Holdrege Public Schools

Board of Education Regular Meeting

November 16, 2026, 6:00 PM

Holdrege High School Media Center, 600 12th Avenue, Holdrege, NE 68949

I. Call to Order - Roll Call
II. Recognition of Visitors
  II.A. HEA Report
  II.B. Student Council Report
  II.C. Public Forum
III. Board of Education Committee Reports
IV. Business Items
  IV.A. Action Items
    IV.A.1. Consent Agenda
      IV.A.1.a. Discuss, Consider, and Take Action on the Minutes - October 19, 2026 Regular Meeting and November 11, 2026 Special Meeting
      IV.A.1.b. Discuss, Consider, and Take Action on the Warrants/Bills
      IV.A.1.c. Discuss, Consider, and Take Action on the Treasurer's Report
      IV.A.1.d. Excuse Absent Board Members
    IV.A.2. Discuss, Consider, and Take Action on the Bill(s) from InSPIRe - Holdrege, LLC.
    IV.A.3. Discuss, Consider, and Take Action on 2025-26 Audit Report
    IV.A.4. Discuss, Consider, and Take Action on Request for Out-of-State Travel
    IV.A.5. Discuss, Consider, and Take Action on the Resignation of Certificated/Professional Staff
    IV.A.6. Discuss, Consider, and Take Action on Employment of Superintendent and Contract
    IV.A.7. Discuss, Consider, and Take Action on the Employment of Noncertificated Staff
V. Reports
  V.A. Administrative Reports
  V.B. Superintendent's Report
VI. Board Policies
VII. Adjournment

Instructions for those who wish to speak during Public Forum:

Getting Started: When it is your turn to speak during the public forum portion of the agenda, please come forward to the Board Secretary, complete the form provided with your name and any organization represented, as well as your address, and then state your name and any organization represented to the Board of Education.

Time Limit: You may speak only one time and must limit comments to 5 minutes or less.
Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members will not respond to any questions you ask or comments you may make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at a Board meeting.

General Rules: Please remember that this is a public meeting for the conduct of the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

REGULAR MONTHLY MEETING
Holdrege Board of Education
Monday, October 19, 2026, 6:00 p.m.
High School Media Center

The regular meeting of the Board of Education of Holdrege Public Schools was convened in open session on Monday, October 19, 2026, at the High School Media Center at 6:00 p.m.

Notice of Meeting Posted 10/15/26 Holdrege Citizen
Notice of the meeting was given in advance by publication and/or posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

The meeting was duly called to order.

Announcement of Open Meetings Act Posting
At the beginning of this meeting, it was announced that a current copy of the Open Meetings Act is posted on the wall of the meeting room and directed the public to its location.

The following board members were present: Teresa Kroll, Alex McClymont, Chris McQuillan, Samantha Minnick, Brian Rust, and Nick Wells. Also present were Todd Hilyard, Superintendent, Sandy Dunaway, Secretary, and Elizabeth Piening, Business Manager.

Brea Martin reported for HEA.

Sunny Mach reported for the HHS Student Council.

President Rust recognized visitors and invited comments for the public forum. Public forum comments regarding behavior concerns for elementary students and suggestions on ways to support all students and staff were given by Erik Holen, Brett Roberg, and Kayla Killion.

Board committee reports were reviewed.

Motion by Wells, seconded by Minnick, to approve the Consent Agenda as follows:

a. Approval of Minutes of September 21, 2026 Property Tax Request Hearing and September 21, 2026 Regular Meeting
b. Approve the Warrants/Bills
c. Approve the Treasurer's Report
d. Excuse Absent Board Members

On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by McQuillan, seconded by Rust, to approve payment of the bill from InSPIRe - Holdrege, LLC. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-abstained with conflict, Rust-yes, Wells-yes. Motion carried.

Motion by Rust, seconded by Wells, to approve an agreement with Snell Services, Inc., for sewer replacement at the central office in the amount of $38,895.96. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by McClymont, seconded by McQuillan, to approve the 2025-26 Annual Status Report for Multicultural Education, as presented. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by Minnick, seconded by McClymont, to approve the interlocal agreement memorandum of understanding with ESU 15 for the 2026-27 Title III consortium. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by Minnick, seconded by Kroll, to approve a proposed two-year NSAA cooperative agreement with Minden Public Schools for softball. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by McQuillan, seconded by Minnick, to approve the revised 2026-27 Extra Duty Assignments, as presented. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by McQuillan, seconded by Minnick, to accept the resignation of the following noncertificated staff: Chris Jacobs, paraeducator, effective September 21, 2026; Stephanie Johnson, paraeducator, effective October 22, 2026; and Emily Van Dyk, paraeducator, effective October 30, 2026. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by McQuillan, seconded by Wells, to approve the employment of the following noncertificated/classified staff: Taryn Abramson and Ryleigh Widick, paraeducators. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by McClymont, seconded by Rust, to approve the employment of the following certificated staff: Morgan Smith, special education, beginning October 20, 2026; and Brianna Carroll, secondary physical education, effective January 4, 2027. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by Rust, seconded by Wells, to accept the resignation of the following certificated/professional staff: Stefanie Neal, mental health practitioner, effective October 16, 2026; and Brianna Carroll, secondary physical education, effective at the end of the 2026-27 contract year. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Administrative reports were reviewed.

The meeting was adjourned at 6:26 p.m.

The next regular monthly meeting will be held on November 16, 2026 at 6:00 p.m.

Sandy Dunaway

Sandy Dunaway, Secretary
Holdrege Board of Education

SPECIAL MEETING
Holdrege Board of Education
Wednesday, November 11, 2026, 7:300 a.m.
The Crescent Room

A special meeting of the Board of Education of Holdrege Public Schools was convened in open session on Wednesday, November 11, 2026, at The Crescent Room, 417 West Avenue, Holdrege, Nebraska, at 7:30 a.m.

Notice of Meeting Posted 10/22/26 Holdrege Citizen
Notice of the meeting was given in advance by publication and/or posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

The meeting was duly called to order.

Announcement of Open Meetings Act Posting
At the beginning of this meeting, it was announced that a current copy of the Open Meetings Act is posted on the wall of the meeting room and directed the public to its location.

The following board members were present: Teresa Kroll, Alex McClymont, Chris McQuillan, Samantha Minnick, Brian Rust, and Nick Wells.

President Rust recognized visitors and invited comments for the public forum.

Superintendent position candidate interviews were held with Jeremy Ham, Joshua Cumpston, and William Biermann.

The meeting was adjourned at 11:03 a.m.

Sandy Dunaway

Sandy Dunaway, Secretary
Holdrege Board of Education

CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the **Phelps County School District 0044, a/k/a Holdrege Public Schools**, hereinafter referred to as "the Board," and **Jeremy Ham**, hereinafter referred to as "the Superintendent."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 16th day of November, 2026, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.** This Contract is for a term of two (2) years beginning on the 1st day of July, 2027 and expiring on the 30th day of June, 2029. A "contract year" for purposes of this Contract shall be from July 1 to June 30.

2. **Salary.** The annual salary for the 2027-28 contract year shall be $180,000. The annual salary for the second year and any subsequent year of the contract will be set by the Board; such salary shall not be less than the salary for the prior contract year in the absence of mutual agreement between the Board and the Superintendent. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

   In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

   The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of board action and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

   This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

3. **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

   A. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District; and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.

      1. Vacation. The Superintendent shall be allowed twenty (20) working days of vacation leave each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's duties.

      2. Carryover and Accumulation of Vacation Days. Vacation days are to be used in the contract year in which they become available. There is no carryover or accumulation of unused vacation leave from one contract year to another contract year, with the exception that if the Superintendent's duties preclude the use of vacation days, up to five (5) days of vacation leave may be carried forward to the ensuing contract year, to be used by October 31st .Upon ending employment, unused vacation days will not be paid except to the extent required by law. If payable, unused vacation will be paid at the effective daily rate of pay at the time each unused vacation day first became available. There shall be no pay for

unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.

3. Personal Time Off. The Superintendent shall be allowed personal time off in the same manner and amount as the negotiated agreement and Board Policy 4170 Professional Staff Leaves & Absences stipulates for certificated staff.

4. Sick Leave/Family Leave. The Superintendent shall accumulate and be allowed to use sick leave/family leave in the same manner and amount as the negotiated agreement and Board Policy 4170 Professional Staff Leaves & Absences stipulates for certificated staff.

5. Professional Leave. The Superintendent shall be allowed professional leave days in the same manner and amount as the negotiated agreement and Board Policy 4170 Professional Staff Leaves & Absences stipulates for certificated staff.

6. Jury Duty. The Superintendent shall be allowed the provisions for jury duty in the same manner and amount as the negotiated agreement and Board Policy 4170 Professional Staff Leaves & Absences stipulates for certificated staff.

7. Holidays and School Breaks. When the Central Office or schools are closed for holidays or scheduled breaks on the school calendar (e.g., Labor Day, Fall Break, Thanksgiving, Semester Break, Christmas, etc.), such days shall not be considered a working day for purposes of use of vacation or leave. Weekend days shall also not be considered working days for purposes of use of vacation or leave, though it is understood that duties may need to be performed on such days. When school is closed for reason of inclement weather, the Superintendent is expected to be at work if practicable; if not practicable, absence on such a day shall not be considered a working day for purposes of use of vacation or leave.

8. Log. The Superintendent shall submit staff absence forms to payroll for leave days used on a timely basis.

B. Health and Dental Insurance. The Superintendent shall be provided health and dental insurance in the same manner and amount as the negotiated agreement stipulates for certificated staff.

C. Life Insurance. The Superintendent shall be provided term life insurance in the same manner and amount as the negotiated agreement stipulates for certificated staff.

D. Disability Insurance. The Superintendent shall be provided group disability insurance in the same manner and amount as the negotiated agreement stipulates for certificated staff.

E. Cell Phone. The Superintendent will be required to have a cell phone. The District will pay $50.00 per month for a cell phone allowance. It is understood that this phone may be used for business or personal use and shall be used in accordance with established policies of the District.

F. Computer. The Superintendent will be provided a computer for use in accordance with established policies of the District.

G. Professional Dues. The Superintendent shall be a member and attend appropriate professional meetings of appropriate educational organizations at the local and state level. Approved organizations are: the Nebraska Council of School Administrators and the American Association of School Administrators. Others may be approved by the Board upon the Superintendent's request. The dues for such membership shall be reimbursed by the District.

H. Meetings. The Superintendent shall attend appropriate professional meetings at the local and state level, provided that such attendance does not interfere with the proper performance of his duties under this Contract. Reasonable and necessary expenses of attendance, when attendance has been authorized by the Board of Education, shall be paid by the District. The Superintendent may attend a National Convention upon approval of the Board of Education.

I. Civic Clubs. The District shall pay the Superintendent's membership dues for the Holdrege Rotary Club.

J. Transportation Expenses. For travel required in the performance of official duties, other than commuting, the District shall provide the Superintendent with a District owned vehicle. For travel where a District vehicle is not available or its use not practicable, the District shall reimburse the Superintendent for transportation expenses at the mileage reimbursement rate set by the Board for District travel.

K. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings. This provision shall not apply to criminal proceedings against the Superintendent and shall not obligate the District beyond any applicable insurance coverage the District has available.

L. Avoidance of Fines or Penalties. The District may elect to not provide any benefit set forth in the Contract in the event the District determines in its discretion that the provision of the benefit would result in a fine or penalty. In the event the District makes such an election, the District shall negotiate with the Superintendent to obtain a like-benefit that would not result in a fine or penalty, and in the event such is not available, the Superintendent's salary shall be grossed up in an amount equal to the cost savings from not providing the benefit (excluding the costs of fines and penalties).

4. **Duties.** The Superintendent is employed as the Superintendent for the District. The Superintendent shall perform the duties of such position as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Superintendent shall organize and arrange the administrative and supervisory staff of the District in a manner which best serves the schools of the District. The administration of instruction and business affairs shall be vested in the Superintendent. The Superintendent shall have the responsibility for selection, placement, and transfer of personnel. The Superintendent shall be in charge of the overall operation of the District. The Superintendent shall be responsible for initiating all personnel matters which require action by the Board, which includes making recommendations to the Board concerning the termination or discharge of any personnel. The Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned duties.

   In performing the assigned duties, the Superintendent shall be governed by the policies, regulations, and directions of the Board of Education. The Superintendent shall in all respects to diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

5. **Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. The parties agree, individually and collectively, to promptly refer all criticism, complaints, and suggestions called to its attention to the Superintendent for action, study, or recommendation, as appropriate.

6. **Evaluation of the Superintendent.** The Superintendent shall be evaluated once during each contract year, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the

evaluation, which response shall be placed in the Superintendent's personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.

7. **Contract Termination.** In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent or principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to school property; (4) engaging in any unlawful act; (5) any representation in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

   The Board of Education may require a certificate of health and physical fitness of the Superintendent in accordance with applicable law at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical capacity for any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, cancel or terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

8. **Representations and Legal Requirements.** The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

   The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a

felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

9. **Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

10. **Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before November 12, 2026 shall constitute a rejection by the Superintendent of the offer of employment.

Executed this _____day of _____, 2026. _____ Superintendent	Executed this 16th day of November, 2026. Board of Education of Phelps County School District 0044, a/k/a Holdrege Public Schools By:_____ President Attest:_____ Secretary

Superintendent Pay Transparency Notice—Proposed Contract for Todd Hilyard

Notice is hereby given that Holdrege Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on November 16, 2026 at 6 pm at the Holdrege High School Media Center in Holdrege, Nebraska.

After the 2027/28 school year, how many years remain on the contract: (Column F must be completed if additional years remain on contract.)	**1 yr**

The estimated costs to the district for the 2027/28 year and future years are listed below:

	2027/28 Base Pay, Additional Compensation & Benefits	**Future Base Pay, Additional Compensation & Benefits per Contract**	**TOTAL CONTRACT COST**
Base Pay for the Total FTE	$ 180,000.00	$ 180,000.00	**$ 360,000.00**
Compensation for activities outside of the regular salary:			
• *Extended contracts / Activities outside of regular salary*			$ -
• *Bonus/Incentive/Performance Pay*			$ -
• *Stipends*			$ -
• *All other costs not mentioned above*			**$ -**
Benefits and Payroll Costs Paid by district:			
• *Insurances (Health, Dental, Life, Long Term Disability)*	$ 33,697.66	$ 33,697.66	$ 67,395.32
• *Cafeteria Plan Stipend*			$ -
• *Cash in lieu of insurance*			$ -
• *Employee's share of retirement, deferred compensation, FICA and Medicare* ***if paid by the district***			$ -
• *District's share of retirement, FICA and Medicare*	$ 26,951.00	$ 26,951.00	$ 53,902.00
• *IRS value of housing allowance*			$ -
• *IRS value of vehicle allowance*			$ -
• *Additional leave days*			$ -
• *Annuities*			$ -
• *Service credit purchase*			$ -
• *Association / Membership dues*	$ 1,087.00	$ 1,087.00	$ 2,174.00
• *Cell Phone/Internet reimbursement*	$ 600.00	$ 600.00	$ 1,200.00
• *Relocation reimbursement*			$ -
• *Travel allowance/reimbursement*			$ -
• *Mileage Allowance*			$ -
• *Educational tuition assistance*			$ -
• *All other benefit costs not mentioned above*			$ -
Totals:	**$ 242,335.66**	**$ 242,335.66**	**$ 484,671.32**

Schedule D

Holdrege High School
Board Report
November 16, 2026

Jeremy Ham, Principal

1. Academic progress - Last year, the mid November eligibility report showed significant improvement over the previous year. I'm happy to report that we are remaining consistent with the improvements in the current year.

- **Eligibility List:** The eligibility list is updated every week, indicating students with at least one failing grade for two consecutive weeks which renders them ineligible for extracurricular activity.
    - **2024** mid November, **48 students** were on the ineligible list, with a total of **99** failing course grades.
    - **2025** mid November, **21 students** are on the ineligible list, with a total of **35** failing course grades.
        - 56% reduction in student ineligibility
        - 65% reduction in failing course grades
    - **2026** min November, **21** students are on the ineligible list, with a total of **38** failing course grades.
- **Excel Program (alternative education) participation:** The Excel program is utilized primarily for credit recovery. Students that have failed semesters of graduation required courses are able to re-take these courses through the Excel program for credit recovery. The need for this program continues to decline, due to the staff efforts and accountability with "The List."
    - Fall of 2023, **41 students** were enrolled in the Excel program for credit recovery.
    - Fall of 2025, **16 students** were enrolled in the Excel program for credit recovery.
        - 61% reduction in 2 years
    - Fall of 2026, **13 students** are currently enrolled in the Excel program for credit recovery.
- **College Credit Courses:** We have many college credit options for HHS students, including Central Community College course offerings, Certified Nursing Assistant, Automotive Technology, and Mechatronics available to our students during the school day.
    - Fall of 2023, **42 students** enrolled in college credit, 19 of them CNA, Auto Tech, or Mechatronics
    - Fall of 2024, **63 students** enrolled in college credit, 34 of them CNA, Auto Tech, or Mechatronics
    - Fall of 2025, **75 students** enrolled in college credit, 33 of them CNA, Auto Tech, or Mechatronics

- **Summary:** We have far **less students failing** and needing credit recovery, replaced with far **more students earning college** credit and technical job skill certifications over a three year period.

2. Veterans Day Program - Wednesday, November 11th, we held a Veterans day program at the Tassel. Band and Choir students performed and we listened to a presentation from Mike Buettner. Mr. Buettner is a US Navy Veteran, he shared stories of his time in service, serving overseas. All 5-12 grade students were in attendance for the program, and it was open to the community. Ashley Brock did a fantastic job with students incorporating some speaking parts into the program to provide some interesting and educational information along with the music.

3. ASVAB testing - Juniors took the ASVAB on Monday, November 16th. This test is traditionally thought of as a military entrance exam, but in reality the test provides students with excellent information about their aptitudes and is very helpful with career exploration. Students were assisted with understanding their individual ASVAB results. They took a survey related to their interests, then the test results along with the survey results helped to narrow the focus in career fields that the individual students are naturally wired for.

4. National Honor Society Induction - The process for inviting new members into the National Honor Society began this month. Staff evaluations will be completed by faculty members and reviewed by a selection committee led by Mrs. Pearson. The selection committee will meet on Monday, November 30th. The induction ceremony will be open to the public on Wednesday, December 9th during the HHS Seminar period at 3:00 PM.

Holdrege Public Schools

Special Education & Early Childhood Report

Director: Casey Klein

November 16, 2026

	Aug	Sep	Oct	Nov
Birth-3 years	10	7	7	7
3-5 years with IEP attending **NON**-HPS Preschool	1	3	4	4
3-5 years with IEP attending HPS preschool	5	5	5	5
Holdrege Elementary	79	77	78	78
Holdrege Middle School	62	60	58	56
Holdrege High School	41	41	41	42
Special Services Students	**198**	**193**	**193**	**192**
*3-5 **without IEP** Attending HPS Preschoolers*	*24*	*22*	*22*	*24*

TriState Law Conference (Omaha): Casey Klein and Kristin Dobish spent two days attending the Law Conference, participating in professional learning focused on the legal foundations and practical application of special education.

Topics included:

- Legal Practices in Special Education: Understanding current legal expectations and responsibilities.
- The General Education Teacher's Legal Role in Special Education: Clarifying shared responsibilities and collaboration.
- Specially Designed Instruction (SDI): Ensuring instruction is individualized to meet students' unique needs.
- IDEA: Behavior Management and Discipline: Navigating legal requirements and appropriate responses to student behavior.
- Conflict Resolution: Building skills to address disagreements and strengthen collaborative partnerships.
- OSEP Monitoring: Understanding federal monitoring expectations and compliance.
- Prior Written Notice (PWN): Reviewing guidance and best practices for documenting proposals and refusals.
- Federal Updates Impacting Special Education: Staying informed about changes and developments that influence special education services and district practices.

The two days provided valuable opportunities to strengthen our understanding of special education law, reflect on current district practices, and bring back information to support compliance, collaboration, and positive outcomes for students and families.

UNK Student Teaching Experience/Teacher Candidate Alisha Huber spent the last month working with Mrs. DeWald in the elementary special education program. She will complete her placement with Amber Kellen at the high school, gaining additional experience in special education across different grade levels and settings.

Proportionate Share: All school districts, including those that do not have an approved/accredited nonpublic school or exempt home school located within their jurisdiction, are required under the Individuals with Disabilities Education

Act (IDEA) to complete and submit the 2026-2027 SPED Proportionate Share Worksheet for Nonpublic Schools Submission. The collection is based on the October 1, 2026, child count of eligible children with disabilities (ages 3-21).

A meeting for proportionate share will be held in April. The date has not been set yet. The purpose of the meeting will be to provide an opportunity for parents and representatives of nonpublic schools to participate in the development of a plan for providing special education services to children with disabilities who attend nonpublic schools and home schools which are within the Holdrege Public School district for the 2026-27 school year. Parents of a home-schooled child, or a child attending a nonpublic school who has been or may be identified with a disability and attend a nonpublic school within the boundaries of Holdrege Public Schools.

Elementary Board Report
November 16,2026
Amber Porter

Veterans Day-. The YMCA invited our elementary students to participate in celebrating our veterans during their Veterans' Breakfast at the YMCA. Our students lined the gym and the track at the YMCA and sang songs chosen by Ms. Patterson. Students held up flags and signs to honor the veterans. The Holdrege High School Band was also there to accompany our students. This has become an honored tradition for HES and we look forward to it each year.

Elementary Fundraiser-We had our Fall Fundraiser. Our school earned approximately $16,000! We will be receiving the items and student prizes soon! With our fundraising funds we purchased books for our book vending machine, ipads, and YOTOs for each classroom. These YOTOS read books to students out loud while the student reads the books. These can be used for small groups or individual students. This is a great interactive reading experience. One of our student's parents credits his student with doubling his number of words read due to YOTO.

English Language Arts/Math- We are in our third year of SAVVAS reading curriculum is really upping the rigor and expectations for our students in the English Language Arts area. Our teachers are already seeing the positives and strengths in this curriculum. Even though our ELA scores that we received from the state last year are not where we would like them to be, we have seen huge gains in proficiency in DIBELS. We are also increasing our rigor in the area of writing in the classroom. Reading rotations to each classroom so that students have more opportunities for individual instruction. We continue to train all of our new teachers in the Science of Reading. Phonics is a major focus of our curriculum. We discuss student data in Team Times that include classroom teachers, the Reading Specialist, the Guidance Counselor, Special Ed Director, and School Psychologist, and the Principal to help us identify individual student needs and what we can do at the tier one level to help students improve their reading and math skills. Mrs. Maloley has also been implementing several programs in the library to increase student desire for reading. Eureka math has also increased the rigor in math skills for our students and students have steadily improved. Also, 11 of our ELL students passed the state ELPA exam which is a very difficult exam. Our teachers are working extremely hard to team together to see our students and Holdrege Elementary succeed. I am proud of our teachers and staff and the efforts to build relationships with students which will ultimately have an impact on student achievement.

PBIS-Our PBIS team is reworking our behavior matrix and identifying steps in the process of restoring positive behavior and relationships for students. Teachers are increasing the use of the SWIS data and think sheets to help students identify their needs and what supports can be put in place for those students. We have added sending post cards to students for positive encouragement to students' homes. We have already had positive feedback. We are adding some Boys Town social skills to our Guidance lessons as well other positive behavior lessons.

Safety- We are adding safety blinds to the school to be used only in an emergency. Our safety team met and this is one of their suggestions.



Start of Winter Sports.

- Friday, November 2oth - Winter Sports Pictures (Button Pictures)
- Monday, November 9th - Conditioning Week for Winter Sports
- Monday, November 16th - First practices can begin for Winter sports
- 7th & 8th-grade girls basketball is 2 games into their season already
- Hall of Fame Game- Monday, November 23rd @ Arapahoe High School
    - **Game Times:**
    - 5:30 PM - Holdrege vs. Arapahoe (Girls)
    - 7:15 PM - Arapahoe vs. Holdrege (Boys)
- First Official basketball game- Thursday, December 4th vs. Centura
- First Wrestling Invitational- Saturday, December 5th in Hoxie at 10:00 am
- One Act heads to Cozad for Conference on Monday, Nov. 23rd - 10:00 am start
- One Act Districts have not been released yet

Wrestling Boys: Currently have 16 boys out at the High School Level
(2025 - 26) (2024 - 25) (2023 - 24) (2022 - 21)

Wrestling Girls: 14 girls wrestlers out at the High School Level
(2025 - 7)

Girls Basketball: Currently have 22 girls basketball out at the High School Level
(2025 - 23) (2024 - 19) (2023 - 20) (2022 - 18)

Boys Basketball: Currently have 20 boys basketball out at the High School Level
(2025 - 24) (2024 - 30) (2023 - 30) (2022 - 20)

The following girls were selected to the All-Southwest Conference Volleyball Team:
1st Team: Gracie Johnson
2nd Team: Hayden Steinke & Ada Skiles Nitchie
Honorable Mention: Summer Florell

The following girls were selected to the All-Southwest Conference Softball Team:
Infielder: Alexa Hale
Infielder: McKinley Jauken

Bryson Samuelson was fortunate to get to represent Holdrege High School as one of the members of the NSAA's Student Content Creators. Bryson work with Mr. Reed has set him up with some very promising future career opportunities. He has frequently been asked to film and capture state tournament content for NebPreps and Hurrdat Sports.

Board Report
Holdrege Middle School
Lacie Wright-Principal Jacob McLain- Asst Principal/Asst AD
November 16,, 2026

- Friday Fun Night:
  Our most recent Friday Fun Night had a Western/Cowboy theme and was a great success. Students enjoyed the activities, music, and time together, making it a fun evening for all who attended.

- Girls Basketball & Boys Wrestling:
  Girls basketball and boys wrestling are now underway, and both programs are off to strong starts. Coaches report high participation, great effort, and solid teamwork from our athletes.

- FCA at the Middle School:
  Fellowship of Christian Athletes (FCA) has had quite a few meetings so far, on Wednesday mornings before school, with a growing number of students showing interest and enthusiasm for the group. The last meeting had 35 students attend!

- QT Olympics:
  We would like to update the board during the meeting what this is and the details/thoughts behind it.

Superintendent's Report
11/16/2026

1. Superintendent Search

   I wanted to thank all of the Board members, administrators, central office staff, and teachers who helped with the very important day on November 11th. All of the time spent will have lasting impacts on the district.

2. Mr. McLain's Recognition

   I wanted to mention again that at the State Principal's Conference during the first week of December, Mr. McLain will be recognized as the 2026–27 NSASSP Middle School Assistant Principal of the Year.

3. State Education Conference

   I am looking forward to my 16th (and final) year attending the State Education Conference with Brian, Nick, and Chris. Hopefully, we can bring some things back to help the district.