\$32,572.38	91.62%
231 - RETIREMENT TEACHERS/PROF STAFF	\$2,235,970.14	\$164,165.80	\$2,047,165.89	\$151,988.66	\$36,815.59	98.35%
232 - RETIREMENT INSTRUCTIONAL AIDES/ASSTS	\$293,534.26	\$442.59	\$277,643.07	\$0.00	\$15,891.19	94.59%
233 - RETIREMENT SUBSTITUTES	\$0.00	\$0.00	\$9.88	\$0.00	(\$9.88)	0.00%
234 - RETIREMENT TECHNICAL STAFF	\$31,689.22	\$2,255.14	\$28,586.92	\$1,523.32	\$1,578.98	95.02%
235 - RETIREMENT SUPERINTENDENTS	\$21,336.05	\$1,494.80	\$19,274.80	\$1,494.80	\$566.45	97.35%
236 - RETIREMENT PROF NON CERT STAFF	\$40,635.69	\$3,183.63	\$39,853.01	\$3,183.62	(\$2,400.94)	105.91%
240 - ON BEHALF OF	\$278,775.00	\$0.00	\$207,714.10	\$0.00	\$71,060.90	74.51%
251 - TUITION REIMBURSEMENT TEACHERS/PROF STAFF	\$0.00	\$0.00	\$11,585.66	\$0.00	(\$11,585.66)	0.00%
260 - UNEMPLOYMENT NON INSTRUCTION	\$13,203.87	\$756.17	\$12,317.17	\$636.66	\$250.04	98.11%
280 - HEALTH BENEFITS-NON INSTRUCTIONAL	\$175,092.60	\$11,858.78	\$161,820.27	\$3,478.10	\$9,794.23	94.41%
281 - HEALTH BENEFITS-TEACHERS/PROFESSIONAL STAFF	\$789,276.87	\$64,408.54	\$723,886.88	\$62,945.34	\$2,444.65	99.69%
282 - HEALTH BENEFITS-INSTRUCTIONAL AIDES/ASSISTANTS	\$634,373.36	\$0.00	\$126,572.00	\$0.00	\$507,801.36	19.95%
284 - HEALTH BENEFITS-IT SUPPORT STAFF	\$6,107.88	\$508.99	\$5,598.89	\$508.99	\$0.00	100.00%
286 - HEALTH BENEFITS-PROFESSIONAL NON CERTIFIED STAFF	\$23,413.56	\$2,965.71	\$32,619.81	\$2,969.11	(\$12,175.36)	152.00%
290 - DO NOT USE	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	0.00%
291 - OTHER BENEFITS TEACHERS/PROF STAFF	\$10,500.00	\$925.00	\$41,972.69	\$0.00	(\$31,472.69)	399.74%
310 - PROFESSIONAL & TECHNICAL SERVICES	\$11,600.00	\$0.00	\$0.00	\$0.00	\$11,600.00	0.00%
312 - REPAIRS	\$51,320.00	\$0.00	\$4,278.80	\$149.79	\$46,891.41	8.63%
314 - INSERVICE	\$213,789.00	\$2,563.00	\$83,453.78	\$0.00	\$130,335.22	39.04%
315 - ACCOUNTING & AUDITING SERVICES	\$32,050.00	\$0.00	\$38,000.00	\$0.00	(\$5,950.00)	118.56%
316 - DATA PROCESSING	\$6,000.00	\$600.00	\$5,960.00	\$0.00	\$40.00	99.33%
317 - LEGAL SERVICES	\$68,250.00	\$434.75	\$30,014.90	\$0.00	\$38,235.10	43.98%
318 - CONTRACTED OR SECURED SERVICES	\$292,296.00	\$172.00	\$13,775.30	\$0.00	\$278,520.70	4.71%
319 - OTHER PROFESSIONAL & TECHNICAL SERVICES	\$826,423.00	\$57,514.20	\$736,372.29	\$24,570.85	\$65,479.86	92.08%
320 - PROPERTY SERVICES	\$0.00	\$0.00	\$580.00	\$0.00	(\$580.00)	0.00%
321 - FUEL	\$361,200.00	\$10,668.10	\$193,260.79	\$0.00	\$167,939.21	53.51%
322 - ELECTRICITY	\$562,675.00	\$49,826.47	\$577,878.11	\$386.49	(\$15,589.60)	102.77%
323 - WATER & SEWER	\$91,350.00	\$3,166.41	\$75,282.36	\$11,224.28	\$4,843.36	94.70%
325 - GARBAGE	\$98,700.00	\$3,014.82	\$95,265.39	\$14,146.61	(\$10,712.00)	110.85%
327 - RENTALS OR LEASES	\$210,225.00	\$13,933.36	\$77,263.22	\$829.15	\$132,132.63	37.15%
328 - PROPERTY INSURANCE	\$697,200.00	\$0.00	\$994,794.00	\$0.00	(\$297,594.00)	142.68%
330 - EMPLOYEE TRAINING AND DEVELOPMENT	\$94,000.00	\$0.00	\$6,382.00	\$375.00	\$87,243.00	7.19%
331 - CONTRACTED PUPIL TRANSPORTATION	\$1,181,550.00	\$11,880.30	\$995,523.77	\$0.00	\$186,026.23	84.26%

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2024-2025 From Date:7/1/2025 To Date:7/31/2025

Account Mask: 01??????????????

Account Type: EXPENDITURE

☐ Print accounts with zero balance

☐ Include Inactive Accounts

☐ Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
332 - MILEAGE TO PARENTS	\$3,875.00	\$0.00	\$1,869.38	\$0.00	\$2,005.62	48.24%
336 - GAS & OIL	\$179,750.00	\$6,206.30	\$153,874.40	\$2,903.70	\$22,971.90	87.22%
337 - TIRES & PARTS	\$12,725.00	\$490.66	\$9,113.58	\$0.00	\$3,611.42	71.62%
338 - REPAIRS & MAINTENANCE TO VEHICLES	\$35,875.00	\$2,257.12	\$89,607.42	\$0.00	(\$53,732.42)	249.78%
340 - LIABILITY INSURANCE	\$2,625.00	\$0.00	\$0.00	\$0.00	\$2,625.00	0.00%
350 - ADVERTISING & PRINTING	\$28,295.00	\$163.24	\$11,411.23	\$0.00	\$16,883.77	40.33%
363 - TUITION PAID-OTHER	\$65,000.00	\$137,141.70	\$589,212.00	\$0.00	(\$524,212.00)	906.48%
370 - TUITION PAID-SPED	\$611,500.00	\$53,294.82	\$400,308.48	\$0.00	\$211,191.52	65.46%
380 - COMMUNICATIONS	\$131,375.00	\$14,972.23	\$136,222.04	\$13,458.48	(\$18,305.52)	113.93%
381 - POSTAGE	\$21,669.98	\$12.00	\$11,989.47	\$0.00	\$9,680.51	55.33%
382 - DISTANCE ED & TELECOMMUNICATIONS	\$35,420.00	\$2,157.54	\$22,497.56	\$0.00	\$12,922.44	63.52%
390 - OTHER PURCHASED SERVICES	\$51,675.00	\$0.00	\$5,530.00	\$0.00	\$46,145.00	10.70%
391 - COPY SERVICE-BUILDINGS	\$1,320.00	\$0.00	\$0.00	\$0.00	\$1,320.00	0.00%
395 - SUBAWARDS/SUBCONTRACTS	\$60,000.00	\$0.00	\$0.00	\$0.00	\$60,000.00	0.00%
397 - SUBAWARDS/SUBCONTRACTS	\$0.00	\$0.00	\$1,600.00	\$0.00	(\$1,600.00)	0.00%
398 - SUBAWARDS/SUBCONTRACTS	\$15,000.00	\$1,862.00	\$16,382.00	\$0.00	(\$1,382.00)	109.21%
399 - SUBAWARDS/SUBCONTRACTS	\$16,000.00	\$0.00	\$18,600.00	\$0.00	(\$2,600.00)	116.25%
400 - SUPPLIES & MATERIALS	\$10,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	0.00%
410 - SUPPLIES	\$1,122,257.26	\$48,467.83	\$651,561.29	\$56,931.71	\$413,764.26	63.13%
411 - TAXES	\$6,150.00	\$0.00	\$0.00	\$0.00	\$6,150.00	0.00%
415 - ANNUAL PURCHASE SUPPLIES	\$244,112.94	\$2,193.14	\$212,008.70	\$47.36	\$32,056.88	86.87%
420 - TEXTBOOKS	\$419,155.00	\$9,808.24	\$318,270.62	\$19,680.70	\$81,203.68	80.63%
430 - LIBRARY BOOKS	\$19,820.64	\$5,905.65	\$39,185.18	\$2,355.92	(\$21,720.46)	209.59%
440 - PERIODICALS	\$19,726.00	\$256.67	\$895.86	\$411.78	\$18,418.36	6.63%
450 - AUDIO-VISUAL MATERIALS	\$5,100.00	\$0.00	\$1,472.99	\$0.00	\$3,627.01	28.88%
451 - CONSTRUCTION SERVICES	\$0.00	\$0.00	\$2,203.76	\$0.00	(\$2,203.76)	0.00%
460 - COMPUTER HARDWARE < 5000	\$283,925.00	\$14,839.05	\$531,985.44	\$0.00	(\$248,060.44)	187.37%
465 - COMPUTER SOFTWARE	\$272,534.00	\$42,205.02	\$345,071.53	\$18,796.48	(\$91,334.01)	133.51%
466 - COMPUTER SOFTWARE	\$8,000.00	\$0.00	\$0.00	\$0.00	\$8,000.00	0.00%
467 - COMPUTER SOFTWARE	\$76,400.00	\$0.00	\$16,290.00	\$0.00	\$60,110.00	21.32%
470 - FOOD	\$50,000.00	\$0.00	\$55,266.51	\$0.00	(\$5,266.51)	110.53%
475 - FEE WAIVER	\$15,250.00	\$11,442.00	\$15,977.15	\$0.00	(\$727.15)	104.77%
480 - FURNITURE & EQUIPMENT <\$5000	\$22,027.00	\$1,285.15	\$70,345.02	\$39.80	(\$48,357.82)	319.54%
490 - OTHER SUPPLIES & MATERIALS	\$0.00	\$0.00	\$315.11	\$0.00	(\$315.11)	0.00%
520 - BUILDING, ACQUISITION IMPROVEMENT	\$183,750.00	\$1,500,000.00	\$1,499,993.76	\$0.00	(\$1,316,243.76)	816.32%

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2024-2025 From Date:7/1/2025 To Date:7/31/2025

Account Mask: 01??????????????

Account Type: EXPENDITURE

☐ Print accounts with zero balance

☐ Include Inactive Accounts

☐ Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
530 - FURNITURE & EQUIPMENT	\$413,890.00	\$0.00	\$6,380.06	\$0.00	\$407,509.94	1.54%
550 - VEHICLE ACQUISITION	\$160,000.00	\$0.00	\$115,054.00	\$0.00	\$44,946.00	71.91%
560 - COMPUTER HARDWARE	\$185,950.00	\$0.00	\$139.08	\$906.98	\$184,903.94	0.56%
563 - INSURANCE PAYMENTS	\$2,625.00	\$0.00	\$0.00	\$0.00	\$2,625.00	0.00%
630 - DUES & FEES	\$105,050.00	\$75.36	\$31,120.87	\$470.36	\$73,458.77	30.07%
670 - TRAVEL EXPENSE & MILEAGE	\$541,380.60	\$10,260.17	\$472,607.00	\$5,325.74	\$63,447.86	88.28%
671 - PROFESSIONAL DEVELOPMENT	\$10,000.00	\$0.00	\$258.30	\$0.00	\$9,741.70	2.58%
672 - PROFESSIONAL DEV TRAVEL	\$5,000.00	\$0.00	\$375.00	\$0.00	\$4,625.00	7.50%
673 - PROFESSIONAL DEV TRAVEL	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	0.00%
674 - PROFESSIONAL DEV TRAVEL	\$1,000.00	\$0.00	\$372.00	\$0.00	\$628.00	37.20%
675 - FIELD TRIPS	\$32,429.00	\$0.00	\$19,838.53	\$0.00	\$12,590.47	61.18%
679 - PROFESSIONAL DEV	\$10,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	0.00%
680 - PROFESSIONAL DEV	\$10,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	0.00%
690 - MISCELLANEOUS EXPENSES	\$106,110.00	\$4,799.33	\$85,548.59	\$3,945.43	\$16,615.98	84.34%
695 - FAMILY INVOLVEMENT	\$8,750.00	\$2,465.00	\$3,554.61	\$0.00	\$5,195.39	40.62%
999 - CREDIT FOR USE	(\$164,850.00)	\$0.00	(\$288,612.55)	\$0.00	\$123,762.55	175.08%
01 - GENERAL FUND Total:	\$52,392,259.72	\$5,157,007.19	\$47,862,344.64	\$2,878,065.21	\$1,651,849.87	96.85%

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2024-2025 From Date:7/1/2025 To Date:7/31/2025

Account Mask: 01??????????????

Account Type: EXPENDITURE

☐ Print accounts with zero balance

☐ Include Inactive Accounts

☐ Include PreEncumbrance

FUND / TYPE / OBJECT

Budget

Range To Date

Year To Date

Encumbrance

Budget Balance

Percent Used

Grand Total:

\$52,392,259.72

\$5,157,007.19

\$47,862,344.64

\$2,878,065.21

\$1,651,849.87

96.85%

End of Report

Scottsbluff Public Schools

Fund Balances

Fiscal Year: 2024-2025

Month: July

Year: 2025

Fund Type:

☐ Include Cash Balance

☐ FY End Report

<u>Fund</u>	<u>Description</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfers</u>	<u>Fund Balance</u>
01	GENERAL FUND	\$16,593,207.87	\$52,089,999.55	(\$47,862,344.64)	\$0.00	\$20,820,862.78
02	SPECIAL BUILDING FUND	\$3,807,804.54	\$2,113,916.39	(\$4,038,787.59)	\$0.00	\$1,882,933.34
03	SCHOOL LUNCH FUND	\$2,024,283.05	\$2,008,961.77	(\$2,055,626.43)	\$0.00	\$1,977,618.39
04	QUAL CAPITAL PURPOSE FUND	\$534,458.50	\$513,089.07	(\$120,045.70)	\$0.00	\$927,501.87
05	ACTIVITY FUND	\$525,895.65	\$917,717.44	(\$966,007.94)	\$0.00	\$477,605.15
06	DEPRECIATION FUND	\$2,722,270.81	\$1,500,000.00	(\$2,938,063.77)	\$0.00	\$1,284,207.04
07	STUDENT FEE FUND	\$18,321.39	\$13,571.03	(\$23,566.66)	\$0.00	\$8,325.76
08	EMPLOYEE BENEFIT FUND	\$21,733.28	\$277,955.31	(\$261,069.57)	\$0.00	\$38,619.02
09	COOPERATIVE FUND	\$54,048.76	\$158,145.64	(\$161,637.28)	\$0.00	\$50,557.12
10	BOND FUND	\$4,244,871.63	\$2,214,364.04	(\$2,666,770.00)	\$0.00	\$3,792,465.67
Grand Total:		\$30,546,895.47	\$61,807,720.24	(\$61,093,919.58)	\$0.00	\$31,260,696.14

End of Report

Scottsbluff Public Schools

Revenue Report

☐ Summary Only

From Date: 7/1/2025

To Date: 7/31/2025

Fiscal Year: 2024-2025

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
Fund: 01 GENERAL FUND					
01.1.1030.102.0.000.00 BAD DEBT WRITE OFF	\$0.00	\$0.00	\$389.91	(\$389.91)	0.00%
01.1.1110.100.0.000.00 LOCAL DISTRICT TAXES	\$12,408,343.00	\$87,886.44	\$6,019,860.14	\$6,388,482.86	51.49%
01.1.1115.100.0.000.00 CARLINE TAXES / DEBATE	\$13,000.00	\$0.00	\$8,551.77	\$4,448.23	34.22%
01.1.1120.100.0.000.00 PUBL POWER SALES TAX	\$500,000.00	\$0.00	\$406,790.24	\$93,209.76	18.64%
01.1.1125.100.0.000.00 MOTOR VEHICLE TAX	\$1,400,000.00	\$143,722.55	\$1,352,323.79	\$47,676.21	3.41%
01.1.1270.100.0.000.00 PRESCHOOL RECEIPTS	\$120,000.00	\$0.00	\$89,962.43	\$30,037.57	25.03%
01.1.1270.100.0.015.00 PRESCHOOL RECEIPTS	\$0.00	\$499.30	\$142,374.97	(\$142,374.97)	0.00%
01.1.1270.102.0.015.00 BAD DEBT WRITE OFF	\$0.00	\$0.00	(\$105.97)	\$105.97	0.00%
01.1.1271.100.0.015.00 PRESCHOOL RECEIPTS	\$0.00	\$0.00	\$57,425.65	(\$57,425.65)	0.00%
01.1.1271.102.0.015.00 BAD DEBT WRITE OFF	\$0.00	\$0.00	(\$9.75)	\$9.75	0.00%
01.1.1410.100.0.000.00 INTEREST INVESTMENTS/DIGITAL GRAPHIC ART	\$450,000.00	\$162,401.05	\$764,287.37	(\$314,287.37)	-69.84%
01.1.1610.100.0.000.00 LOCAL LICENSE FEES	\$20,000.00	\$0.00	\$0.00	\$20,000.00	100.00%
01.1.1810.100.0.050.00 AFTER SCHOOL PROGRAM	\$0.00	\$0.00	\$7,490.25	(\$7,490.25)	0.00%
01.1.1810.100.0.060.00 AFTER SCHOOL PROGRAM	\$0.00	(\$46.59)	\$21,863.29	(\$21,863.29)	0.00%
01.1.1810.100.0.080.00 AFTER SCHOOL PROGRAM	\$0.00	(\$90.00)	\$8,251.28	(\$8,251.28)	0.00%
01.1.1810.102.0.050.00 BAD DEBT WRITE OFF	\$0.00	\$0.00	(\$35.34)	\$35.34	0.00%
01.1.1810.102.0.060.00 AFTER SCHOOL PROGRAM	\$0.00	\$0.00	(\$210.50)	\$210.50	0.00%
01.1.1810.102.0.080.00	\$0.00	\$0.00	(\$21.35)	\$21.35	0.00%

Scottsbluff Public Schools

Revenue Report

☐ Summary Only

From Date: 7/1/2025

To Date: 7/31/2025

Fiscal Year: 2024-2025

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
BAD DEBT WRITE OFF					
01.1.1820.100.0.015.00	\$0.00	\$0.00	\$20,793.24	(\$20,793.24)	0.00%
PRESCHOOL BEFORE & AFTER SCHOOL CARE					
01.1.1820.102.0.015.00	\$0.00	\$0.00	(\$7.00)	\$7.00	0.00%
BAD DEBT WRITE OFF					
01.1.1910.100.0.000.00	\$10,000.00	\$0.00	\$10,855.00	(\$855.00)	-8.55%
RENTAL - SCHOOL FACILITIES					
01.1.1920.100.0.000.00	\$0.00	\$0.00	\$1,850.00	(\$1,850.00)	0.00%
CONTRIBUTIONS/DONATIONS					
01.1.1925.100.0.000.00	\$0.00	\$0.00	\$2,910.42	(\$2,910.42)	0.00%
GRANT FROM CORP & OTHER PRIVATE INTEREST					
01.1.1990.100.0.000.00	\$35,000.00	\$0.00	\$0.00	\$35,000.00	100.00%
OTHER LOCAL RECEIPTS					
01.1.2110.100.0.000.00	\$200,000.00	\$17,909.81	\$196,717.58	\$3,282.42	1.64%
COUNTY FINES & LICENSES					
01.1.3110.100.0.000.00	\$18,334,444.00	\$0.00	\$18,013,473.00	\$320,971.00	1.75%
STATE AID					
01.1.3110.100.0.015.00	\$0.00	\$0.00	\$320,971.00	(\$320,971.00)	0.00%
STATE AID					
01.1.3120.100.0.000.00	\$5,800,000.00	\$0.00	\$6,657,097.00	(\$857,097.00)	-14.78%
SPECIAL ED					
01.1.3125.100.0.000.00	\$55,000.00	\$0.00	\$0.00	\$55,000.00	100.00%
SPECIAL EDUC. TRANSPORTATION					
01.1.3130.100.0.000.00	\$0.00	\$85,392.52	\$426,962.60	(\$426,962.60)	0.00%
HOMESTEAD EXEMPTION					
01.1.3131.100.0.000.00	\$0.00	\$0.00	\$4,075,795.14	(\$4,075,795.14)	0.00%
PROPERTY TAX CREDIT					
01.1.3132.100.0.000.00	\$0.00	\$0.00	\$439,630.30	(\$439,630.30)	0.00%
PERSONAL PROPERTY TAX CREDIT					
01.1.3135.100.0.000.00	\$10,000.00	\$0.00	\$16,354.00	(\$6,354.00)	-63.54%
HIGH ABILITY LEARNERS					
01.1.3180.100.0.000.00	\$55,000.00	\$0.00	\$0.00	\$55,000.00	100.00%
PRO RATE MOTOR VECHICLE TAX					
01.1.3200.100.0.000.00	\$350,000.00	\$0.00	\$1,109,559.95	(\$759,559.95)	-217.02%
STATE APPORTIONMENT					
01.1.3540.100.0.000.00	\$200,000.00	\$0.00	\$283,347.22	(\$83,347.22)	-41.67%

Scottsbluff Public Schools

Revenue Report

☐ Summary Only

From Date: 7/1/2025

To Date: 7/31/2025

Fiscal Year: 2024-2025

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
STATE EARLY CHILDHOOD-STADIUM					
01.1.3541.100.0.000.00	\$306,850.00	\$0.00	\$299,952.00	\$6,898.00	2.25%
EARLY CHILDHOOD SIXPENCE					
01.1.3599.100.0.000.00	\$0.00	\$611.10	\$2,362.92	(\$2,362.92)	0.00%
OTHER STATE CATEGORICAL PROGRAMS					
01.1.3990.100.0.000.00	\$1,000.00	\$27,660.74	\$27,660.74	(\$26,660.74)	-2666.07%
OTHER STATE RECEIPTS					
01.1.3992.100.0.000.00	\$0.00	\$0.00	\$15,000.00	(\$15,000.00)	0.00%
EDUCATION QUEST					
01.1.3996.100.0.000.00	\$0.00	\$0.00	\$8,499.75	(\$8,499.75)	0.00%
ENGINEERING PATHWAYS ASP GRANT					
01.1.4200.100.0.000.00	\$1,100,000.00	\$0.00	\$1,608,531.00	(\$508,531.00)	-46.23%
TITLE 1, PART A					
01.1.4222.100.0.000.00	\$22,500.00	\$0.00	\$11,025.00	\$11,475.00	51.00%
MCKINNEY HOMELESS GRANT					
01.1.4310.100.0.000.00	\$145,000.00	\$134,780.00	\$201,105.00	(\$56,105.00)	-38.69%
TITLE II, PART A					
01.1.4406.100.0.000.00	\$20,896.00	\$19,484.00	\$40,455.00	(\$19,559.00)	-93.60%
IDEA PRESCHOOL BASE ALLOC					
01.1.4410.100.0.000.00	\$822,938.00	\$0.00	\$820,014.00	\$2,924.00	0.36%
IDEA/ENROLLMENT & POVERTY					
01.1.4412.100.0.000.00	\$24,220.00	\$0.00	\$30,919.00	(\$6,699.00)	-27.66%
IDEA PART B PORPORTIONALTE SHARE					
01.1.4450.100.0.000.00	\$200,000.00	\$0.00	\$301,120.52	(\$101,120.52)	-50.56%
M.I.P.S.					
01.1.4455.100.0.000.00	\$200,000.00	\$0.00	\$0.00	\$200,000.00	100.00%
MEDICAID CLAIM PROCESSING					
01.1.4510.100.0.000.00	\$0.00	\$0.00	\$207,673.46	(\$207,673.46)	0.00%
TITLE IV STUDENT SUPPORT & ACADEMIC ENRICHMENT GRA					
01.1.4700.100.0.000.00	\$60,447.00	\$0.00	\$97,932.00	(\$37,485.00)	-62.01%
CARL PERKINS					
01.1.4910.100.0.000.00	\$27,758.00	\$0.00	\$35,462.86	(\$7,704.86)	-27.76%
INDIAN EDUCATION					
01.1.4925.100.0.000.00	\$26,000.00	\$0.00	\$26,363.72	(\$363.72)	-1.40%
TITLE III ELL					
01.1.4967.100.0.000.00	\$88,000.00	\$0.00	\$64,647.00	\$23,353.00	26.54%

Scottsbluff Public Schools

Revenue Report

☐ Summary Only

From Date: 7/1/2025

To Date: 7/31/2025

Fiscal Year: 2024-2025

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
TITLE IV PART A					
01.1.4968.100.0.000.00	\$0.00	\$0.00	\$150,000.00	(\$150,000.00)	0.00%
21ST CENTURY GRANT (TITLE IV, PART B)					
01.1.4968.100.1.060.00	\$50,000.00	\$0.00	\$0.00	\$50,000.00	100.00%
21ST CENTURY GRANT (TITLE IV, PART B)					
01.1.4968.100.1.070.00	\$50,000.00	\$0.00	\$0.00	\$50,000.00	100.00%
21ST CENTURY GRANT (TITLE IV, PART B)					
01.1.4968.100.1.080.00	\$50,000.00	\$0.00	\$0.00	\$50,000.00	100.00%
21ST CENTURY GRANT (TITLE IV, PART B)					
01.1.4988.100.0.000.00	\$0.00	\$0.00	\$213,720.00	(\$213,720.00)	0.00%
ARP - ELO					
01.1.4989.100.0.000.00	\$0.00	\$0.00	\$98,222.00	(\$98,222.00)	0.00%
ARP - ELO SUMMER					
01.1.4992.100.0.000.00	\$55,000.00	\$0.00	\$0.00	\$55,000.00	100.00%
AFJROTC					
01.1.4993.100.0.000.00	\$0.00	\$0.00	\$17,599.00	(\$17,599.00)	0.00%
ARP HCY I					
01.1.4995.100.0.000.00	\$3,000,000.00	\$215,387.55	\$1,058,021.56	\$1,941,978.44	64.73%
CATEGORICAL GRANTS					
01.1.4998.100.0.000.00	\$5,236,235.00	\$0.00	\$6,210,106.00	(\$973,871.00)	-18.60%
ESSER III Grant					
01.1.5250.000.0.000.00	\$0.00	\$0.00	\$14,527.38	(\$14,527.38)	0.00%
BOY/GIRL SWIMMING					
01.1.5301.100.0.000.00	\$0.00	\$0.00	(\$275.00)	\$275.00	0.00%
INSURANCE ADJUSTMENTS					
01.1.5400.100.0.000.00	\$2,500.00	\$0.00	\$0.00	\$2,500.00	100.00%
SALE OF PROPERTY					
01.1.5690.100.0.000.00	\$25,000.00	\$169.20	\$73,857.01	(\$48,857.01)	-195.43%
OTHER NON-REVENUE RECEIPTS					
Fund 01 Total:	\$51,475,131.00	\$895,767.67	\$52,089,999.55	(\$614,868.55)	-1.19%
Grand Total:	\$51,475,131.00	\$895,767.67	\$52,089,999.55	(\$614,868.55)	-1.19%

End of Report

FOR BOARD REPORT : July 2025

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FUND	PAYROLL	AP DISBURSEMENTS	OTHER EXPENSES*	TOTAL
General	\$ 3,131,419.90	\$ 2,016,686.63	\$ 8,900.66	\$ 5,157,007.19
Special Building		\$ 349,285.34	\$ (10,000.00)	\$ 339,285.34
Cafeteria		\$ 26,179.98	\$ (164.55)	\$ 26,015.43
Qualified Capital Purpose Undertaking		\$ 35,825.00	\$ -	\$ 35,825.00
Activities		\$ 58,036.72	\$ (18,180.11)	\$ 39,856.61
Depreciation		\$ 487,136.32	\$ -	\$ 487,136.32
Student Fee Fund		\$ 3,090.45	\$ -	\$ 3,090.45
Employee Benefit Fund		\$ 23,075.70	\$ 14,992.45	\$ 38,068.15
Cooperative		\$ 2,126.28	\$ -	\$ 2,126.28
Bond Fund		\$ -	\$ -	\$ -
TOTALS				
GRAND TOTALS FOR July 2025	\$ 3,131,419.90	\$ 3,001,442.42	\$ (4,451.55)	\$ 6,128,410.77

*Includes Transfers

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SBPS Continuous Improvement



Fall 2025

Strategic Priority #5

Strategic Priority #5: Scottsbluff Public Schools Commits to Providing Opportunities that Maximize Student Engagement and Achievement.

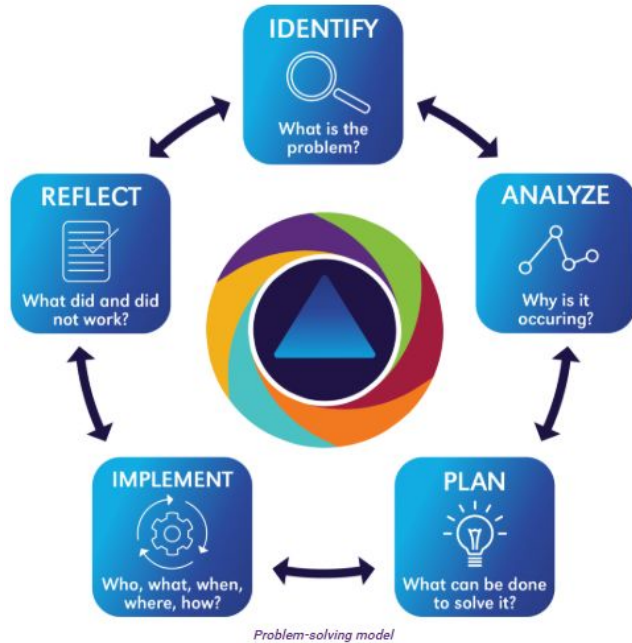
Action Items

- Review and expand programs that address the needs of a variety of populations served within our district.
- Support academic intervention needs to provide targeted assistance for students requiring additional help.
- Reduce the proficiency gap in sub-groups by tailoring resources and support to ensure student success.

Intended Outcomes

- Maintain at or above the state average cohort graduation rate through improved student support.
- Increase student achievement performance to meet or exceed the state average across all sub-groups.

Scottsbluff Continuous Improvement Process



- The 2025-2026 school year marks the fifth and final year of the Continuous Improvement Process (CIP) cycle at Scottsbluff Public Schools.
- An external visit is scheduled for February 2-4, 2026, where external reviewers will assess our progress and effectiveness of improvement efforts.
- This review ensures transparency, validates the District's goals, and informs planning for the next improvement cycle.

SBPS Continuous Improvement Goals



Math Goal

- All SBPS students will demonstrate measurable growth in mathematics.
- SBPS will meet or exceed the state proficiency on NSCAS and ACT math assessments.



Reading Goal

- All SBPS students will demonstrate measurable growth in reading.
- SBPS will meet or exceed the state proficiency on NSCAS and ACT ELA assessments.

SBPS Strategies for Continuous Improvement



- SBPS implements a Multi-Tiered System of Supports (MTSS) to provide layered academic support tailored to individual student needs.
- Target Time (K-5) and Support Classes (6-12) provide dedicated additional instructional time and support in the areas of math and reading.
- Targeted interventions are provided to students who fall below growth benchmarks, ensuring they receive focused help to achieve proficiency.
- Regular progress monitoring through assessments helps identify students needing additional support and informs timely instructional adjustments.
- Instructional strategies are continuously refined based on data to maximize student growth and success.

Upcoming External Visit



- External team members will review data, observe classrooms, and interview staff, students, parents and Board of Education members to assess the District's progress toward Continuous Improvement Process (CIP) goals.
- Stakeholders can expect detailed feedback on strengths and areas for improvement to guide future planning.
- The visit promotes transparency, accountability, and collaboration among staff, students, and the community.
- Preparation involves gathering documentation, reviewing goals, and ensuring staff are ready to share progress and challenges.



Next Steps for Continuous Improvement

- Review and update CIP documentation and evidence to ensure readiness for the external visit in February 2026.
- Engage all staff in professional development sessions focused on current CIP goals and strategies to reinforce understanding and implementation.
- Collect and analyze recent student performance data to monitor progress toward math and reading goals, identifying areas needing additional support.
- Communicate regularly with stakeholders, including teachers, parents, and community members, about CIP progress and upcoming external visit to build collective awareness and support.
- Provide school and district level presentations outlining the CIP to the Board of Education during the 2025-2026 school year.

RESOLUTION

BE IT RESOLVED by the Board of Education of Scotts Bluff County School District Number 79-0032, a/k/a Scottsbluff Public Schools, that any existing early retirement incentive program or policy for this School District should be, and is hereby, repealed, effective immediately, upon the passage of this Resolution, and that the following terms and conditions will be implemented for the 2025-2026 school year:

1. Any certified employee who submits a letter of retirement, effective at the end of the 2025-2026 school year, to the Superintendent by December 4, 2025, contingent on Board approval at or before the December Board Meeting, shall receive both (1) their payout of sick days during the regular June payroll and (2) a \$1,000.00 stipend in recognition for their contributions and service to the District.
2. Any certified employee who submits a letter of retirement, effective at the end of the 2025-2026 school year, to the Superintendent by January 5, 2026, contingent on Board approval at the January Board Meeting, shall receive both (1) their payout of sick days during the regular June payroll and (2) a \$750.00 stipend in recognition for their contributions and service to the District.
3. Any certified employee who submits a letter of retirement, effective at the end of the 2025-2026 school year, to the Superintendent by February 5, 2026, contingent on Board approval at the February Board Meeting, shall receive both (1) their payout of sick days during the regular June payroll and (2) a \$500.00 stipend in recognition for their contributions and service to the District.
4. Any certified employee who submits a letter of retirement, effective at the end of the 2025-2026 school year, to the Superintendent after February 5, 2026, shall only receive their payout of sick days during the regular August payroll.

The Executive Director of Finance shall track and administer the implementation of this program, and no employee shall be entitled to any benefits or claims under such program or policy unless the Executive Director of Finance determines that the certified employee qualifies for such benefits. No employee is entitled to more than a \$1,000.00 stipend and any employee who has been notified of possible nonrenewal, cancellation or termination shall not be eligible for any benefits. This program, including all of its benefits and claims, shall expire and be, and hereby are, repealed without further action of this Board of Education as of and effective on August 31, 2026.

The foregoing Resolution having been read in its entirety, Member _____ moved for its passage and adoption. Member _____ seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution:

The following members voted against the same: _____
_____.

The following members were absent or not voting:

_____.

The above Resolution having been consented to and approved by a majority of the quorum of the Board of Education of this School District was declared as duly passed and adopted, with all provisions thereof being effective immediately, at a duly called and lawfully held meeting of this School District in full compliance with the Nebraska Open Meetings Law.

DATED this ____ day of _____, 2025.

SCOTTSBLUFF PUBLIC SCHOOLS

BY: _____
President

ATTEST:

Secretary

Business Office
Scottsbluff Public Schools

Memo

To: Dr. Andrew Dick and Scottsbluff Board of Education
From: Marianne Carlson, Executive Director of Finance
Date: August 11, 2025
Re: Auditorium Renovation Bid

Scottsbluff Public Schools has been working with JEO Consulting Group to design and bid the renovation of the Auditorium at Scottsbluff High School. In May, JEO released the bid document, with proposals being received on May 29, 2025. SBPS received one proposal from Anderson-Shaw Construction for consideration.

We are recommending that we proceed with Anderson-Shaw Construction and approve Alternates 1 and 2 for a total amount of \$988,312.56. In addition, we have received a deductive change order in the amount of \$352,380.05, which would reduce the cost of the project to \$635,932.51. The deductive change order would need to go through final pricing and currently has estimated figures. Due to these being estimated figures, there is a contingency of 5% reducing the total amount of the deductive change order. This deductive change order is the result of district staff working in collaboration with JEO Consulting Group and Anderson-Shaw Construction to review additional options for reducing the scope and overall cost of the initial proposal. This change order will be signed upon the approval of the recommendation below and final confirmation of the pricing.

With the addition of the previously approved sound bid, this will bring the current total for the Auditorium Renovation project to \$760,885.39. The only item remaining that we are working on for this project is the addition of video boards. The Scottsbluff Public Schools Foundation is donating \$380K towards the total Auditorium Renovation project.

	Original Base Bid	Alternate #1*	Alternate #2*
Anderson-Shaw Construction	\$1,009,667.07	\$1,484.51	\$19,870.00

Deductive Change Order	
Aisle Lighting	\$58,957.00
Cove Lighting	\$83,032.00
Stage Lighting	\$35,631.00
Decorative Panel for Control Booth	\$6,420.00
Wall Paneling & Trim	\$153,347.60
Plumbing & HVAC Work	\$19,029.25

Vestibule Doors	\$14,509.20
Contingency Based on Final Pricing (5%)	-\$18,546.00
Total	\$352,380.05

Recommendation: Motion to approve awarding the Base Bid, Alternate #1, and Alternate #2 to Anderson-Shaw Construction for \$988,312.56.

Scottsbluff Public Schools – Salaried Compensation Procedures

At-Will Employment, Assignment, and Work Days: Salaried employees are employed on an “at-will” basis and compensated on a salary per FLSA regulations. All salaried employees are employed on a 12 month basis with the exception of home visitors, who are not required to work during Winter Break, and those positions otherwise noted in Item #7 on Page 3.

Control Standards for Compensation

Steps for the process:

1. Probation periods will be three months and can be renewed if needed.
2. Salaried placement criteria for moves, promotions, or new hires:
 - a. After probation, a salary increase may occur no more than 10% of the initial placement.
 - b. No employee may be compensated outside this range.
 - c. Ranges will be evaluated by the Executive Director of Finance (EDOF) every 2 years. The EDOF will perform a community, external, and internal District comparability study and recommend changes to the Superintendent. Superintendent will have final determination on pay ranges.
 - d. Licensed Mental Health Practitioners hired after August 1, 2025 and are in a grant funded position and School Social Workers shall be placed on the Scottsbluff Education Association’s (SEA) salary schedule plus \$10,000 and shall advance on the salary schedule as per Board Policy 4114.
3. Negotiations with the SEA will determine the annual salary increase for classified salaried staff. In the event an employee is outside their range, the employee will receive the lower of the SEA negotiated increase or the cost-of-living adjustment (COLA).
4. Employees requesting movement to a lower salaried position, when approved, will be moved to the midpoint of the lower salary pay grade.
5. Employees moved by the District to a lower salaried position will remain at their current pay for a period no more than 180 days and then placed at the midpoint of the new position.
6. A position/compensation review may be requested due to job requirement modifications, additions to duties and responsibilities, or on the basis of a salary survey or comparability study in support of a salary increase for an individual employee or a specific position group.
 - Positions eligible for review cannot be included in any negotiated agreement, salary schedule, or established employee group, e.g., SSCA, SEA, or Administrator.

- This process only applies to recommendations for an increase in compensation. Changes in job description not justifying an increase or those resulting in a downgrade or reduction in compensation are not included in this process.

In and of itself, a revision in job description and responsibilities may or may not result in an increase in compensation. An employee's pay after a review process will be considered in relation to internal equity and external market equity; the complexity and/or scope of duties and responsibility; and the relative significance the completion of the position's responsibilities contributes to the overall well-being of District goals.

Position and compensation reviews will occur (as needed) twice per year: August and February (with submission deadlines of August 15th and February 15th). Any August adjustments will become effective in September and February adjustments will begin in March. No adjustments will be retroactive. An individual employee or position will be reviewed, at most, twice in any three-year period.

The request for review must be made by the supervisor/manager responsible for the position. To initiate a request for such a review, the supervisor/manager should complete the Position Review and Request Form, Appendix A, with approval signatures. This form may be initiated by the staff member to their supervisor or by the supervisor and should be submitted to the Executive Director of Finance and the Superintendent (with the understanding that these two individuals may initiate a review of their direct reports, as well). This request form must be submitted by August 15th and February 15th to be eligible for each of the designated review periods.

Upon submission, all requests will be reviewed and decided by a committee made up of the Superintendent, the Executive Directors, and one Board member (or a group of similar composition – always to include Board representation - to be determined by the Superintendent). The employee's direct supervisor will also be included in the review process for that employee.

7.

Group I	After School Programming Supervisor (209 days) Community Outreach & Homeless Liaison (209 days) Foundation Director (.75 FTE) School Outreach Liaison (209 days) Sixpence Coordinator Sixpence Home Visitor
Group II	Accounts Payable/Analyst Campus Supervisor Lead Database Analyst Family Community Navigator (219 days) Financial Analyst/Payroll Human Resources Benefit Coordinator Integrated Systems Technician Licensed Mental Health Practitioner (189 days)* School Social Worker (189 days) Student Success Facilitator (219 days) Student Services Administrative Assistant Systems Administrator
Group III	Head Custodian Maintenance Supervisor Network Engineer Secretary to the Superintendent & BOE Senior Database Analyst Senior Financial Analyst/Payroll
Group IV	Director of Communications Director of Facilities Director of Information Technology Director of Safety & Security Executive Assistant to the Superintendent & BOE

*Hired on or after August 1, 2025 and in a grant funded position

Payment of Compensation: Each Salaried employee shall not be compensated for days when the employee is not required to report for duty (for example, a “snow day”).

Overtime Pay: Most of the above positions are exempt from overtime. In times when FLSA (Fair Labor Standards Act) mandates overtime, the overtime pay must be paid at the rate of not less than 1.5 times the employee's regular rate of pay for all hours worked in excess of the maximum workweek. All hours paid but not worked do not count toward the forty-hour threshold for payment of overtime.

Education/Professional Development: Salary schedules have been developed taking into consideration education and/or work experience. Continued education and professional development are strongly encouraged.

Bilingual Stipend: A \$1,000/year stipend shall be paid to a maximum of five (5) individuals among the four groups within this document as determined by district administration. This stipend is a year-to-year determination and shall require the individual to interpret as called upon.

Benefits: Salaried staff shall be provided the following benefits or benefit opportunities:

Health and Dental Insurance: The School District has contracted with the Nebraska Educators' Health Alliance (EHA) to provide group health and dental insurance coverage (EHA Group Health & Dental Insurance Plan). The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, or another provider determined by the School District, \$1,050 deductible or \$2,500 deductible "Dual Choice" health insurance coverage with 100% A, 75% B, and 50% C dental insurance coverage, or the corresponding successor deductible established by EHA for the plan year in effect. The School District, in its discretion, may unilaterally elect to contract with a different group health and dental insurance carrier during the term of this contract or for subsequent contract years with the same or similar levels of coverage.

District Contribution: For all full-time (six (6) hours per day or more) Salaried personnel the School District shall contribute an amount equal to Sixty Percent (60%) of the cost of the monthly premium for the \$1,050 deductible "Employee" level plan for each month the Employee is employed by the School District and continues to be enrolled in the EHA Group Health & Dental Insurance Plan. This amount may be modified should the District choose for the purpose of adjusting the provisions to avoid the Employer Mandate penalties of the "Patient Protection and Affordable Care Act" (PPACA). Eligible salaried personnel electing to participate in the EHA Group Health & Dental Insurance Plan may elect either the \$1,050 deductible or \$2,500 deductible coverage and pay the balance of the cost of the monthly premium for an "Employee" level plan not paid by the School District's contribution through the School District's Section 125 plan by signing of a wage reduction agreement to be executed prior to the beginning of any available enrollment period.

Long Term Disability Insurance: The Scottsbluff Public Schools will provide disability insurance to employees who are working at least twenty hours per week, that will commence upon exhaustion of sick leave days, regardless of how many or how few days were available to the employee. Long-term disability monthly payments are 66

2/3% of basic monthly earnings. The insurance is effective the first of the month following the hire date.

Life Insurance: The School District has contracted with an insurance company to provide and the School District shall pay, for all employees who are working at least twenty hours a week, the cost of term life insurance coverage in the amount of \$15,000 on the life of the Salaried employee if under age 70 and in the amount of \$7,500 on the life of the Salaried employee if age 70 or older, \$3,000 for spouse, and \$2,000 on the life of any dependents designated by the Salaried employee.

Leaves:

Group I, II, III, & IV Sick Leave: Salaried Staff will accrue annual sick leave at the beginning of each year at a rate of one (1) “work day” per each calendar month of service; a “work day” shall be defined as the budgeted number of hours per day the salaried employee is scheduled to work, and “sick leave time” shall be equivalent to the budgeted number of hours per day the salaried employee is scheduled to work. Sick leave shall be accumulated to a maximum of seventy-five (75) days. For example, if a salaried staff employee is employed three (3) hours per day, they would receive a sick day worth 3 hours per day. If a salaried staff employee is employed (6) hours per day, that employee would receive a six (6) hour sick day. Sick leave may be used for parental leave, illness, accident, injury or death of the employee’s spouse, children and their spouses, parent, step-parent, parent-in-law, grandparents, siblings, grandchildren, and individuals living in the same household as the Salaried Staff; provided, that such paid leave shall not exceed five (5) days per occurrence as defined below. In the case of the death of a child/step-child or spouse, not more than fifteen (15) days per occurrence are allowed. For purposes of this paragraph, “occurrence” means an identified event (illness, injury, or death) reported by the Salaried Staff to an immediate supervisor.

All sick leave benefits cease upon termination of employment with Scottsbluff Public Schools.

Sick Leave Compensation at Resignation or by Qualified Permanent Disability: Qualified employees will be compensated for accumulated sick leave at resignation or retirement, or by qualified permanent disability as follows:

a. Resignation or Retirement: Upon Resignation or Retirement (age 55 minimum) with the School District, a Salaried Staff member having ten (10) years or more of continuous service to the School District in any capacity shall be paid for all accumulated sick leave days at a rate of \$40 per sick day.

b. Disability: An employee who becomes permanently disabled, as qualified by a physician, without possibility of return to employment in this School District will be compensated for unused sick leave based on the following formula: Number of days accumulated x daily rate of pay x 100%.

Personal Leave: All Salaried staff budgeted to be on duty thirty (30) or more hours per week will be allowed two (2) personal days per contract year. Notification to the Salaried Staff's immediate supervisor shall be made as far in advance as possible, but at least a twenty-four (24) hour notification to the supervisor is necessary to utilize this day. Leave must be entered into Employee Access and be approved by the supervisor. It is not required that the purpose of the personal leave be included in the request. Leave may be used for a snow day, if available. Salaried Staff will be allowed to carry one (1) unused personal day to the next contract year with a maximum balance of three (3) personal days.

Holidays: Salaried Staff employed full-time (six (6) hours per day or more) for 12 months will receive eleven (11) paid holidays per year, and if employed 10 months per year, they will receive nine (9) paid holidays per year.

Holiday	10 month	12 month
July 4		X
Labor Day	X	X
Thanksgiving (2 days)	X	X
Christmas (2 days)	X	X
New Year's (2 days)	X	X
Easter/Spring Break	X (one day)	X (two days)
Memorial Day	X	X

Group I Vacation Leave: All Salaried Staff employed full-time (six (6) hours per day or more) for a period of 12 months per contract year shall accrue vacation leave at the rate of 15 days per year of continuous employment with a maximum carryover of 10 days.

Group II Vacation Leave: All Salaried Staff employed full-time (six (6) hours per day or more) for a period of 12 months per contract year shall accrue vacation leave at the rate of 15 days per year of continuous employment. Beginning with the 11th year of employment, vacation shall accrue at 20 days per year. Staff may elect to carry over up to 10 days of their annual vacation leave each year. Once an employee has reached 5 years of service as an employee of SBPS, they may elect to receive salary compensation for 5 days and carry over 5 unused days, subject to approval by the Superintendent.

Group III Vacation Leave: All Salaried Staff employed full-time (six (6) hours per day or more) for a period of 12 months per contract year shall accrue vacation leave at the rate of 18 days per year of continuous employment. Beginning with the 11th year of employment, vacation shall accrue at 23 days per year. Staff may elect to carry over up to 10 days of their annual vacation leave each year. Once an employee has reached 5 years of service as an employee of SBPS, they may elect to receive salary compensation for 5 days and carry over 5 unused days, subject to approval by the Superintendent.

Group IV Vacation Leave: All Salaried Staff employed full-time (six (6) hours per day or more) for a period of 12 months per contract year shall accrue vacation leave at the rate of 20 days per year of continuous employment. Beginning with the 11th year of employment, vacation shall accrue at 25 days per year. Staff may elect to carry over up to 10 days of their annual vacation leave each year. Once an employee has reached 3 years of service in their current role or 5 years of service as an employee of SBPS, they may elect to receive salary compensation for 5 days and carry over 5 unused days, subject to approval by the Superintendent.

Appendix A

Scottsbluff Public Schools POSITION/COMPENSATION REVIEW REQUEST FORM

Employee Name:	
Position Title:	
Department:	
Name and Title of Supervisor/Manager (Person completing this form):	
Replacement Position ☐ Yes or ☐ No	(If yes) Anticipated start date:
New Position ☐ Yes or ☐ No	
Length of yearly assignment: ☐ 12-month ☐ 11-month ☐ 10-month ☐ 9-month position ☐ Other (please indicate):	
Current salary:	
Amount of recommended change:	
Summarize recommended adjustment to current salary, work year and/or benefits:	
Date of last review (if applicable):	
How has or will the expectations of this position change(d)?	
Indicate all factors that have <u>driven</u> this recommendation.	
☐ Changing organizational needs ☐ Personal employee initiative/skills/knowledge ☐ Organizational restructuring ☐ Creation of new position	

- ☐ **Staff member request**
- ☐ **Review of array and/or comparable market salaries**
- ☐ **Other** (please indicate):

Attach current version of job description and, if applicable, recommended changes.

Special Notes (if needed): While the available budget is typically the limit for setting the salary, what internal or external comparison data should be considered that help justify the compensation adjustment(s) you are recommending. Also, include any other factors that should be considered and were not addressed in other areas of this document.

For HR Use Only	
Date of Review:	
Review Committee:	
Request Approved ☐ Request Approved w/Modifications ☐ Request Denied ☐	
Current compensation: 	New compensation:
Special Notes (if needed):	
Superintendent Signature:	
Executive Director of Finance Signature:	

Scottsbluff Public Schools Facility Committee Meeting

July 31, 2025	
Attendance:	Rob Polk, Mark Lang, Andrew Dick, Travis Rickey, Nate Rock, Jeremy Behnke, Jack Baker, Lukas Benzel, Justin Shaddick, and Marianne Carlson
Auditorium Project	• Update on the Auditorium Project
2025-2026 Budget Update	• Update on the 2025-2026 budget
QCPUF Projects	• Discussion of potential QCPUF projects
MCI's	• Discussion of the storage of the MCIs
Misc Projects	• Discussion of projects completed throughout the district and upcoming projects for the facility and maintenance team
BOE Updates	• District Continuous Improvement Overview • Emergency Operations Plan • Early Retirement Notification • Classified Salaried Document • RWHS Athletic Trainer Agreement • Change Orders
Roundtable	• Future Meetings will be on the Tuesday before the board meeting with noted exceptions ○ Tuesday, September 2nd ○ Tuesday, October 7th ○ Tuesday, November 4th ○ Tuesday, December 2nd

Scottsbluff Public Schools Finance Committee Meeting

August 4, 2025	
Attendance:	Tory Schwartz, Paul Snyder, Andrew Dick, Justin Shaddick, Jana Mason, Brad Ronne, Jack Baker, Frances Burkhalter, Travis Rickey, and Marianne Carlson
Auditorium Project	• Update on the Auditorium Project
2025-2026 Budget Update	• Update on the 2025-2026 budget
QCPUF Projects	• Discussion of potential QCPUF projects
MCI's	• Discussion of the storage of the MCIs
BOE Updates	• District Continuous Improvement Overview • Emergency Operations Plan • Early Retirement Notification • Classified Salaried Document • RWHS Athletic Trainer Agreement • Change Orders
P-Card Expenditures and Cash Flows	• P-Card Expenditures for May and June were reviewed • Cash Flows as of July 31, 2025 were reviewed
Roundtable	• Future Meetings will be held on the Monday before the board meeting with noted exceptions ○ Tuesday, September 2nd (1st is Labor Day) ○ Monday, October 13th ○ Monday, November 3rd ○ Monday, December 1st