

## **Agenda**

1. Call the meeting to order
2. Flag salute
3. Open Meetings Law
4. Roll call
5. Recognition of Visitors/Public Comment
6. Reports
  - 6.a. Elementary Principal Report
  - 6.b. High School Principal Report
7. Superintendent Report
8. Board Reports
9. Treasurer's report
10. Consent Agenda
  - 10.a. Approval of Minutes - Regular Meeting 1/13/26 and Special Meeting 1/19/26
  - 10.b. Approval of General Fund Bills - \$491,719.54
11. Action Items
  - 11.a. Consider, discuss, and take all necessary action to reopen our QCPUF account at Adams Bank and Trust.
  - 11.b. Consider, discuss, and take all necessary action on approving a bid for our bathroom remodel this summer.
  - 11.c. Consider, discuss, and take all necessary action on approving the bond resolution amendment.
  - 11.d. Consider, discuss, and take all necessary action to approve the 2026-2027 school calendar.
  - 11.e. Consider, discuss, and take all necessary action on approving the Sutherland Education Association (SEA) as the 2027/2028 bargaining agent for Sutherland Public Schools.
  - 11.f. Consider, discuss, and take all necessary action on building permanent walls between four classrooms in the high school along with replacing the drop-down ceiling in the north entrance.
  - 11.g. Consider, discuss, and take all necessary action to approve adding a welding exhaust system above the new booths in the shop area.
  - 11.h. Consider, discuss, and take all necessary action on approving a bid to refinish our track this summer.
  - 11.i. Consider, discuss, and take all necessary action to approve Dr. McConnell's contract for the 2026-2027 school year.
  - 11.j. Consider, discuss, and take all necessary action on approving the 2026/2027 ESU Contract and Consortium agreement.
  - 11.k. Consider, discuss, and take all necessary action on how Sutherland wants to proceed with strategic planning.

12. Approve Board Members Who are Absent
13. Next meeting date and time
14. Adjournment

## February Elementary Board Report

Sutherland Elementary will continue working with WORDS (two year program) to strengthen reading and writing instruction. Representatives visited Sutherland this past week to meet with administration and staff, focusing on identifying instructional strengths and areas where teachers may need additional support. This work is helping refine practices and prepare for continued improvement in literacy instruction.

The ESU was on site January 29–30 to complete the third round of IPG walkthroughs. These walkthroughs continue to provide valuable feedback, and we are seeing progress as teachers refine instruction. The ESU team will return in March for the fourth round of walkthroughs. This work is laying the foundation needed to implement Core Action 1 with confidence next school year.

Parent-teacher conferences were held on February 5 and 6, with strong participation. Over 80% of families attended, demonstrating continued parent engagement and support for student learning.

On February 24, 4th-grade students will participate in the National NAEP assessment. Sutherland was selected in the fall to take part in this national assessment.

Elementary students will also begin participation in the Anchor in One book. The book reveal will take place this Thursday. Thank you to Mrs. Wurst, Mrs. Sandberg, Mrs. Weiss, and Mrs. Bassett for taking the lead on this initiative and supporting literacy across grade levels.

Overall, the elementary school remains focused on instructional growth, strong family partnerships, and building systems that support continued success.

## Finance Report

### General Fund

		Monthly Exp./Rev.		Last Year Bal.
Balance	1/1/2026	\$2,293,739.55	1/1/2025	\$2,079,948.98
Monthly Receipts		\$698,861.66		\$768,445.69
Payroll		\$390,330.05		\$385,694.49
Expenditures		\$80,640.37		\$100,807.85
Balance as of	2/1/2026	<b>\$2,521,630.79</b>	2/1/2025	<b>\$2,361,892.33</b>

### Building Fund

Balance	1/1/2026	\$732,611.24	1/1/2025	\$522,275.67
Monthly Receipts		\$21,516.70		\$27,536.90
Expenditures		\$14,491.30		\$0.00
Balance as of	2/1/2026	<b>\$739,636.64</b>	2/1/2025	<b>\$549,812.27</b>

### Hot Lunch Fund

Balance	1/1/2026	\$23,275.58	1/1/2025	\$11,227.61
Monthly Receipts		\$18,694.62		\$30,623.57
Expenditures		\$15,067.36		\$13,662.36
Balance as of	2/1/2026	<b>\$26,902.84</b>	2/1/2025	<b>\$28,188.82</b>

### Depreciation

Balance	1/1/2026	\$1,053,049.07	1/1/2025	\$931,548.20
Revenue		\$2,113.13		\$1,945.83
Expense		\$0.00		\$0.00
Balance	2/1/2026	<b>\$1,055,162.20</b>	2/1/2025	<b>\$933,494.03</b>

### Activity

Balance	1/1/2026	\$121,343.66		
Revenue		\$14,510.39		
Expense		\$13,353.88		
Balance	2/1/2026	<b>\$122,500.17</b>		

### Revolving Business

Balance	1/1/2026	\$66,011.48		
Revenue		\$43,686.65		
Expense		\$44,096.60		
Balance	2/1/2026	<b>\$65,601.53</b>		

### Employee Benefit

Balance	1/1/2026	\$38,114.42		
Revenue		\$27.19		
Expense		\$0.00		
Balance	2/1/2026	<b>\$38,141.61</b>		

MONTH	EXPENDITURES		TOTAL	LEFT TO SPEND	
			EXPENDITURES	MONTHLY	
September	Gen.	\$ 583,240.19	\$ 583,240.19	\$	594,697.76
	Sped.	\$ 46,515.12	\$ 46,515.12	\$	66,973.17
October	Gen.	\$ 435,168.67	\$ 1,018,408.86	\$	650,399.61
	Sped.	\$ 67,993.79	\$ 114,508.91	\$	73,475.11
November	Gen.	\$ 425,371.99	\$ 1,443,780.85	\$	675,402.68
	Sped.	\$ 82,530.79	\$ 197,039.70	\$	72,468.92
December	Gen.	\$ 408,170.44	\$ 1,851,951.29	\$	708,806.71
	Sped.	\$ 69,679.94	\$ 266,719.64	\$	72,817.55
January	Gen.	\$ 406,254.59	\$ 2,258,205.88	\$	752,025.48
	Sped.	\$ 63,171.42	\$ 329,891.06	\$	74,195.56
February	Gen.	\$ 420,682.48	\$ 2,678,888.36	\$	807,252.77
	Sped.	\$ 71,037.06	\$ 400,928.12	\$	74,721.98

**TOTAL BUDGET OF EXPENDITURES (Gen. Fund) = \$7,522,405.00**

**Total available to spend in general fund = \$ 4,843,516.64**

**TOTAL BUDGET OF EXPENDITURES IN SPED FUND = \$849,260.00**

**Total available to spend in the sped fund = \$ 448,331.88**

<u>Receipt Number</u>	<u>Received From ID/Name</u>	<u>Receipt Date</u>	<u>Description</u>	<u>Receipt Key</u>	<u>Amount</u>
Batch Description:	January 2026 General Receipts	Processing Month:	01/2026		
1	STATEOFNEB State of Nebraska	01/06/2026	Mips	8604	1,479.42
2	LCTREAS Lincoln County Treas	01/09/2026	tax collections	8605	503,098.14
3	HOTLUNCHFU Hot Lunch Fund	01/20/2026	hot lunch taxes	8606	1,544.41
4	HAYESCENTE Hayes Center Public Schools	01/23/2026	distance learning	8607	1,542.00
4		01/23/2026	wolken	8608	1,100.00
4	MNCF Mid Nebraska Community Foundation	01/23/2026	3d grant	8609	1,500.00
4		01/23/2026	mueller - state board	8610	150.00
5	STATEOFNEB State of Nebraska	01/23/2026	special ed reimbursement	8611	71,922.00
6	STATEOFNEB State of Nebraska	01/27/2026	state apportionment	8612	66,394.42
7	STATEOFNEB State of Nebraska	01/30/2026	state aid/maaps	8613	44,854.01
8	ADAMSBANKT Adam's Bank & Trust	01/30/2026	interest	8614	12.12
9	ADAMSBANKT Adam's Bank & Trust	01/30/2026	interest - ics	8615	5,262.65
9.1	NLAF Nebraska Liquid Asset Fund	01/30/2026	interest	8616	2.49
				Batch Total:	698,861.66
				Report Total:	698,861.66

Fund: 01 General Fund

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
01 1100	Local Property Taxes	4,686,713.00	486,987.20	1,328,078.16	28.34	3,358,634.84
01 1115	Carline Tax	20,000.00	0.00	2,026.03	10.13	17,973.97
01 1120	Public Power Revenue	50,000.00	0.00	0.00	0.00	50,000.00
01 1125	Motor Vehicle	130,000.00	11,968.61	71,608.51	55.08	58,391.49
01 1140	Penalties & Interest on Taxes	0.00	0.00	0.00	0.00	0.00
01 1315	Tuition - Distance Education	15,000.00	1,542.00	7,710.00	51.40	7,290.00
01 1510	Interest on Investment	30,000.00	5,277.26	30,586.74	101.96	(586.74)
01 1910	Rent of School Facilities	6,600.00	1,100.00	2,750.00	41.67	3,850.00
01 1911	Local Fines & Fees	0.00	0.00	0.00	0.00	0.00
01 1925	Local Grants	7,000.00	1,500.00	4,462.02	63.74	2,537.98
01 1990	Other Local Revenue	3,000.00	150.00	1,710.00	57.00	1,290.00
Subtotal: LOCAL RECIEPTS		4,948,313.00	508,525.07	1,448,931.46	29.28	3,499,381.54
01 2110	County Fines & Licen	18,000.00	4,142.33	23,021.31	127.90	(5,021.31)
01 2130	Other County Receipts	0.00	0.00	0.00	0.00	0.00
01 2210	ESU Stipends	0.00	0.00	160.00	0.00	(160.00)
Subtotal: COUNTY AND ESU RECEIPTS		18,000.00	4,142.33	23,181.31	128.79	(5,181.31)
01 3110	State Aid	445,581.00	44,533.00	222,919.00	50.03	222,662.00
01 3120	Sp Ed Programs	350,000.00	71,922.00	143,762.00	41.07	206,238.00
01 3125	Sp Ed Transportation	5,000.00	0.00	0.00	0.00	5,000.00
01 3130	Homestead Exemption	0.00	0.00	0.00	0.00	0.00
01 3131	Property Tax Credit	0.00	0.00	0.00	0.00	0.00
01 3132	Personal Property Tax Credit	0.00	0.00	0.00	0.00	0.00
01 3180	Pro Rate Motor Veh	6,000.00	0.00	923.12	15.39	5,076.88
01 3400	State Apportionment	40,000.00	66,394.42	66,394.42	165.99	(26,394.42)
01 3512	Distance Education	32,000.00	0.00	32,620.70	101.94	(620.70)
01 3535	High Ability Learner Grant	5,000.00	0.00	0.00	0.00	5,000.00
01 3540	Early Childhood Endowment Grant	0.00	0.00	0.00	0.00	0.00
01 3551	Career Education	7,500.00	0.00	0.00	0.00	7,500.00
01 3990	Other State Receipts	0.00	0.00	0.00	0.00	0.00
Subtotal: STATE RECEIPTS		891,081.00	182,849.42	466,619.24	52.37	424,461.76
01 4310	REAP	31,850.00	0.00	0.00	0.00	31,850.00
01 4418	IDEA PEaK Projects	0.00	0.00	0.00	0.00	0.00
01 4421	IDEA ARP Base	0.00	0.00	0.00	0.00	0.00
01 4422	IDEA Preschool ARP	0.00	0.00	0.00	0.00	0.00
01 4505	Title I Part A	26,422.00	0.00	0.00	0.00	26,422.00
01 4509	Title II, Part A	5,765.00	0.00	0.00	0.00	5,765.00
01 4512	IDEA Preschool Base	0.00	0.00	0.00	0.00	0.00
01 4516	IDEA 619 Base/EP	2,108.00	0.00	2,114.00	100.28	(6.00)
01 4518	IDEA	72,164.00	0.00	75,116.00	104.09	(2,952.00)
01 4519	IDEA - Enrollment Poverty	0.00	0.00	0.00	0.00	0.00
01 4521	IDEA Nonpublic	0.00	0.00	0.00	0.00	0.00
01 4524	Other Federal Receipts	0.00	0.00	0.00	0.00	0.00
01 4525	Revision Grant	0.00	0.00	0.00	0.00	0.00
01 4530	Other Fed Receipts(PBiS)	0.00	0.00	0.00	0.00	0.00
01 4708	Medicaid in Public Schools	3,000.00	1,479.42	3,515.36	117.18	(515.36)
01 4709	MAAPS	3,000.00	321.01	1,060.72	35.36	1,939.28
01 4710	Local Grants	0.00	0.00	0.00	0.00	0.00
01 4969	Title IV Part A	10,000.00	0.00	0.00	0.00	10,000.00
01 4997	ESSER II	0.00	0.00	0.00	0.00	0.00
01 4998 0	ESSER III	0.00	0.00	0.00	0.00	0.00
Subtotal: FEDERAL RECEIPTS		154,309.00	1,800.43	81,806.08	53.01	72,502.92
01 5200	Fund Transfers	0.00	0.00	0.00	0.00	0.00
Subtotal: NON-REVENUE RECEIPTS		0.00	0.00	0.00	0.00	0.00

**Fund: 01      General Fund**

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
01 9000	Non Programmed Rec	0.00	1,544.41	8,937.48	0.00	(8,937.48)
01 9001	Interfund Loan From General	0.00	0.00	0.00	0.00	0.00
Subtotal: NON-PROGRAM RECEIPTS		0.00	1,544.41	8,937.48	0.00	(8,937.48)
Fund Total:		6,011,703.00	698,861.66	2,029,475.57	33.76	3,982,227.43

**Expenditure Summary**

February 2026

Account Number	Account Description	Budget	During Month	Expenditures to Date	Balance at EOM	% of Budget
01	General Fund					
01 1100 111 001	Teacher Salaries - HS	813,615.00	66,472.41	407,905.24	405,709.76	50.13
01 1100 111 002	Teacher Salaries - Elem	747,223.00	51,305.42	332,226.56	414,996.44	44.46
01 1100 112 001	Para Salaries - HS	12,406.00	1,987.21	10,634.91	1,771.09	85.72
01 1100 112 002	Para Salaries - Elem	83,480.00	8,634.84	46,359.00	37,121.00	55.53
01 1100 114 000	Tech Salary	92,823.00	7,698.17	46,189.02	46,633.98	49.76
01 1100 116 000	Nurse Salary	28,240.00	2,987.99	17,731.25	10,508.75	62.79
01 1100 123 001	Substitutes - HS	30,000.00	8,345.00	37,710.00	(7,710.00)	125.70
01 1100 123 002	Substitutes - Elem	35,000.00	7,965.00	38,295.00	(3,295.00)	109.41
01 1100 150 001	Add'l Comp Classified - HS	56,000.00	8,444.57	39,569.92	16,430.08	70.66
01 1100 151 001	Add'l Comp - Teachers HS	140,000.00	11,667.49	68,544.94	71,455.06	48.96
01 1100 151 002	Add'l Comp - Teachers Elem	38,310.00	1,162.67	7,576.02	30,733.98	19.78
01 1100 152 001	Add'l Comp - Paras HS	0.00	0.00	0.00	0.00	0.00
01 1100 211 001	Health Insurance - HS	157,046.00	12,391.58	73,719.96	83,326.04	46.94
01 1100 211 002	Health Insurance - Elem	111,691.00	8,657.49	53,306.92	58,384.08	47.73
01 1100 212 002	Health Insurance	0.00	0.00	2,215.32	(2,215.32)	0.00
01 1100 214 000	Health Insurance - Tech	20,428.00	876.98	5,261.88	15,166.12	25.76
01 1100 216 000	Insurance - Nurse	6,248.00	694.14	4,164.84	2,083.16	66.66
01 1100 220 001	Social Security - Classified HS	3,437.00	645.22	3,022.11	414.89	87.93
01 1100 221 001	Social Security - HS Teach	78,085.00	6,337.96	38,610.85	39,474.15	49.45
01 1100 221 002	Social Security - Elem Teach	65,205.00	4,429.94	28,481.89	36,723.11	43.68
01 1100 222 001	Social Security - HS Paras	950.00	152.01	813.54	136.46	85.64
01 1100 222 002	Social Security - Elem Paras	6,387.00	659.66	3,538.55	2,848.45	55.40
01 1100 223 001	Social Security - HS Subs	2,295.00	638.44	2,884.82	(589.82)	125.70
01 1100 223 002	Social Security - Elem Subs	2,680.00	609.28	2,929.59	(249.59)	109.31
01 1100 224 000	Social Security - Tech	7,101.00	588.91	3,533.46	3,567.54	49.76
01 1100 226 000	Social Security - Nurse	2,160.00	226.77	1,345.59	814.41	62.30
01 1100 230 001	Retirement - Classified HS	590.00	49.02	294.12	295.88	49.85
01 1100 231 001	Retirement - HS Teach	59,900.00	5,745.47	34,362.99	25,537.01	57.37
01 1100 231 002	Retirement - Elem Teach	55,000.00	3,857.86	24,984.90	30,015.10	45.43
01 1100 232 001	Retirement - HS Paras	1,000.00	118.45	632.84	367.16	63.28
01 1100 232 002	Retirement - Elem Paras	6,140.00	634.91	3,408.71	2,731.29	55.52
01 1100 233 001	Retirement - HS Subs	300.00	0.00	503.29	(203.29)	167.76
01 1100 233 002	Retirement - Elem Subs	200.00	0.00	541.17	(341.17)	270.59
01 1100 234 000	Retirement - Tech	6,825.00	566.03	3,396.18	3,428.82	49.76
01 1100 236 000	Retirement - Nurse	2,076.00	219.70	1,303.74	772.26	62.80
01 1100 237 000	Retirement Inc Cont - Dist	3,100.00	77.71	464.82	2,635.18	14.99
01 1100 237 001	Retirement Inc Cont - HS	25,150.00	584.79	3,540.01	21,609.99	14.08
01 1100 237 002	Retirement Inc Cont - Elem	22,830.00	444.32	2,861.61	19,968.39	12.53
01 1100 281 001	Health Benefits - HS Teach	71,380.00	6,061.92	36,128.00	35,252.00	50.61
01 1100 281 002	Health Benefits - Elem Teach	82,770.00	7,052.93	41,484.82	41,285.18	50.12
01 1100 443 000	Rentals & Leases - Dist	5,000.00	0.00	4,051.05	948.95	81.02
01 1100 443 001	Rentals & Leases - HS	40,000.00	79.80	21,897.15	18,102.85	54.74
01 1100 443 002	Rentals & Leases - Elem	10,000.00	0.00	8,102.10	1,897.90	81.02
01 1100 580 000	Travel & Mileage - Dist	500.00	1,639.75	1,639.75	(1,139.75)	327.95
01 1100 580 001	Travel & Mileage - HS	500.00	0.00	0.00	500.00	0.00
01 1100 580 002	Travel & Mileage - Elem	500.00	0.00	0.00	500.00	0.00
01 1100 610 000	Instruction Supply - Dist	17,000.00	0.00	2,048.82	14,951.18	12.05
01 1100 610 001	Instructional Supply - HS	25,000.00	2,434.14	9,575.98	15,424.02	38.30
01 1100 610 002	Instructional Supply - Elem	23,000.00	717.18	3,568.89	19,431.11	15.52
01 1100 640 000	Instructional Textbooks - Dist	3,000.00	0.00	0.00	3,000.00	0.00
01 1100 640 001	Instructional Textbooks - HS	20,000.00	0.00	0.00	20,000.00	0.00
01 1100 640 002	Instructional Textbooks - Elem	60,000.00	0.00	0.00	60,000.00	0.00
01 1100 643 000	Computer Software - Dist	18,000.00	0.00	6,925.31	11,074.69	38.47
01 1100 643 001	Computer Software - HS	5,000.00	0.00	0.00	5,000.00	0.00
01 1100 643 002	Computer Software - Elem	8,000.00	0.00	0.00	8,000.00	0.00
01 1100 650 000	Tech Supplies - Dist	8,000.00	1,782.42	17,230.73	(9,230.73)	215.38
01 1100 650 001	Tech Supplies - HS	5,000.00	0.00	0.00	5,000.00	0.00
01 1100 650 002	Tech Supplies - Elem	1,000.00	0.00	1,317.56	(317.56)	131.76

02/10/2026 11:54 AM

February 2026

User ID: AJM

Account Number	Account Description	Budget	During Month	Expenditures to Date	Balance at EOM	% of Budget
01 1100 731 000	Equipment - District	3,000.00	0.00	398.00	2,602.00	13.27
01 1100 731 001	Equipment - HS	3,000.00	0.00	3,264.60	(264.60)	108.82
01 1100 731 002	Equipment - Elem	3,000.00	0.00	0.00	3,000.00	0.00
01 1100 733 000	Furniture - District	1,000.00	0.00	8.24	991.76	0.82
01 1100 733 001	Furniture - HS	2,000.00	0.00	0.00	2,000.00	0.00
01 1100 733 002	Furniture - Elem	2,000.00	0.00	0.00	2,000.00	0.00
01 1100 734 000	Tech Equip - Dist	6,000.00	0.00	3,371.68	2,628.32	56.19
01 1100 734 001	Tech Equip - HS	6,000.00	0.00	0.00	6,000.00	0.00
01 1100 734 002	Tech Equip - Elem	3,000.00	0.00	0.00	3,000.00	0.00
01 1100 890 000	Other Expense - Dist	13,000.00	1,537.88	4,006.79	8,993.21	30.82
01 1100 890 001	Other Expense - HS	6,000.00	100.00	1,582.45	4,417.55	26.37
01 1100 890 002	Other Expense - Elem	6,000.00	60.00	609.80	5,390.20	10.16
1100	REGULAR INSTRUCTIONAL PROGRAMS	3,181,571.00	247,343.43	1,520,077.28	1,661,493.72	47.78
01 1160 112 001	Poverty Instruction - HS	0.00	0.00	0.00	0.00	0.00
01 1160 112 002	Poverty Instruction - Elem	0.00	0.00	0.00	0.00	0.00
1160	PROVERTY PROGRAMS	0.00	0.00	0.00	0.00	0.00
01 1190 111 002	PreK Teacher Salary	44,390.00	3,699.17	22,195.02	22,194.98	50.00
01 1190 112 002	PreK Para Salary	10,800.00	1,061.40	3,856.73	6,943.27	35.71
01 1190 123 002	PreK Subs	0.00	0.00	0.00	0.00	0.00
01 1190 151 002	ADD'L COMP TEACHERS	700.00	0.00	120.00	580.00	17.14
01 1190 211 002	PreK Health Insurance	31,136.00	2,472.95	14,837.70	16,298.30	47.65
01 1190 221 002	PreK Social Security - Teach	3,396.00	282.99	1,707.12	1,688.88	50.27
01 1190 222 002	PreK Social Security - Para	826.00	81.20	295.06	530.94	35.72
01 1190 223 002	PK Substitute SS	0.00	0.00	0.00	0.00	0.00
01 1190 231 002	PreK Retirement - Teach	3,316.00	271.99	1,640.77	1,675.23	49.48
01 1190 232 002	PreK Retirement - Para	795.00	78.04	283.59	511.41	35.67
01 1190 237 002	PreK Retirement Inc Cont	1,412.00	34.62	190.32	1,221.68	13.48
01 1190 330 000	Pre K Transportation	200.00	0.00	0.00	200.00	0.00
01 1190 330 002	Pre K Training & Development	100.00	0.00	0.00	100.00	0.00
01 1190 580 002	Pre K Travel	100.00	0.00	0.00	100.00	0.00
01 1190 610 002	Pre K Supplies	1,000.00	0.00	484.28	515.72	48.43
01 1190 734 002	Pre K Computer Hardware	0.00	0.00	0.00	0.00	0.00
01 1190 890 002	PreK Other Expense	50.00	0.00	75.00	(25.00)	150.00
1190	EARLY CHILDHOOD ED PROGRAMS	98,221.00	7,982.36	45,685.59	52,535.41	46.51
01 1200 111 001	Sped Teacher Salaries - HS	66,778.00	5,564.83	31,937.14	34,840.86	47.83
01 1200 111 002	Sped Teachers Salary - Elem	107,308.00	8,776.17	53,487.82	53,820.18	49.85
01 1200 112 001	Sped Para Salaries - HS	63,683.00	7,673.42	31,472.34	32,210.66	49.42
01 1200 112 002	Sped Para Salaries - Elem	63,683.00	8,468.47	47,738.91	15,944.09	74.96
01 1200 123 001	Sped Sub Salaries - HS	3,500.00	165.00	3,270.00	230.00	93.43
01 1200 123 002	Sped Sub Salaries - Elem	3,500.00	675.00	4,150.00	(650.00)	118.57
01 1200 151 001	Sped Add'l Comp - HS	2,500.00	0.00	258.78	2,241.22	10.35
01 1200 151 002	Sped Add'l Comp - Elem	2,500.00	32.17	193.02	2,306.98	7.72
01 1200 211 001	Sped Health Ins. Teach - HS	26,800.00	2,111.63	12,669.78	14,130.22	47.28
01 1200 211 002	Health Insurance - Elem	31,136.00	2,472.95	14,837.70	16,298.30	47.65
01 1200 221 001	Sped Soc Sec Teach - HS	5,380.00	409.12	2,367.49	3,012.51	44.01
01 1200 221 002	Sped Soc Sec Teach - Elem	9,514.00	746.36	4,541.70	4,972.30	47.74
01 1200 222 001	Sped Soc Sec Para - HS	4,875.00	587.01	2,407.62	2,467.38	49.39
01 1200 222 002	Sped Soc Sec Paras - Elem	4,875.00	646.93	3,646.57	1,228.43	74.80
01 1200 223 001	Sped Soc Sec Subs - HS	268.00	12.62	250.15	17.85	93.34
01 1200 223 002	Sped Soc Sec Subs - Elem	268.00	51.63	317.46	(49.46)	118.46
01 1200 231 001	Sped Retire Teach - HS	5,168.00	409.17	2,367.30	2,800.70	45.81
01 1200 231 002	Sped Retire Teach - Elem	8,150.00	647.66	3,947.06	4,202.94	48.43
01 1200 232 001	Sped Retire Paras - HS	485.00	564.21	2,314.09	(1,829.09)	477.13
01 1200 232 002	Sped Retire Paras - Elem	4,685.00	622.68	3,510.14	1,174.86	74.92
01 1200 233 001	Sped Retire Subs - HS	100.00	0.00	0.00	100.00	0.00
01 1200 233 002	Sped Retire Subs - Elem	100.00	0.00	0.00	100.00	0.00
01 1200 237 001	Sped Retire Inc Cont-HS	3,383.00	96.27	463.01	2,919.99	13.69
01 1200 237 002	Sped Retire Inc Cont-Elem	4,406.00	125.66	737.60	3,668.40	16.74
01 1200 281 001	Sped Teach Health Ben - HS	4,336.00	361.32	2,167.92	2,168.08	50.00

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01 1200 281 002	Sped Teach Health Ben-Elem	13,600.00	1,129.84	6,779.04	6,820.96	49.85
01 1200 340 001	Professional Services - HS	11,590.00	965.83	5,794.98	5,795.02	50.00
01 1200 340 002	Professional Services - Elem	15,711.00	1,309.25	7,855.50	7,855.50	50.00
01 1200 591 001	Sped Services - HS	64,938.00	6,430.68	32,173.72	32,764.28	49.55
01 1200 591 002	Sped Services - Elem	55,466.00	1,138.47	5,878.04	49,587.96	10.60
01 1200 610 001	Sped Supplies - HS	7,500.00	148.50	1,770.29	5,729.71	23.60
01 1200 610 002	Sped Supplies - Elem	7,500.00	0.00	1,017.80	6,482.20	13.57
01 1200 643 000	Sped Software	2,000.00	0.00	0.00	2,000.00	0.00
01 1200 733 001	Sped Equipment - HS	2,000.00	0.00	0.00	2,000.00	0.00
01 1200 733 002	Sped Equipment - Elem	2,000.00	0.00	0.00	2,000.00	0.00
01 1200 890 001	Sped Other Exp - HS	10,000.00	0.00	0.00	10,000.00	0.00
01 1200 890 002	Sped Other Exp - Elem	10,000.00	0.00	0.00	10,000.00	0.00
<b>1200</b>	<b>SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS</b>	<b>629,686.00</b>	<b>52,342.85</b>	<b>290,322.97</b>	<b>339,363.03</b>	<b>46.11</b>
01 1291 591 002	3-5 Special Ed Services	1,000.00	0.00	0.00	1,000.00	0.00
1291	Special Ed Ages 3-5	1,000.00	0.00	0.00	1,000.00	0.00
01 1292 591 002	Birth-2 Services	300.00	0.00	0.00	300.00	0.00
1292	Special Ed B-2	300.00	0.00	0.00	300.00	0.00
01 1300 111 001	Summer School	5,000.00	0.00	0.00	5,000.00	0.00
1300	Summer School	5,000.00	0.00	0.00	5,000.00	0.00
01 2110 643 000	Attendance Services	8,000.00	0.00	0.00	8,000.00	0.00
<b>2110</b>	<b>ATTENDANCE AND SOCIAL WORK SERVICES</b>	<b>8,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>8,000.00</b>	<b>0.00</b>
01 2120 111 000	Guidance Salary - Dist	75,270.00	6,272.50	37,635.00	37,635.00	50.00
01 2120 151 000	Guidance - Add'l Comp	7,925.00	561.29	3,367.74	4,557.26	42.50
01 2120 211 000	Guidance Health Ins	31,136.00	2,437.62	14,625.72	16,510.28	46.97
01 2120 221 000	Guidance Social Security	6,364.00	512.10	3,072.61	3,291.39	48.28
01 2120 231 000	Guidance Retirement	6,117.00	502.48	3,014.88	3,102.12	49.29
01 2120 237 000	Guidance Retire Inc Cont	2,101.00	49.70	298.20	1,802.80	14.19
01 2120 610 001	Pupil Support - HS	15,000.00	573.02	4,386.46	10,613.54	29.24
01 2120 610 002	Pupil Support - Elem	8,000.00	541.32	3,373.24	4,626.76	42.17
01 2120 890 001	Guidance Other Exp - HS	600.00	0.00	164.00	436.00	27.33
01 2120 890 002	Guidance Other Exp - Elem	300.00	0.00	0.00	300.00	0.00
<b>2120</b>	<b>GUIDANCE SERVICES</b>	<b>152,813.00</b>	<b>11,450.03</b>	<b>69,937.85</b>	<b>82,875.15</b>	<b>45.77</b>
01 2140 320 000	Mental Health Specialist	10,000.00	818.66	4,911.96	5,088.04	49.12
2140	Psychological Services	10,000.00	818.66	4,911.96	5,088.04	49.12
01 2141 591 001	Psychology Services - HS	24,567.00	2,068.63	12,411.78	12,155.22	50.52
01 2141 591 002	Psychology Services - Elem	24,900.00	2,068.63	12,411.78	12,488.22	49.85
<b>2141</b>	<b>PSYCHOLOGICAL SERVICES</b>	<b>49,467.00</b>	<b>4,137.26</b>	<b>24,823.56</b>	<b>24,643.44</b>	<b>50.18</b>
01 2151 591 001	Speech Services - HS	88,589.00	547.96	2,973.36	85,615.64	3.36
01 2151 591 002	Speech Services	0.00	6,964.90	38,639.22	(38,639.22)	0.00
01 2151 610 002	Speech Supplies	1,500.00	0.00	0.00	1,500.00	0.00
<b>2151</b>	<b>SPEECH SERVICES</b>	<b>90,089.00</b>	<b>7,512.86</b>	<b>41,612.58</b>	<b>48,476.42</b>	<b>46.19</b>
01 2161 591 001	Occupational Therapy - HS	48,109.00	262.86	1,314.30	46,794.70	2.73
01 2161 591 002	Occupational Therapy - Elem	0.00	4,731.48	22,605.96	(22,605.96)	0.00
<b>2161</b>	<b>OCCUPATIONAL THERAPY</b>	<b>48,109.00</b>	<b>4,994.34</b>	<b>23,920.26</b>	<b>24,188.74</b>	<b>49.72</b>
01 2171 591 001	Physical Therapy - HS	19,609.00	227.75	1,138.75	18,470.25	5.81
01 2171 591 002	Physical Therapy - Elem	0.00	1,822.00	9,110.00	(9,110.00)	0.00
<b>2171</b>	<b>PHYSICAL THERAPY</b>	<b>19,609.00</b>	<b>2,049.75</b>	<b>10,248.75</b>	<b>9,360.25</b>	<b>52.27</b>
01 2220 111 000	Library Salary	71,796.00	5,983.00	35,898.00	35,898.00	50.00
01 2220 151 000	Library Add'l Comp	4,555.00	84.68	508.08	4,046.92	11.15
01 2220 211 000	Libr Health Insur	26,800.00	2,111.63	12,669.78	14,130.22	47.28
01 2220 221 000	Libr Social Security	6,364.00	463.48	2,780.87	3,583.13	43.70
01 2220 231 000	Librarian Retirement	5,615.00	446.15	2,676.90	2,938.10	47.67
01 2220 237 000	Library Retire Inc Cont	1,928.00	44.12	264.72	1,663.28	13.73
01 2220 281 000	Library Health Benefit	4,336.00	361.32	2,167.92	2,168.08	50.00
01 2220 610 000	Library Supplies	1,000.00	0.00	0.00	1,000.00	0.00
01 2220 640 000	Library Books & Periodicals	5,000.00	0.00	995.22	4,004.78	19.90
01 2220 641 000	Audio Visual Material	1,000.00	0.00	0.00	1,000.00	0.00
01 2220 650 000	Library Technology Supplies	2,500.00	0.00	0.00	2,500.00	0.00

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01 2220 733 000	Library Furniture	500.00	0.00	0.00	500.00	0.00
01 2220 734 000	Library Tech Equipment	1,000.00	0.00	0.00	1,000.00	0.00
01 2220 890 000	Other Expense	300.00	0.00	0.00	300.00	0.00
2220	SCHOOL LIBRARY	132,694.00	9,494.38	57,961.49	74,732.51	43.68
01 2224 382 000	Distance Learning	23,000.00	0.00	23,000.00	0.00	100.00
2224	EDUCATIONAL TELEVISION SERVICES	23,000.00	0.00	23,000.00	0.00	100.00
01 2310 340 000	Superintendent Search	0.00	0.00	0.00	0.00	0.00
01 2310 520 000	Liability Insurance	13,440.00	0.00	13,432.65	7.35	99.95
01 2310 521 000	Board Fidelity Bond	100.00	0.00	0.00	100.00	0.00
01 2310 580 000	Board Mileage	500.00	0.00	0.00	500.00	0.00
01 2310 810 000	Board Supt Dues Fees	9,000.00	0.00	502.09	8,497.91	5.58
01 2310 890 000	Board Other Expense	4,000.00	0.00	1,794.98	2,205.02	44.87
2310	BOARD OF EDUCATION	27,040.00	0.00	15,729.72	11,310.28	58.17
01 2320 105 000	Superintendent Salary	130,000.00	10,833.33	64,999.98	65,000.02	50.00
01 2320 215 000	Superintendent Health Ins	31,136.00	2,472.95	14,837.70	16,298.30	47.65
01 2320 225 000	Superintendent Soc Sec	9,945.00	810.86	4,881.02	5,063.98	49.08
01 2320 235 000	Superintendent Retirement	9,559.00	796.55	4,779.30	4,779.70	50.00
01 2320 237 000	Supt Retire Inc Cont	3,283.00	78.78	472.68	2,810.32	14.40
01 2320 580 000	Supt. Travel & Mileage	500.00	0.00	515.00	(15.00)	103.00
01 2320 610 000	Supt Supplies	2,500.00	0.00	0.00	2,500.00	0.00
01 2320 733 000	Supt Furniture	1,000.00	0.00	0.00	1,000.00	0.00
01 2320 810 000	Supt Dues, Fees	4,500.00	0.00	1,410.28	3,089.72	31.34
01 2320 890 000	Supt. Other Expense	4,000.00	0.00	1,829.23	2,170.77	45.73
2320	EXECUTIVE ADMINISTRATION	196,423.00	14,992.47	93,725.19	102,697.81	47.72
01 2330 317 000	Legal Services	15,000.00	2,283.50	5,603.00	9,397.00	37.35
2330	DISTRICT LEGAL SERVICES	15,000.00	2,283.50	5,603.00	9,397.00	37.35
01 2410 110 001	Clerical Salary - HS	40,290.00	3,484.32	20,239.83	20,050.17	50.24
01 2410 110 002	Clerical Salary - Elem	31,570.00	3,167.26	17,955.09	13,614.91	56.87
01 2410 111 001	Principal Salary - HS	112,350.00	9,362.50	56,175.00	56,175.00	50.00
01 2410 111 002	Principal Salary - Elem	95,000.00	7,916.67	47,500.02	47,499.98	50.00
01 2410 130 001	Clerical Overtime - HS	0.00	0.00	0.00	0.00	0.00
01 2410 151 001	Principal Add'l Comp - HS	500.00	0.00	0.00	500.00	0.00
01 2410 151 002	Principal Add'l Comp - Elem	500.00	0.00	0.00	500.00	0.00
01 2410 211 001	Principal Health Ins - HS	26,790.00	2,111.63	12,669.78	14,120.22	47.29
01 2410 211 002	Principal Health Ins - Elem	31,136.00	2,472.95	14,837.70	16,298.30	47.65
01 2410 220 001	Clerical Soc Sec - HS	3,080.00	266.55	1,548.34	1,531.66	50.27
01 2410 220 002	Clerical Soc Sec - Elem	2,415.00	238.55	1,351.35	1,063.65	55.96
01 2410 221 001	Principal Soc Sec - HS	8,595.00	716.24	4,297.44	4,297.56	50.00
01 2410 221 002	Principal Soc Sec - Elem	7,268.00	603.60	3,621.60	3,646.40	49.83
01 2410 230 001	Clerical Retirement - HS	2,963.00	256.20	1,488.19	1,474.81	50.23
01 2410 230 002	Clerical Retirement - Elem	2,322.00	232.88	1,320.19	1,001.81	56.86
01 2410 231 001	Principal Retirement - HS	8,297.00	688.41	4,130.46	4,166.54	49.78
01 2410 231 002	Principal Retirement - Elem	7,022.00	582.10	3,492.60	3,529.40	49.74
01 2410 237 001	Prin Retire Inc Cont-HS	3,867.00	93.42	555.66	3,311.34	14.37
01 2410 237 002	Priin Retire Inc Cont-Elem	3,209.00	80.60	475.98	2,733.02	14.83
01 2410 281 001	Health Benefits - HS	4,346.00	361.32	2,167.92	2,178.08	49.88
01 2410 281 002	Health Benefits - Elem	0.00	0.00	0.00	0.00	0.00
01 2410 580 001	Principal Trave Exp - HS	500.00	344.40	1,178.14	(678.14)	235.63
01 2410 580 002	Principal Travel - Elem	500.00	0.00	0.00	500.00	0.00
01 2410 610 001	Principal Supply - HS	1,000.00	0.00	2,941.47	(1,941.47)	294.15
01 2410 610 002	Principal Supply - Elem	1,000.00	0.00	179.00	821.00	17.90
01 2410 733 001	Principal Furniture - HS	1,000.00	0.00	0.00	1,000.00	0.00
01 2410 733 002	Principal Furniture - Elem	1,000.00	0.00	0.00	1,000.00	0.00
01 2410 810 001	Dues & Fees - HS	1,250.00	0.00	720.00	530.00	57.60
01 2410 810 002	Dues & Fees - Elem	1,250.00	0.00	205.00	1,045.00	16.40
01 2410 890 001	Principal Other Exp - HS	1,250.00	50.00	328.23	921.77	26.26
01 2410 890 002	Principal Other Exp - Elem	1,250.00	0.00	37.07	1,212.93	2.97
2410	OFFICE OF PRINCIPAL	401,520.00	33,029.60	199,416.06	202,103.94	49.67

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01 2510 116 000	Bookkeeper Salary	66,915.00	5,635.54	33,486.40	33,428.60	50.04
01 2510 216 000	Bookkeeper Health Ins	31,136.00	1,622.43	13,987.18	17,148.82	44.92
01 2510 226 000	Bookkeeper Social Security	5,120.00	426.75	2,528.96	2,591.04	49.39
01 2510 236 000	Bookkeeper Retirement	4,920.00	414.37	2,462.18	2,457.82	50.04
01 2510 237 000	Retirement Inc Cont	1,690.00	40.98	243.50	1,446.50	14.41
01 2510 271 000	Workman Compensation	18,274.00	1,913.00	20,187.00	(1,913.00)	110.47
01 2510 286 000	Bookkeeper Health Ben	31,136.00	0.00	0.00	31,136.00	0.00
01 2510 315 000	Auditing Services	10,050.00	0.00	11,800.00	(1,750.00)	117.41
01 2510 382 000	Telephone	20,000.00	1,632.11	9,396.77	10,603.23	46.98
01 2510 443 000	Copiers	15,000.00	1,049.58	8,868.98	6,131.02	59.13
01 2510 531 000	Postage	4,000.00	248.27	1,438.70	2,561.30	35.97
01 2510 540 000	Advertising	3,000.00	218.04	1,801.96	1,198.04	60.07
01 2510 610 000	Office Supplies	1,200.00	0.00	109.50	1,090.50	9.13
01 2510 643 000	Office Software	14,000.00	0.00	6,957.80	7,042.20	49.70
01 2510 890 000	Other Expense	1,000.00	161.00	686.75	313.25	68.68
2510	GENERAL ADMIN-BUSINESS SERVICE	227,441.00	13,362.07	113,955.68	113,485.32	50.10
01 2610 410 000	Water & Sewer	22,000.00	1,353.26	9,973.09	12,026.91	45.33
01 2610 520 000	Property Insurance	58,210.00	0.00	58,208.15	1.85	100.00
01 2610 610 000	Supplies	45,000.00	4,705.60	32,163.33	12,836.67	71.47
01 2610 621 000	Fuel	105,000.00	11,527.54	54,835.86	50,164.14	52.22
01 2610 890 000	Other Expense	1,000.00	50.00	200.00	800.00	20.00
2610	MAINTENANCE & CUSTODIAL	231,210.00	17,636.40	155,380.43	75,829.57	67.20
01 2620 110 000	Custodial Salaries	183,880.00	14,485.07	83,502.92	100,377.08	45.41
01 2620 210 000	Health Insurance	76,553.00	4,224.68	33,758.47	42,794.53	44.10
01 2620 220 000	Social Security	14,067.00	1,102.30	6,353.11	7,713.89	45.16
01 2620 230 000	Retirement	13,520.00	1,020.76	5,891.27	7,628.73	43.57
01 2620 237 000	Custodian Retire Inc Cont	4,643.00	100.95	582.67	4,060.33	12.55
01 2620 280 000	Health Benefits	0.00	107.63	215.26	(215.26)	0.00
01 2620 431 000	Maintenance of Buildings	90,000.00	3,994.30	46,434.64	43,565.36	51.59
2620	OPERATION OF BUILDING	382,663.00	25,035.69	176,738.34	205,924.66	46.19
01 2630 431 000	Maintenance Of Groun	25,000.00	0.00	2,675.83	22,324.17	10.70
01 2630 890 000	Other Expense	4,000.00	0.00	0.00	4,000.00	0.00
2630	MAINTENANCE OF GROUNDS	29,000.00	0.00	2,675.83	26,324.17	9.23
01 2660 610 000	School Safety & Security	20,000.00	0.00	556.00	19,444.00	2.78
2660	SCHOOL SAFETY & SECURITY	20,000.00	0.00	556.00	19,444.00	2.78
01 2670 610 000	SUPPLIES	1,000.00	248.00	771.27	228.73	77.13
2670	Safety	1,000.00	248.00	771.27	228.73	77.13
01 2710 110 000	Drivers Salary	75,090.00	9,948.38	41,797.68	33,292.32	55.66
01 2710 210 000	Health Insurance	12,000.00	943.57	6,307.16	5,692.84	52.56
01 2710 220 000	Driver Social Security	5,745.00	761.05	3,194.51	2,550.49	55.61
01 2710 230 000	Drivers Retire	5,522.00	429.85	2,358.70	3,163.30	42.71
01 2710 237 000	Drivers Retire Inc Cont	1,383.00	42.52	233.27	1,149.73	16.87
01 2710 280 000	Health Benefits	0.00	161.44	322.88	(322.88)	0.00
01 2710 332 000	Mileage To Parents	1,000.00	0.00	0.00	1,000.00	0.00
01 2710 519 000	Purchased Transportation	1,000.00	0.00	0.00	1,000.00	0.00
01 2710 520 000	Vehicle Liability Insurance	17,910.00	0.00	17,910.20	(0.20)	100.00
01 2710 626 000	Gas & Oil	25,000.00	2,066.96	10,448.94	14,551.06	41.80
01 2710 732 000	Vehicle Acquisition	85,000.00	0.00	0.00	85,000.00	0.00
01 2710 890 000	Other Expense	6,000.00	558.00	3,084.50	2,915.50	51.41
2710	TRANSPORTATION	235,650.00	14,911.77	85,657.84	149,992.16	36.35
01 2712 332 001	Sped Mileage - HS	500.00	0.00	0.00	500.00	0.00
01 2712 332 002	Sped Mileage - Elem	500.00	0.00	0.00	500.00	0.00
2712	Sped Transportation	1,000.00	0.00	0.00	1,000.00	0.00
01 2730 431 000	Vehicle Repairs & Maint	35,000.00	1,446.30	20,705.79	14,294.21	59.16
2730	Vehicle Servicing & Maintenance	35,000.00	1,446.30	20,705.79	14,294.21	59.16
01 3400 610 001	Local Grants - HS	5,000.00	853.96	853.96	4,146.04	17.08
01 3400 610 002	Local Grants - Elem	5,000.00	0.00	0.00	5,000.00	0.00
3400	CATEGORICAL GRANTS FROM CORPORATIONS & O	10,000.00	853.96	853.96	9,146.04	8.54

**Expenditure Summary**

February 2026

Account Number	Account Description	Budget	During Month	Expenditures to Date	Balance at EOM	% of Budget
01 3535 610 001	HAL Grant - HS	2,500.00	0.00	280.00	2,220.00	11.20
01 3535 610 002	HAL Grant - Elem	2,500.00	0.00	0.00	2,500.00	0.00
3535	HIGH ABILITY LEARNER	5,000.00	0.00	280.00	4,720.00	5.60
01 3551 610 001	Career Education	7,500.00	0.00	0.00	7,500.00	0.00
3551	CAREER EDUCATION	7,500.00	0.00	0.00	7,500.00	0.00
01 6200 111 002	Title I Part A Salaries	15,841.00	5,018.00	15,054.00	787.00	95.03
01 6200 211 002	Title I Part A Benefits	5,000.00	1,171.66	3,514.98	1,485.02	70.30
01 6200 221 002	Title I Part A SS	1,469.00	380.04	1,140.12	328.88	77.61
01 6200 231 002	Title I Part A Retirement	1,898.00	368.97	1,106.91	791.09	58.32
01 6200 237 002	Title I Part A Ret Inc Cont	0.00	36.50	109.50	(109.50)	0.00
01 6200 395 002	Contract Fee	2,214.00	0.00	2,113.76	100.24	95.47
6200	TITLE I PART A	26,422.00	6,975.17	23,039.27	3,382.73	87.20
01 6310 111 002	Title II Part A	10,320.00	0.00	0.00	10,320.00	0.00
01 6310 211 002	Title Iia Health Insurance	5,445.00	0.00	0.00	5,445.00	0.00
01 6310 281 002	Teacher Health Benefit	0.00	0.00	0.00	0.00	0.00
6310	TITLE II PART A	15,765.00	0.00	0.00	15,765.00	0.00
01 6406 395 002	IDEA 619 Base/EP 3-4	2,108.00	0.00	2,108.00	0.00	100.00
6406	IDEA 619 PRESCHOOL	2,108.00	0.00	2,108.00	0.00	100.00
01 6408 395 000	IDEA	72,164.00	12,818.69	67,829.04	4,334.96	93.99
6408	IDEA	72,164.00	12,818.69	67,829.04	4,334.96	93.99
01 6412 395 002	IDEA Nonpublic	0.00	0.00	0.00	0.00	0.00
6412	IDEA NONPUBLIC	0.00	0.00	0.00	0.00	0.00
01 6969 890 000	Title IV Part A	0.00	0.00	0.00	0.00	0.00
6969	Title IV Part A	0.00	0.00	0.00	0.00	0.00
01 6992 734 000	REAP	31,850.00	0.00	0.00	31,850.00	0.00
6992	REAP	31,850.00	0.00	0.00	31,850.00	0.00
01 8000 751 000	Student Fees Transfer	0.00	0.00	0.00	0.00	0.00
01 8000 912 000	Transfer to Hot Lunch	30,000.00	0.00	0.00	30,000.00	0.00
01 8000 913 000	Activity Transfer	20,000.00	0.00	0.00	20,000.00	0.00
8000	TRANSFERS (OUTGOING)	50,000.00	0.00	0.00	50,000.00	0.00
01 9000 890 000	Other Budget Authority	1,898,350.00	0.00	0.00	1,898,350.00	0.00
01 9000 900 000	Non-programmed Exp.	0.00	0.00	8,937.48	(8,937.48)	0.00
9000	NON-PROGRAM EXPENDITURES	1,898,350.00	0.00	8,937.48	1,889,412.52	0.47
01 9002 001 000	Interfund Loan - Bond	0.00	0.00	0.00	0.00	0.00
9002	Loan to Bond	0.00	0.00	0.00	0.00	0.00
		8,371,665.00	491,719.54	3,086,465.19	5,285,199.81	36.87
01	General Fund	8,371,665.00	491,719.54	3,086,465.19	5,285,199.81	36.87

**Activity Fund Balance Report - Summary**

1/1/2026 - 1/31/2026

<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance</u>
Class of 2024	545.27	0.00	0.00	545.27
Class of 2025	2,449.97	0.00	0.00	2,449.97
Class of 2026	2,964.95	0.00	0.00	2,964.95
Class of 2027	2,687.79	0.00	0.00	2,687.79
Class of 2028	4,841.26	0.00	0.00	4,841.26
Class of 2029	9,792.19	0.00	0.00	9,792.19
Class of 2030	2,399.00	0.00	0.00	2,399.00
Class of 2031	1,308.50	0.00	566.80	1,875.30
Class of 2033	0.00	0.00	0.00	0.00
Athletics	(29,320.44)	8,042.95	4,343.60	(33,019.79)
District #55	5,628.53	474.90	868.40	6,022.03
Host Site	0.00	0.00	0.00	0.00
Annual	2,877.16	0.00	0.00	2,877.16
FBLA	3,928.66	0.00	0.00	3,928.66
Greenhouse	(177.36)	20.00	0.00	(197.36)
Teacher's Fund	2,081.58	0.00	0.00	2,081.58
Band	5,990.43	0.00	0.00	5,990.43
Library	717.13	0.00	0.00	717.13
Veteran's Day	1,091.18	0.00	0.00	1,091.18
Honor Society	1,662.27	0.00	0.00	1,662.27
Industrial Arts	2,231.65	0.00	0.00	2,231.65
Show Choir	342.44	0.00	0.00	342.44
Concessions	3,111.77	1,949.55	2,939.14	4,101.36
Drama	2,530.55	0.00	574.40	3,104.95
Elementary Fund	475.03	0.00	0.00	475.03
Art Fund	771.62	0.00	0.00	771.62
Elementary Field Trips	(126.00)	0.00	0.00	(126.00)
Community Ed	407.08	0.00	0.00	407.08
Coat Fund	817.55	0.00	0.00	817.55
Weight Room	3,755.09	0.00	120.00	3,875.09
Student Council	723.12	32.99	0.00	690.13
Scholarship Fund	6,284.92	0.00	0.00	6,284.92
Fundraisers	353.50	0.00	0.00	353.50
Speech	3,316.19	27.00	324.90	3,614.09
5th Grade Field Trip	(236.70)	0.00	519.00	282.30
High School	1,522.13	2,169.77	2,016.00	1,368.36
Computer Fees	7,594.57	0.00	940.00	8,534.57
M. White Memorial	4,277.02	0.00	0.00	4,277.02
FFA	4,620.66	136.72	177.50	4,661.44
6th Grade Field Trip	1,500.49	0.00	0.00	1,500.49
Quiz Bowl	1,677.40	0.00	0.00	1,677.40
Computer Repair	867.01	0.00	0.00	867.01
Boys Basketball	2,475.53	0.00	0.00	2,475.53
Volleyball	4,036.77	0.00	0.00	4,036.77
FPS	83.22	0.00	0.00	83.22
Wrestling	9,177.39	0.00	(792.37)	8,385.02
Girls Basketball	3,252.43	0.00	0.00	3,252.43
Football	1,622.03	0.00	0.00	1,622.03
Track Memorials	500.00	0.00	0.00	500.00
Sunshine Committee	129.43	0.00	0.00	129.43

**Activity Fund Balance Report - Summary**

1/1/2026 - 1/31/2026

<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance</u>
Playground	2,358.65	0.00	0.00	2,358.65
Employee Dress	2,225.74	0.00	0.00	2,225.74
Instrument Rental Fee	0.00	0.00	792.37	792.37
Weight Room Renovation	184.18	0.00	0.00	184.18
Teacher Equipment	(165.98)	0.00	1,090.75	924.77
Box Tops	660.18	0.00	0.00	660.18
PBIS	842.19	0.00	29.90	872.09
Coffee Cart	4,377.47	0.00	0.00	4,377.47
Cross Country	317.30	0.00	0.00	317.30
Golf	2,543.08	0.00	0.00	2,543.08
Track	5,100.35	0.00	0.00	5,100.35
Science Club	404.87	0.00	0.00	404.87
Wellness	9,098.94	500.00	0.00	8,598.94
Faculty Coffee	94.48	0.00	0.00	94.48
Faculty Graduation	470.06	0.00	0.00	470.06
FCA	686.54	0.00	0.00	686.54
History	2,583.65	0.00	0.00	2,583.65
	<hr/>	<hr/>	<hr/>	<hr/>
	\$ 121,343.66	\$ 13,353.88	\$ 14,510.39	\$122,500.17

**Minutes of the Board of Education  
Sutherland Public School District 55  
Tuesday, January 13, 2026 6:00 PM Central  
Regular Board Meeting Conference Room  
P.O. Box 217  
Sutherland, NE 69165**

**Members**

**Present**

**Absent**

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Presiding Officer

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Secretary - Board of Education

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Superintendent

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1. Call the meeting to order

Meeting was called to order at 6:00 p.m. by Janet Mueller. Notice of this meeting was published in the January 8, 2026 edition of The Courier Times and in three (3) separate locations in town.

## 2. Flag salute

## 3. Open Meetings Law

Janet Mueller stated that a copy of the open meetings law is posted on the bulletin board, and a copy could be found in the official meeting book.

## 4. Roll call

Board Members:

Janet Mueller - present

Brandy Buscher - present

Shad Lantis - present

Eric Peterka - present

Tom Kelly - present

Kyle Stevenson - present

School Personnel: Mr. Webster, Mrs. McConnell, and Alisha Morgan

Guests: 4

## 5. Election of Officers

Nominate Janet Mueller for president passed with a motion by Kyle Stevenson and a second by Brandy Buscher.

Janet Mueller: Abstain, Brandy Buscher: Yes, Tom Kelly: Yes, Shad Lantis: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

Cease nominations for president passed with a motion by Brandy Buscher and a second by Tom Kelly.

Janet Mueller: Abstain, Brandy Buscher: Yes, Tom Kelly: Yes, Shad Lantis: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

Nominate Brandy Buscher for Vice President passed with a motion by Kyle Stevenson and a second by Shad Lantis.

Brandy Buscher: Abstain, Tom Kelly: Yes, Shad Lantis: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

Cease nominations for vice president passed with a motion by Eric Peterka and a second by Kyle Stevenson.

Brandy Buscher: Abstain, Tom Kelly: Yes, Shad Lantis: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

Nominate Shad Lantis for treasurer passed with a motion by Eric Peterka and a second by Brandy Buscher.

Shad Lantis: Abstain, Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

Cease nominations for treasurer passed with a motion by Kyle Stevenson and a second by Brandy Buscher.

Shad Lantis: Abstain, Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

Appoint Alisha Morgan as secretary.

## 6. Recognition of Visitors/Public Comment

Nancy Nelson addressed the board regarding the 250th anniversary of the United States. She would like to see the teachers doing some projects with the students leading up to July 4th since we will not be in session at that time.

## 7. Reports

### 7.a. Elementary Principal Report

Mr. Webster presented the elementary principal report. Kids are establishing routines and following high expectations. Thank you to the staff for reestablishing structure and focus. Winter MAPS data shows continued growth in both math and reading. Students of the month were awarded with a trip to Dave's Place. Thank you to Dave's Place for sponsoring this great event. Lastly, parent/teacher conferences will be held February 5-6, 2026.

### 7.b. High School Principal Report

Mrs. McConnell reported that winter benchmark testing has been completed with 92% of students at or above grade level in math, 80% in English, and 88% in science. ACT prep will begin February 1st, and she is currently looking at sending the juniors to Broken Bow to listen to Chad Cargill. She also reported that planning has begun in math and science for the implementation of an accelerated academic track. Lastly, she reported that 85 kids were celebrated for no tardiest or behavior referrals and the honor roll for the first semester has been completed.

## 8. Superintendent Report

Mr. Webster reported that he recently met with the building and grounds committee regarding the bathroom remodel. He also reported that the windshield on the bus has been repaired, and we could possibly get the new bus as early as March. He reviewed the external visit schedule, and updates in legislation. Lastly, he presented possible options for the 2026-2027 school calendar.

## 9. Board Reports

Eric Peterka discussed the recent building and grounds committee meeting where they discussed the bathroom renovation project and projects for the summer.

## 10. Treasurer's report

Shad Lantis presented the treasurer's report. Receipts are currently at 22.01% and should be at 33.33% and expenditures are currently at 30.89% and should be at 41.67%.

## 11. Consent Agenda

Motion to approve consent agenda passed with a motion by Eric Peterka and a second by Shad Lantis.

Brandy Buscher: Yes, Tom Kelly: Yes, Shad Lantis: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

### 11.a. Approval of Minutes - 12/15/25 Regular Meeting

### 11.b. Approval of General Fund Bills - \$469,426.01

### 11.c. Approval of Building Fund Bills - \$14,491.30

## 12. Action Items

12.a. Consider, discuss, and take all necessary action on continuing to use Adam's Bank and Trust, Hershey State Bank, First Interstate Bank, First National Bank of Omaha, Wells Fargo Bank of Nebraska, Equitable Bank of North Platte, and Nebraska Liquid Assets as depositors for Sutherland Public Schools.

Approve the following banks as depositors for Sutherland Public Schools: Adam's Bank and Trust, Hershey State Bank, Western Nebraska Bank, Equitable Bank of North Platte, and Nebraska Liquid Assets passed with a motion by Kyle Stevenson and a second by Eric Peterka. Brandy Buscher: Yes, Tom Kelly: Yes, Shad Lantis: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

12.b. Consider, discuss, and take all necessary action on adding or removing (name) from the following accounts with Adam's Bank and Trust: Business Depreciation, General, Unemployment Fund, Building, ICS Business Depreciation, ICS General, ICS Unemployment, ICS Building.

no action needed

12.c. Consider, discuss, and take all necessary action on authorizing the superintendent to sign all local, state, and federal forms as the school's representative.

Authorize acting superintendent to sign all local, state and federal forms passed with a motion by Shad Lantis and a second by Tom Kelly.

Brandy Buscher: Yes, Tom Kelly: Yes, Shad Lantis: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

12.d. Consider, discuss, and take all necessary action on continuing to use The Courier Times, North Platte Bulletin, Telegraph, and Omaha World Herald as our newspaper publication choices per Policy 2008.

Approve policy 2008 with the following newspapers: The Courier Times, North Platte Bulletin, Telegraph, and Omaha World Herald as publications of choice passed with a motion by Brandy Buscher and a second by Eric Peterka.

Brandy Buscher: Yes, Tom Kelly: Yes, Shad Lantis: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

12.e. Consider, discuss, and take all necessary action on approving the declaration of the Sailor Bus, a 1999 Blue Bird LCT 40, as surplus property and authorizing its sale to the public in accordance with district policy.

Approve the declaration of the Sailor Bus, a 1999 Blue Bird LCT 40, as surplus property and authorizing its sale to the public in accordance with district policy passed with a motion by Brandy Buscher and a second by Tom Kelly.

Brandy Buscher: Yes, Tom Kelly: Yes, Shad Lantis: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

12.f. Consider, discuss and take all necessary action on committee assignments for the BOE.

2026 Committee Assignments:

Building & Grounds - Peterka, Stevenson, Lantis

Transportation - Peterka, Mueller, Stevenson

Finance - Lantis, Mueller, Kelly

Americanism/Civics - Kelly, Buscher, Stevenson

Curriculum - Mueller, Buscher, Lantis

Negotiations - Peterka, Buscher, Kelly, Lantis-alternate

Policy - Buscher, Mueller, Kelly  
Foundation - Peterka

12.g. Consider, discuss, and take all necessary action on passing the bond resolution for the QCPUF bonds.

Approve a resolution of the Board of Education of Lincoln County School District 0055(Sutherland Public Schools) in the State of Nebraska authorizing the issuance and sale by the district of its limited tax obligation school bonds, series 2026, in one or more series, in the aggregate principal amount of not to exceed four hundred thousand dollars (\$400,000) for the purpose of paying the costs of the project described in the resolution as presented passed with a motion by Eric Peterka and a second by Shad Lantis.

Brandy Buscher: Yes, Tom Kelly: Yes, Shad Lantis: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

12.h. Consider, discuss, and take all necessary action on approving the principal contracts with the 4.05% raise, changing wordage in the cell phone section to match the Superintendent's contract, and changing the sick leave bank from 20 to 30 days.

Approve the 2026-2027 principal contracts with the stated changes and rate increase passed with a motion by Brandy Buscher and a second by Kyle Stevenson.

Brandy Buscher: Yes, Tom Kelly: Yes, Shad Lantis: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

12.i. Consider, discuss, and take all necessary action on Mr. Webster's Contract.

Approve the superintendent contract for Brett Webster with \$135,850 and 2 year term passed with a motion by Kyle Stevenson and a second by Brandy Buscher.

Brandy Buscher: Yes, Tom Kelly: Yes, Shad Lantis: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

13. Approve Board Members Who are Absent  
none at this time

14. Next meeting date and time

Set the next regular meeting for Tuesday, February 10, 2026 at 5:30 p.m. and a special meeting on Monday, January 19, 2026 at 5:30 p.m. passed with a motion by Brandy Buscher and a second by Tom Kelly.

Brandy Buscher: Yes, Tom Kelly: Yes, Shad Lantis: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

The advertisement for this meeting will be published in The Courier Times the Thursday prior to the meeting and an agenda for such meeting will be available for public inspection at the administration office 3 days prior to the meeting.

15. Adjournment

Meeting adjourned at 7:10 p.m.

**Minutes of the Board of Education  
Sutherland Public School District 55 Special Meeting  
Monday, January 19, 2026 5:30 PM Central  
Regular Board Meeting Conference Room  
P.O. Box 217  
Sutherland, NE 69165**

**Members**

**Present**

**Absent**

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Presiding Officer

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Secretary - Board of Education

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Superintendent

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**1. Call Meeting to Order**

Meeting was called to order at 5:30 p.m. by Janet Mueller. Notice of this meeting was published in the January 15, 2026 edition of The Courier Times and in three (3) separate locations in town.

2. Flag Salute

3. Open Meetings Law

President Mueller stated that a copy of the open meetings law is posted on the bulletin board and a copy could be found in the official meeting book.

4. Roll Call

Board Members:

Janet Mueller - present

Brandy Buscher - present

Shad Lantis - present

Kyle Steveson - present

Eric Peterka - present

Tom Kelly - present

School Personnel: Mr. Webster and External Visit Team

Guests:

5. CIP Team Meeting

6. Adjourn

Meeting was adjourned at 6:00 p.m.

Payee Type:	Vendor	Check Type:	Check	Checking Account ID:	01		
Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Check Amount
42261	02/10/2026				AMAZCAPISE	Amazon Capital Services	529.93
42262	02/10/2026				BANDLIBB	Libby Banderas	218.95
42263	02/10/2026				BLACHILEN	Black Hills Energy	6,951.06
42264	02/10/2026				CLEARFLY	Clearly	1,009.50
42265	02/10/2026				CLIALABO	Clia Laboratory Program	248.00
42266	02/10/2026				THECOUR	The Courier Times	218.04
42267	02/10/2026				CULLWATE	Culligan Water Conditioning	100.00
42268	02/10/2026				DATASHIEL	DataShield Corporation	117.00
42269	02/10/2026				DIVDRUGTES	Diversified Drug Testing, LLC	243.00
42270	02/10/2026				EAKEOFFI	Eakes Office Product	2,759.54
42271	02/10/2026				ELWPUBSCHO	Elwood Public School	330.00
42272	02/10/2026				ESU16	Esu #16	35,034.79
42273	02/10/2026				GREAPLAI	Great Plains Comm In	403.17
42274	02/10/2026				HAMPTONINN	Hampton Inn	330.00
42275	02/10/2026				HOMELEAS	Hometown Leasing	1,049.58
42276	02/10/2026				HOTLUN02	Hot Lunch Fund	945.00
42277	02/10/2026				JWPEPPE	J.W. Pepper & Son Inc.	816.75
42278	02/10/2026				KSB	KSB School Law	2,283.50
42279	02/10/2026				LITCPUBLSC	Litchfield Public Schools	320.00
42280	02/10/2026				MALISU01	Maline's Super Foods	950.47
42281	02/10/2026				MATHSON	Matheson Tri-Gas Inc	759.52
42282	02/10/2026				MCCOPSYCSO	McConnell Psychological Solutions	7,231.00
42283	02/10/2026				MCCOBREA	BreAhanna McConnell	457.42
42284	02/10/2026				MCI	MCI Residential Service	80.00
42285	02/10/2026				MENARDS	Menards - North Platte	284.01
42286	02/10/2026				MONOPRIC	Monoprice, Inc.	87.02
42287	02/10/2026				MRDHVAC	Mr. D's Heating & Air Conditioning	2,847.50
42288	02/10/2026				NASB	NASB ALICAP	1,913.00
42289	02/10/2026				NPPD	Nebraska Public Power District	4,576.48
42290	02/10/2026				NEBGOV	Nebraska.Gov	45.00
42291	02/10/2026				ONESOUR	One Source	44.00
42292	02/10/2026				ONEAKASH	Kashia O'Neal	100.00
42293	02/10/2026				PAXTBAKE	Paxton Bakery	48.50
42294	02/10/2026				PRONFUEL	Pronto Fuel, LLC	1,973.02
42295	02/10/2026				QUADFIN	Quadient Finance USA, Inc.	242.97
42296	02/10/2026				RASMILL	Hillary Rasmussen	243.60
42297	02/10/2026				SCHOSPEC	School Specialty Supply	205.19
42298	02/10/2026				SCOTWELD	Scotty's Welding	491.36
42299	02/10/2026				SEBEDENN	Dennis Seberger	197.20
42300	02/10/2026				STAPADV	Staples Advantage	182.01
42301	02/10/2026				SUPESUDS	Super Suds Car Wash	9.30
42302	02/10/2026				SUTHFARMAU	Sutherland Farm & Auto Supply	731.96
42303	02/10/2026				TSREPAIR	T & S Repair	1,437.00
42304	02/10/2026				TODDTRAC	Tracy Todd	53.11
42305	02/10/2026				USBANK	U.S. Bank	4,275.67
42306	02/10/2026				UNK	University of Nebraska Kearney	270.00
42307	02/10/2026				VENTLEAR	Ventris Learning LLC	160.00
42308	02/10/2026				VERIZON	Verizon Wireless	139.44
42309	02/10/2026				VILLOFSU	Village Of Sutherland	1,353.26
42310	02/10/2026				WILKARCH	Wilkins Architecture Design Planning LLC	1,146.80

Checking Account ID: 01      Void Total: 0.00      Total without Voids: 86,443.62

Check Type Total: Check      Void Total: 0.00      Total without Voids: 86,443.62

Payee Type Total: Vendor      Void Total: 0.00      Total without Voids: 86,443.62

Grand Total:      Void Total: 0.00      Total without Voids: 86,443.62

Payroll \$405,275.92

Expenditures 86,443.62

TOTAL \$491,719.54

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		
Checking Account ID 01		Fund Number 01	General Fund	
	20260210	Amazon Capital Services	02/10/2026	529.93
01 2610 610 000		supplies		110.82
01 1100 610 001		supplies		419.11
Total Amazon Capital Services				529.93
	20260210	Banderas, Libby	02/10/2026	218.95
01 1100 580 000		mileage external visit		218.95
Total Banderas, Libby				218.95
	20260210	Black Hills Energy	02/10/2026	6,951.06
01 2610 621 000		natural gas		6,951.06
Total Black Hills Energy				6,951.06
	20260210	Clearly	02/10/2026	1,009.50
01 2510 382 000		phones		1,009.50
Total Clearly				1,009.50
	20260210	Clia Laboratory Program	02/10/2026	248.00
01 2670 610 000		testing		248.00
Total Clia Laboratory Program				248.00
	20260210	Courier Times, The	02/10/2026	218.04
01 2510 540 000		advertising		218.04
Total Courier Times, The				218.04
	20260210	Culligan Water Conditioning	02/10/2026	100.00
01 2610 610 000		water filtration system		100.00
Total Culligan Water Conditioning				100.00
	0182972	DataShield Corporation	02/10/2026	117.00
01 2510 890 000		shredding		117.00
Total DataShield Corporation				117.00
	20260210	Diversified Drug Testing, LLC	02/10/2026	243.00
01 2710 890 000		testing		243.00
Total Diversified Drug Testing, LLC				243.00
	20260210	Eakes Office Product	02/10/2026	2,759.54
01 2610 610 000		supplies		2,759.54
Total Eakes Office Product				2,759.54
	20260210	Elwood Public School	02/10/2026	330.00
01 1100 580 000		sub for external visit		330.00
Total Elwood Public School				330.00
	20260210	Esu #16	02/10/2026	35,034.79
01 6408 395 000		contracts, training		12,818.69
01 1100 890 000		training		90.00
01 2151 591 001		speech		547.96
01 2151 591 002		speech		6,964.90
01 2161 591 001		ot		262.86
01 2161 591 002		ot		4,731.48

02/10/2026 11:38 AM

February 2026

User ID: AJM

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2171 591 001		pt		227.75
01 2171 591 002		pt		1,822.00
01 1200 591 001		supervision, owls		6,430.68
01 1200 591 002		supervision		1,138.47
Total Esu #16				<u>35,034.79</u>
	20260210	Great Plains Comm In	02/10/2026	403.17
01 2510 382 000		telephones		403.17
Total Great Plains Comm In				<u>403.17</u>
	20260210	Hampton Inn	02/10/2026	330.00
01 1100 580 000		rooms for external visit		330.00
Total Hampton Inn				<u>330.00</u>
	20260210	Hometown Leasing	02/10/2026	1,049.58
01 2510 443 000		copier lease		1,049.58
Total Hometown Leasing				<u>1,049.58</u>
	20260210	Hot Lunch Fund	02/10/2026	945.00
01 1100 890 001		subs		100.00
01 1100 890 002		subs		60.00
01 2120 610 001		coverage		460.00
01 2120 610 002		coverage		325.00
Total Hot Lunch Fund				<u>945.00</u>
	20260210	J.W. Pepper & Son Inc.	02/10/2026	816.75
01 1100 610 001		music		646.77
01 1100 610 002		music		169.98
Total J.W. Pepper & Son Inc.				<u>816.75</u>
	20260210	KSB School Law	02/10/2026	2,283.50
01 2330 317 000		legal services		2,283.50
Total KSB School Law				<u>2,283.50</u>
	20260210	Litchfield Public Schools	02/10/2026	320.00
01 1100 580 000		subs external visit		320.00
Total Litchfield Public Schools				<u>320.00</u>
	20260210	Maline's Super Foods	02/10/2026	950.47
01 1100 890 000		turkeys		950.47
Total Maline's Super Foods				<u>950.47</u>
	20260210	Matheson Tri-Gas Inc	02/10/2026	759.52
01 1100 610 001		supplies		679.72
01 1100 443 001		rental		79.80
Total Matheson Tri-Gas Inc				<u>759.52</u>
	20260210	McConnell Psychological Solutions	02/10/2026	7,231.00
01 2140 320 000		mental health		818.66
01 2141 591 001		psychology		2,068.63
01 2141 591 002		psychology		2,068.63
01 1200 340 001		sped director		965.83
01 1200 340 002		sped director		965.83

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 1200 340 002		early childhood		343.42
Total	McConnell Psychological Solutions			7,231.00
01 2410 580 001	20260210	McConnell, BreAhanna mileage	02/10/2026	344.40
01 2120 610 001	20260210-0001	McConnell, BreAhanna reimburse act prep	02/10/2026	113.02
Total	McConnell, BreAhanna			457.42
01 2510 382 000	20260210	MCI Residential Service long distance	02/10/2026	80.00
Total	MCI Residential Service			80.00
01 2610 610 000	20260210	Menards - North Platte supplies	02/10/2026	191.64
01 1100 610 001		supplies		92.37
Total	Menards - North Platte			284.01
01 1100 650 000	24728973	Monoprice, Inc. supplies	02/10/2026	87.02
Total	Monoprice, Inc.			87.02
01 2620 431 000	20260210	Mr. D's Heating & Air Conditioning hvac repairs	02/10/2026	2,847.50
Total	Mr. D's Heating & Air Conditioning			2,847.50
01 2510 271 000	20260210	NASB ALICAP workmans comp	02/10/2026	1,913.00
Total	NASB ALICAP			1,913.00
01 2610 621 000	20260210	Nebraska Public Power District electricity	02/10/2026	4,576.48
Total	Nebraska Public Power District			4,576.48
01 2710 890 000	20260210	Nebraska.Gov driver license req	02/10/2026	45.00
Total	Nebraska.Gov			45.00
01 2410 890 001	20260210	O'Neal, Kashia phone reimbursement	02/10/2026	50.00
01 2610 890 000		phone reimbursement		50.00
Total	O'Neal, Kashia			100.00
01 2510 890 000	20260210	One Source background checks	02/10/2026	44.00
Total	One Source			44.00
01 1100 890 000	9225-28	Paxton Bakery external visit	02/10/2026	48.50
Total	Paxton Bakery			48.50
01 2710 626 000	20260210	Pronto Fuel, LLC gas	02/10/2026	1,973.02

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		
Total	Pronto Fuel, LLC			1,973.02
	Q2182731	Quadient Finance USA, Inc.	02/10/2026	242.97
01 2510 531 000		postage lease		242.97
Total	Quadient Finance USA, Inc.			242.97
	20260210	Rasmussen, Hillary	02/10/2026	243.60
01 1100 580 000		mileage external visit		243.60
Total	Rasmussen, Hillary			243.60
	20260210	School Specialty Supply	02/10/2026	205.19
01 1100 610 002		supplies		205.19
Total	School Specialty Supply			205.19
	20260210	Scotty's Welding	02/10/2026	491.36
01 1100 610 001		instructional supplies		491.36
Total	Scotty's Welding			491.36
	20260210	Seberger, Dennis	02/10/2026	197.20
01 1100 580 000		mileage external visit		197.20
Total	Seberger, Dennis			197.20
	20260210	Staples Advantage	02/10/2026	182.01
01 1100 610 002		supplies		182.01
Total	Staples Advantage			182.01
	20260210	Super Suds Car Wash	02/10/2026	9.30
01 2730 431 000		car washes		9.30
Total	Super Suds Car Wash			9.30
	20260210	Sutherland Farm & Auto Supply	02/10/2026	731.96
01 2610 610 000		supplies		731.96
Total	Sutherland Farm & Auto Supply			731.96
	20260210	T & S Repair	02/10/2026	1,437.00
01 2730 431 000		inspections		1,437.00
Total	T & S Repair			1,437.00
	20260210	Todd, Tracy	02/10/2026	53.11
01 2710 626 000		reimburse gas		53.11
Total	Todd, Tracy			53.11
	20260210	U.S. Bank	02/10/2026	4,275.67
01 3400 610 001		3d printer		853.96
01 1100 610 001		supplies		104.81
01 2120 610 002		elem goal		216.32
01 1100 650 000		tech		1,695.40
01 1200 610 001		social outing		148.50
01 2610 610 000		supplies		811.64
01 2710 626 000		gas		40.83
01 1100 890 000		external visit		398.91
01 2510 531 000		postage		5.30
Total	U.S. Bank			4,275.67

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		
	57-15268	University of Nebraska Kearney	02/10/2026	270.00
01 2710 890 000		category c - c fear		270.00
Total		University of Nebraska Kearney		270.00
	20261434	Ventris Learning LLC	02/10/2026	160.00
01 1100 610 002		UFLI Foundations		160.00
Total		Ventris Learning LLC		160.00
	20260210	Verizon Wireless	02/10/2026	139.44
01 2510 382 000		cell phones		139.44
Total		Verizon Wireless		139.44
	20260210	Village Of Sutherland	02/10/2026	1,353.26
01 2610 410 000		water & sewer		1,353.26
Total		Village Of Sutherland		1,353.26
	7201	Wilkins Architecture Design Planning LLC	02/10/2026	1,146.80
01 2620 431 000		travel		1,146.80
Total		Wilkins Architecture Design Planning LLC		1,146.80
Fund Number	01			86,443.62
Checking Account ID	01			86,443.62

SECTION 00 4100  
BID FORM

THE PROJECT AND THE PARTIES

TO: SUTHERLAND PUBLIC SCHOOLS

FOR: SUTHERLAND PUBLIC SCHOOLS NORTH RESTROOMS REMODEL

SUBMITTED BY: (BIDDER TO ENTER NAME AND ADDRESS)

Bidder's Full Name Paulsen Inc.

Address P.O. Box 17, 1116 East Hwy 30

City, State, Zip COZAD, NE 69130

Telephone (308) 784-3333 E-mail peulsen@peulseninc.com

OFFER

The undersigned, being familiar with the local conditions affecting the cost of the Work, the Instructions to Bidders, Bid Form, Bidding Requirements, General Conditions, Supplemental Conditions, Specifications, Construction Drawings and Addenda which govern the purchase of material and labor and the awarding of contracts, hereby proposes to furnish all labor, materials, equipment and services required for the Construction of the proposed project and to perform such work in accordance with the Contract Documents for the following sums.

In submitting this bid, I agree:

To hold my bid open for **forty-five (45)** days after the receipt of bids.

To enter into and execute an "Owner-Contractor Agreement", based upon this bid, if this bid is accepted by the Owner.

To perform all work required by the Contract Documents.

In submitting this Proposal, it is understood that the right is reserved by the Owner to accept any proposal which, in its judgment, is the lowest and best proposal, and to waive any irregularities or informalities in any proposal.

Amounts shall be shown in both words and figures. In case of discrepancy, the amount shown in words shall govern.

**BASE BID:** Provide all work as required by the Contract Documents for the sum of

four hundred fifty six thousand six hundred dollars

(\$ \$456,600.00), in lawful money of the United States of America.

**ALTERNATES:**

**Alternate No. 1:** ADD: At CORRIDOR 422 remove all existing quarry tile in its entirety and replace with new, large format porcelain tile as indicated on drawings and as specified. Grinding and floor prep must be included in the Alternate price.

1. Base Bid: NO WORK. Leave quarry tile as is except for where it is being removed along with concrete slab removal at the restrooms and east end of the Custodial/Janitor Room 424.
2. Alternative Bid: Remove existing quarry tile, grind, and prep slab to receive new, large format porcelain tile. Provide and install new, large format porcelain tile.

Add fifty thousand two hundred dollars  
 \$ \$50,200), in lawful money of the United States of America.

**CONTRACT TIME**

The undersigned Bidder hereby declares that he has visited the site of the work and has carefully examined the Contract Documents pertaining to the work covered by the above bid.

Complete all Work as required by the Contract Documents within the time stated in Section 01 1000 - Summary.

Identify (in calendar days) longer than industry expected lead-time materials and equipment with the perspective timeframe (if known) associated with this project and the stated Work requirements:

Ø No Delays Expected

**ADDENDA**

The following Addenda have been received. The modifications to the Bid Documents noted below have been considered and all costs are included in the Bid Sum.

I have received Addendum 1 through 1, and have included their provisions in my bid.

**BID FORM SIGNATURE(S)**

The Corporate Seal of

Paulsen Inc.

(Bidder - print the full name of your firm)  
was hereunto affixed in the presence of:

[Signature] LARRY PAULSEN PRESIDENT

(Authorized signing officer, Title)

(Seal)

Date and State of Incorporation: Nebraska 1953



**END OF BID FORM**

THE  
CINCINNATI INSURANCE COMPANY  
CINCINNATI, OHIO

**Bid Bond**

KNOW ALL MEN BY THESE PRESENTS, that we PAULSEN, INC., PO BOX 17, COZAD, NE 69130

as Principal, hereinafter called the Principal, and THE CINCINNATI INSURANCE COMPANY, a corporation duly organized under the laws of the State of Ohio, as Surety, hereinafter called the Surety, are held and firmly bound unto SUTHERLAND PUBLIC SCHOOLS, 401 WALNUT STREET, SUTHERLAND, NE 69165

as Obligee, hereinafter called the Obligee, in the sum of FIVE PER-CENT (5%) OF AMOUNT BID-----

----- Dollars (\$ -----),  
for the payment of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for NORTH RESTROOMS REMODEL, SUTHERLAND PUBLIC SCHOOLS, 401 WALNUT STREET, SUTHERLAND, NEBRASKA

NOW, THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract Documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Obligee may in good faith Contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

Signed and sealed this 5TH day of FEBRUARY, 2026

\_\_\_\_\_  
(Witness)

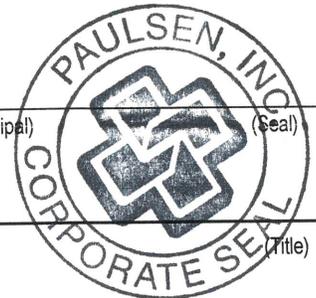
PAULSEN, INC.

(Principal)

(Seal)

By: 

Larry Paulsen, President



THE CINCINNATI INSURANCE COMPANY

(Surety)

(Seal)

By: 

KAREN KYNCL

Attorney-in-Fact

Printed in cooperation with the American Institute of Architects (AIA), by The Cincinnati Insurance Company who vouches that the language in this document conforms exactly to the language used in AIA Document A31 0, February 1970 ED.

THE CINCINNATI INSURANCE COMPANY  
THE CINCINNATI CASUALTY COMPANY

Fairfield, Ohio

POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That THE CINCINNATI INSURANCE COMPANY and THE CINCINNATI CASUALTY COMPANY, corporations organized under the laws of the State of Ohio, and having their principal offices in the City of Fairfield, Ohio (herein collectively called the "Companies"), do hereby constitute and appoint

D.A. Johansen; Karen Kyncl; Donna Debban; Tammy Gushard and/or Sheryl Homer

of Lincoln, Nebraska their true and legal Attorney(s)-in-Fact, each in their separate capacity if more than one is named above, to sign, execute, seal and deliver on behalf of the Companies as Surety, any and all bonds, policies, undertakings or other like instruments, as follows:

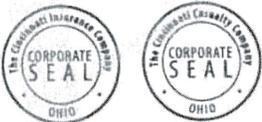
Any such obligations in the United States, up to Fifty Million and No/100 (\$50,000,000.00).

This appointment is made under and by authority of the following resolutions adopted by the Boards of Directors of The Cincinnati Insurance Company and The Cincinnati Casualty Company, which resolutions are now in full force and effect, reading as follows:

RESOLVED, that the President or any Senior Vice President be hereby authorized, and empowered to appoint Attorneys-in-Fact of the Company to execute any and all bonds, policies, undertakings, or other like instruments on behalf of the Corporation, and may authorize any officer or any such Attorney-in-Fact to affix the corporate seal; and may with or without cause modify or revoke any such appointment or authority. Any such writings so executed by such Attorneys-in-Fact shall be binding upon the Company as if they had been duly executed and acknowledged by the regularly elected officers of the Company.

RESOLVED, that the signature of the President or any Senior Vice President and the seal of the Company may be affixed by facsimile on any power of attorney granted, and the signature of the Secretary or Assistant Vice-President and the Seal of the Company may be affixed by facsimile to any certificate of any such power and any such power of certificate bearing such facsimile signature and seal shall be valid and binding on the Company. Any such power so executed and sealed and certified by certificate so executed and sealed shall, with respect to any bond or undertaking to which it is attached, continue to be valid and binding on the Company.

IN WITNESS WHEREOF, the Companies have caused these presents to be sealed with their corporate seals, duly attested by their President or any Senior Vice President this 16th day of March, 2021.



STATE OF OHIO )SS:  
COUNTY OF BUTLER )

THE CINCINNATI INSURANCE COMPANY  
THE CINCINNATI CASUALTY COMPANY

*Stephen A. Ventre*

On this 16th day of March, 2021 before me came the above-named President or Senior Vice President of The Cincinnati Insurance Company and The Cincinnati Casualty Company, to me personally known to be the officer described herein, and acknowledged that the seals affixed to the preceding instrument are the corporate seals of said Companies and the corporate seals and the signature of the officer were duly affixed and subscribed to said instrument by the authority and direction of said corporations.



*Keith Collett*

Keith Collett, Attorney at Law  
Notary Public - State of Ohio

My commission has no expiration date.  
Section 147.03 O.R.C.

I, the undersigned Secretary or Assistant Vice-President of The Cincinnati Insurance Company and The Cincinnati Casualty Company, hereby certify that the above is the Original Power of Attorney issued by said Companies, and do hereby further certify that the said Power of Attorney is still in full force and effect.

Given under my hand and seal of said Companies at Fairfield, Ohio, this 5TH day of FEBRUARY, 2026



*Ed H*

SECTION 00 4100

BID FORM

THE PROJECT AND THE PARTIES

TO: SUTHERLAND PUBLIC SCHOOLS

FOR: SUTHERLAND PUBLIC SCHOOLS NORTH RESTROOMS REMODEL

SUBMITTED BY: (BIDDER TO ENTER NAME AND ADDRESS)

Bidder's Full Name Anderson - Shaw Construction, Inc.

Address 1901 E Overland

City, State, Zip Scottsbluff, NE 69361

Telephone 308-632-2570 E-mail ans@anderson-shaw.com

OFFER

The undersigned, being familiar with the local conditions affecting the cost of the Work, the Instructions to Bidders, Bid Form, Bidding Requirements, General Conditions, Supplemental Conditions, Specifications, Construction Drawings and Addenda which govern the purchase of material and labor and the awarding of contracts, hereby proposes to furnish all labor, materials, equipment and services required for the Construction of the proposed project and to perform such work in accordance with the Contract Documents for the following sums.

In submitting this bid, I agree:

To hold my bid open for **forty-five (45)** days after the receipt of bids.

To enter into and execute an "Owner-Contractor Agreement", based upon this bid, if this bid is accepted by the Owner.

To perform all work required by the Contract Documents.

In submitting this Proposal, it is understood that the right is reserved by the Owner to accept any proposal which, in its judgment, is the lowest and best proposal, and to waive any irregularities or informalities in any proposal.

Amounts shall be shown in both words and figures. In case of discrepancy, the amount shown in words shall govern.

**BASE BID:** Provide all work as required by the Contract Documents for the sum of

five hundred ninety nine thousand five hundred sixty nine dollars

(\$ 599,569.00), in lawful money of the United States of America.

**ALTERNATES:**

**Alternate No. 1:** ADD: At CORRIDOR 422 remove all existing quarry tile in its entirety and replace with new, large format porcelain tile as indicated on drawings and as specified. Grinding and floor prep must be included in the Alternate price.

1. Base Bid: NO WORK. Leave quarry tile as is except for where it is being removed along with concrete slab removal at the restrooms and east end of the Custodial/Janitor Room 424.
2. Alternative Bid: Remove existing quarry tile, grind, and prep slab to receive new, large format porcelain tile. Provide and install new, large format porcelain tile.

Add Sixty four thousand fifty dollars  
 \$ 64,050.00 ), in lawful money of the United States of America.

**CONTRACT TIME**

The undersigned Bidder hereby declares that he has visited the site of the work and has carefully examined the Contract Documents pertaining to the work covered by the above bid.

Complete all Work as required by the Contract Documents within the time stated in Section 01 1000 - Summary.

Identify (in calendar days) longer than industry expected lead-time materials and equipment with the perspective timeframe (if known) associated with this project and the stated Work requirements:

\_\_\_\_\_

\_\_\_\_\_

**ADDENDA**

The following Addenda have been received. The modifications to the Bid Documents noted below have been considered and all costs are included in the Bid Sum.

I have received Addendum 1 through 1, and have included their provisions in my bid.

**BID FORM SIGNATURE(S)**

The Corporate Seal of

Anderson - Shaw Construction, Inc.

(Bidder - print the full name of your firm)

was hereunto affixed in the presence of:



\_\_\_\_\_

(Authorized signing officer, Title)

(Seal)

Date and State of Incorporation: January 1990 - Nebraska

**END OF BID FORM**



# THE CINCINNATI INSURANCE COMPANY

## Bid Bond

**CONTRACTOR** (Name, legal status and address):

Anderson-Shaw Construction, Inc.  
PO Box 169  
Scottsbluff, NE 69363

**SURETY** (Name, legal status and principal place of business):

**THE CINCINNATI INSURANCE COMPANY**  
6200 S. GILMORE ROAD  
FAIRFIELD, OHIO 45014-5141

**OWNER** (Name, legal status and address):

Sutherland Public Schools  
401 Walnut St.  
Sutherland, Ne 69165

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

**BOND AMOUNT:**

5% of Bid

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

**PROJECT** (Name, location or address, and Project number, if any):

Remodel of North Restrooms, Nurse's area, expanding custodial area  
Sutherland Public Schools

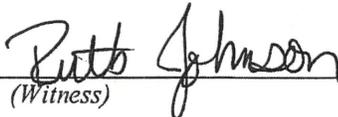
Project Number, if any:

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond the sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirements shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 27th day of January 2026

  
(Witness)

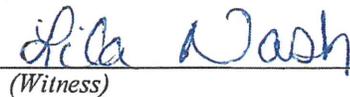
Anderson-Shaw Construction, Inc.

(Principal)

(Seal)

(Title)

President

  
(Witness)

**THE CINCINNATI INSURANCE COMPANY**

(Surety)

(Seal)

(Title)

Garrett Jackson - Power of Attorney

SECTION 00 4100

BID FORM

THE PROJECT AND THE PARTIES

TO: SUTHERLAND PUBLIC SCHOOLS

FOR: SUTHERLAND PUBLIC SCHOOLS NORTH RESTROOMS REMODEL

SUBMITTED BY: (BIDDER TO ENTER NAME AND ADDRESS)

Bidder's Full Name Hackel Construction Inc.

Address 47407 808th Rd

City, State, Zip Ord, NE, 68862

Telephone 308-728-1222 E-mail info@hackelconstructioninc.com

OFFER

The undersigned, being familiar with the local conditions affecting the cost of the Work, the Instructions to Bidders, Bid Form, Bidding Requirements, General Conditions, Supplemental Conditions, Specifications, Construction Drawings and Addenda which govern the purchase of material and labor and the awarding of contracts, hereby proposes to furnish all labor, materials, equipment and services required for the Construction of the proposed project and to perform such work in accordance with the Contract Documents for the following sums.

In submitting this bid, I agree:

To hold my bid open for **forty-five (45)** days after the receipt of bids.

To enter into and execute an "Owner-Contractor Agreement", based upon this bid, if this bid is accepted by the Owner.

To perform all work required by the Contract Documents.

In submitting this Proposal, it is understood that the right is reserved by the Owner to accept any proposal which, in its judgment, is the lowest and best proposal, and to waive any irregularities or informalities in any proposal.

Amounts shall be shown in both words and figures. In case of discrepancy, the amount shown in words shall govern.

**BASE BID:** Provide all work as required by the Contract Documents for the sum of

Four hundred seventy four thousand dollars

(\$ 474,000), in lawful money of the United States of America.

**ALTERNATES:**

**Alternate No. 1:** ADD: At CORRIDOR 422 remove all existing quarry tile in its entirety and replace with new, large format porcelain tile as indicated on drawings and as specified. Grinding and floor prep must be included in the Alternate price.

1. Base Bid: NO WORK. Leave quarry tile as is except for where it is being removed along with concrete slab removal at the restrooms and east end of the Custodial/Janitor Room 424.
2. Alternative Bid: Remove existing quarry tile, grind, and prep slab to receive new, large format porcelain tile. Provide and install new, large format porcelain tile.

Add sixty thousand four hundred eighty-one dollars  
\$ 60,481), in lawful money of the United States of America.

**CONTRACT TIME**

The undersigned Bidder hereby declares that he has visited the site of the work and has carefully examined the Contract Documents pertaining to the work covered by the above bid.

Complete all Work as required by the Contract Documents within the time stated in Section 01 1000 - Summary.

Identify (in calendar days) longer than industry expected lead-time materials and equipment with the perspective timeframe (if known) associated with this project and the stated Work requirements:

NIA

**ADDENDA**

The following Addenda have been received. The modifications to the Bid Documents noted below have been considered and all costs are included in the Bid Sum.

I have received Addendum 1 through 1, and have included their provisions in my bid.

**BID FORM SIGNATURE(S)**

The Corporate Seal of

Hackel Construction, Inc.

(Bidder - print the full name of your firm)

was hereunto affixed in the presence of:

 Construction Admin

(Authorized signing officer, Title)

(Seal)

Date and State of Incorporation: 2/5/2026 - State of Nebraska

**END OF BID FORM**

NEBRASKA

Good Life. Great Connections.

DEPARTMENT OF LABOR



## Contractor Registration Certificate

This certificate is non-transferable

**Registration # 29059-25**

Date Expiring: 7/15/2026

HACKEL CONSTRUCTION INC.  
HACKEL CONSTRUCTION INC.  
47407 808th Rd  
ORD, NE 68862

Nebraska Department of Labor  
550 South 16th Street  
Lincoln, NE 68508  
402-471-2239

*Kate J. Thacker*  
Commissioner of Labor

Wilkins Architecture Design Planning & Consultants

ELECTRONIC DATA DISCLOSURE AGREEMENT

Recipient: Hackel Construction INC.

Project: Sutherland Public Schools - North Restrooms Remodel

Contents:	Title	Date

(The listing of titles and data in this section is for reference only. This agreement applies to all data contained in the media provided.)

**Agreement** Wilkins Architecture Design Planning, L.L.C. and design consultants

Individually and collectively referred to in this documents as the "TEAM" agrees to provide documents in an electronic data format subject to the following conditions expressly accepted by Recipient:

**Ownership** As author of the information contained in the media, TEAM retains all ownership, copyright, common law, and other protections. Information contained in the data is the exclusive property of TEAM. The alteration or modification of any of the data or information contained therein is prohibited without the express written consent of TEAM. If any of the data or information contained therein is modified, altered, or otherwise changed, whether intentionally or unintentionally, without the express written consent of TEAM, the ownership, indicia of ownership, and involvement with the data or information may be removed or disclaimed by TEAM.

**Risk** The use of the electronic data is at the sole risk of Recipient, and TEAM assumes no risk, liability, or exposure for such use. Recipient agrees to indemnify and hold TEAM harmless for any losses that result from the use of the electronic media by Recipient, or by any other person or entity to which the Recipient provides this data. Recipient agrees to make no claim and hereby waive, to the fullest extent permitted by law, any claim or cause of action of any nature against the TEAM, the Owner, their officers, directors, employees, or agents, which may arise out of or in connection with the Recipients use of the data.

**Disclaimers** The information provided may or may not contain the complete plan data and details of the signed and sealed hard copy documents. TEAM does not guarantee or assume the responsibility of providing complete electronic plan data and details. Significant differences may exist between this data and corresponding signed and sealed hard copy documents and actual site conditions due to addenda, change orders, or other revisions. TEAM makes no representation regarding the accuracy or completeness of the data provided. By use of this data, Recipient acknowledges this condition and agrees that Recipient is solely responsible for determining any differences between the data and hard copy documents. In the event that a conflict arises between the signed and sealed hard copy documents, and data, the signed and sealed hard copy documents shall govern.

The use of this electronic data is restricted to the original site and project for which it is prepared. The information contained in the data files may not be used for other projects, transferred to any other party for their use, or used for any other purpose without the express written consent of TEAM. The reuse or reproduction of this data, in whole or in part, without the express written consent of TEAM, is strictly prohibited. TEAM does not guarantee or assure that the data provided will contain all changes, addenda items or modifications that have occurred or will occur.

The data has been conveyed in the format in which it was prepared or as required by our project scope and may not be in compatible format usable by Recipient. TEAM shall not be held liable or assume responsibility for any error, variation, or other alteration that occurs as a result of conversion of the information into another format or by use of the original format with hardware or software that is not completely compatible.

The data is subject to infection by virus, undetectable alteration, and deterioration. TEAM shall not be liable or assume responsibility for the presence of virus or the completeness or accuracy of information contained in the data after delivery to Recipient.

TEAM makes no warranties, express or implied, of merchantability and fitness for any particular purpose, as to either the information contained in the electronic data or to the electronic data itself. Under no circumstances shall the delivery of the data for use by Recipient be deemed a sale by the TEAM. TEAM makes no warranties, either expressed or implied of merchantability and fitness of data for any particular purpose. In no event shall the TEAM or Owner be liable for any loss of profit or any consequential damages.

**Restrictions** No amendment, modification, or discharge of this Agreement shall be valid or binding unless set forth in writing and duly executed by both parties.

Any waiver by either party of a breach of any provision of this Agreement shall not operate as, or be construed as, a waiver of any future breach of the provision, any other provision, or any subsequent breach.

**Procedure** Recipient shall provide a fully executed agreement to the TEAM prior to receiving the data. TEAM reserves the right to reject incomplete, illegible or altered agreements. TEAM will only release data after receiving a properly executed agreement.

**Authorization** The individual signing the agreement for the Recipient represents that he is a duly authorized agent of the Recipient requesting the data.

**Recipient:**

	President	02/05/2026
Signature	Title	Date

Hackel Construction, INC.  
Company



# AIA Document A310™ – 2010

## Bid Bond

**CONTRACTOR:**

(Name, legal status and address)

Hackel Construction Inc.

47407 808th Road

Ord, NE 68862

**OWNER:**

(Name, legal status and address)

Sutherland Public Schools

401 Walnut Street

Sutherland, NE 69165

**BOND AMOUNT:** Five Percent of the Amount Bid (5%)

**SURETY:**

(Name, legal status and principal place of business)

Granite Re, Inc.

14001 Quailbrook Drive

Oklahoma City, OK 73134

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

**PROJECT:**

(Name, location or address, and Project number, if any)

Sutherland Public Schools North Restrooms Remodel

Project Number, if any:  
2574

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 5th day of February, 2026

  
(Witness)

  
(Witness)

Hackel Construction Inc.

(Principal)

 (Seal)

(Title)

Granite Re, Inc.

(Surety)

 (Seal)

(Title) James M. King, Attorney-in-Fact

Init.

**GRANITE RE, INC.**  
**GENERAL POWER OF ATTORNEY**

**Know all Men by these Presents:**

That GRANITE RE, INC., a corporation organized and existing under the laws of the State of MINNESOTA and having its principal office at the City of OKLAHOMA CITY in the State of OKLAHOMA does hereby constitute and appoint:

ROBERT T. CIRONE; JAMES M. KING; JACOB J. BUSS; THOMAS L. KING; SETH P. WEEDIN its true and lawful Attorney-in-Fact(s) for the following purposes, to wit:

To sign its name as surety to, and to execute, seal and acknowledge any and all bonds, and to respectively do and perform any and all acts and things set forth in the resolution of the Board of Directors of the said GRANITE RE, INC. a certified copy of which is hereto annexed and made a part of this Power of Attorney; and the said GRANITE RE, INC. through us, its Board of Directors, hereby ratifies and confirms all and whatsoever the said:

ROBERT T. CIRONE; JAMES M. KING; JACOB J. BUSS; THOMAS L. KING; SETH P. WEEDIN may lawfully do in the premises by virtue of these presents.

**In Witness Whereof**, the said GRANITE RE, INC. has caused this instrument to be sealed with its corporate seal, duly attested by the signatures of its President and Assistant Secretary, this 31<sup>st</sup> day of July, 2023.



STATE OF OKLAHOMA )  
                                  ) SS:  
COUNTY OF OKLAHOMA )

  
\_\_\_\_\_  
Kenneth D. Whittington, President  
  
\_\_\_\_\_  
Kyle P. McDonald, Assistant Secretary

On this 31<sup>st</sup> day of July, 2023, before me personally came Kenneth D. Whittington, President of the GRANITE RE, INC. Company and Kyle P. McDonald, Assistant Secretary of said Company, with both of whom I am personally acquainted, who being by me severally duly sworn, said, that they, the said Kenneth D. Whittington and Kyle P. McDonald were respectively the President and the Assistant Secretary of GRANITE RE, INC., the corporation described in and which executed the foregoing Power of Attorney; that they each knew the seal of said corporation; that the seal affixed to said Power of Attorney was such corporate seal, that it was so fixed by order of the Board of Directors of said corporation, and that they signed their name thereto by like order as President and Assistant Secretary, respectively, of the Company.



My Commission Expires:  
April 21, 2027  
Commission #: 11003620

  
\_\_\_\_\_  
Notary Public

**GRANITE RE, INC.**  
Certificate

THE UNDERSIGNED, being the duly elected and acting Assistant Secretary of Granite Re, Inc., a Minnesota Corporation, HEREBY CERTIFIES that the following resolution is a true and correct excerpt from the July 15, 1987, minutes of the meeting of the Board of Directors of Granite Re, Inc. and that said Power of Attorney has not been revoked and is now in full force and effect.

"RESOLVED, that the President, any Vice President, the Assistant Secretary, and any Assistant Vice President shall each have authority to appoint individuals as attorneys-in-fact or under other appropriate titles with authority to execute on behalf of the company fidelity and surety bonds and other documents of similar character issued by the Company in the course of its business. On any instrument making or evidencing such appointment, the signatures may be affixed by facsimile. On any instrument conferring such authority or on any bond or undertaking of the Company, the seal, or a facsimile thereof, may be impressed or affixed or in any other manner reproduced; provided, however, that the seal shall not be necessary to the validity of any such instrument or undertaking."

IN WITNESS WHEREOF, the undersigned has subscribed this Certificate and affixed the corporate seal of the Corporation this

5<sup>th</sup> day of February, 2024.



  
\_\_\_\_\_  
Kyle P. McDonald, Assistant Secretary

**EXTRACT FROM MINUTES OF MEETING  
OF THE BOARD OF EDUCATION  
OF LINCOLN COUNTY SCHOOL DISTRICT 0055**

A meeting of the Board of Education of Lincoln County School District 0055, in the State of Nebraska, was convened in open and public session at \_\_:\_\_ o'clock \_\_.m. on February 10, 2026, at the in the Board Room at \_\_\_\_\_, Sutherland, Nebraska, in a publicly convened session, the same being open to the attendance of the public and having been preceded by advance publicized notice, said advance publicized notice having been given in strict accordance with the provisions of Article 14, Chapter 84, Reissue Revised Statutes of Nebraska, as amended, and having set forth (a) the time, date, and place of this meeting; (b) that this meeting would be open to the attendance of the public; and (c) that an agenda of then known subjects to be taken up at the meeting could be obtained from the office of the Superintendent of Schools (the “**Superintendent**”). A copy of the affidavit of publication of said advance publicized notice was ordered annexed to the minutes of this meeting and is attached hereto. Additionally, reasonable efforts were made to provide advance notification of the meeting to all news media requesting the same of the time, date, and place of the meeting. All proceedings hereafter shown were taken while the meeting was open to the attendance of the public.

The following members were present: \_\_\_\_\_

\_\_\_\_\_.

The following members were absent: \_\_\_\_\_.

A quorum being present and the meeting duly commenced, the following proceedings were had and done. At the beginning of the meeting, the President publicly stated to all in attendance that a current copy of the Nebraska Open Meetings Act was posted for review and indicated the location of such copy in the room where the meeting was being held.

\* \* \* \*

Board Member \_\_\_\_\_ introduced the following resolution and moved its adoption:

## RESOLUTION

BE IT RESOLVED BY THE BOARD OF EDUCATION OF LINCOLN COUNTY SCHOOL DISTRICT 0055, IN THE STATE OF NEBRASKA, AS FOLLOWS:

Section 1. The President and Board of Education (the “Board”) of Lincoln County School District 0055, in the State of Nebraska (the “District”), adopted a resolution on January 13, 2026 (the “Original Resolution”) authorizing the issuance of Limited Tax Building Improvement Bonds, Series 2026, in the principal amount of not to exceed \$400,000 (the “Bonds”) for the purpose of modifications for or the removal of environmental hazards, accessibility barriers, correction of life safety code violations, correction of life safety hazards, correction of school safety infrastructure concerns, and mold abatement (as more particularly described in the Original Resolution, the “Project”).

Section 2. The Board hereby finds and determines that the costs of the Project have exceeded initial estimates and therefore it is necessary to amend the Resolution to increase the principal amount of the Bonds to not to exceed \$530,000;

Section 3. Section 1(e) of the Original Resolution is hereby amended and restated in its entirety as follows:

(e) All conditions, acts and things required to exist precedent to the issuance of the District's Limited Tax Building Improvement Bonds, Series 2026, in the principal amount of not to exceed \$530,000 (the “Bonds”; or, individually, a “Bond”) under the terms of the Act do exist do exist and have been done as required by law.

Section 4. Section 2 of the Original Resolution is hereby amended and restated in its entirety as follows:

Section 2. There shall be and there is hereby ordered issued the negotiable bonds of this District to be designated as its “Limited Tax Building Improvement Bonds, Series 2026” in the aggregate principal amount of not to exceed Five Hundred Thirty Thousand Dollars (\$530,000) with said Bonds to mature and become due in such amounts and on such dates and in such years and bear interest at the rates per annum as shall be determined in a written designation (the “Designation”) signed by any of the President or Secretary of the District or the Superintendent of Schools (each, an “Authorized Officer”) on behalf of the Board of Education of the District and which may be agreed to by Northland Securities, Inc. (the “Underwriter”), which Designation may also determine or modify the principal amount for each maturity of the Bonds, mandatory redemption provisions (if any), and pricing terms as set forth in Section 12 below, all within the following limitations:

- (a) the aggregate principal amount of the Bonds shall not exceed \$530,000, provided, however, such amount may be increased as necessary to the extent the Bonds are sold at a net original issue discount;
- (b) the aggregate amount of original issue premium and original issue discount (if any) may result in an aggregate net original issue discount (if any) not in excess of two percent (2.00%) of the stated principal amount of the Bonds;
- (c) the longest maturity of the Bonds may not be later than December 15, 2036;
- (d) the true interest cost on the Bonds shall not be more than 5.50%; and
- (e) two or more of the principal maturities may be combined and issued as “term bonds” and the Authorized Officer may determine the mandatory sinking fund payments and mandatory redemption amounts. Any Bonds issued as “term bonds” shall be redeemed at a redemption price equal to 100% of the principal amount thereof plus accrued interest thereon to the date of redemption and may be selected for redemption by any random method of selection determined appropriate by the Registrar (as hereinafter designated) or by the Depository (as hereinafter designated).

The Authorized Officers (or any one of them) are hereby authorized to make such determinations on behalf of the Board of Education of the District and to evidence the same by execution and delivery of the Designation and such determinations, when made and agreed to by the Underwriter, shall constitute the action of the Board of the District without further action of the Board.

The Bonds shall be issued in fully registered form in the denomination of \$5,000 or any integral multiple thereof. The date of original issue for the Bonds shall be the date of delivery thereof. Interest on the Bonds, at the respective rates for each maturity, shall be payable semiannually on June 15 and December 15 of each year, commencing June 15, 2026 (or such other date or dates as designated in the Designation; each of said dates an “Interest Payment Date”) and the Bonds shall bear such interest from the date of original issue or the most recent Interest Payment Date to which interest has been paid or provided for, whichever is later. The interest due on each Interest Payment Date shall be payable to the registered owners of record as of the close of business on the fifteenth day immediately preceding the next Interest Payment Date (or such other date as provided in the Designation, the “Record Date”), subject to the provisions of Section 4 hereof. The Bonds shall be numbered from 1 upwards in the order of their issuance. No Bond shall be issued originally or upon transfer or partial redemption having more than one principal maturity. The initial bond numbering and principal amounts for each of the Bonds issued shall be designated by the District’s Treasurer as directed by the initial purchaser thereof. Payments of interest due on the Bonds prior to maturity or earlier redemption shall be made by the Paying Agent and Registrar, as designated pursuant to Section 3 hereof, by mailing a check or draft in the amount due for such interest on each Interest Payment Date to the registered owner of each Bond, as of the Record Date for such Interest Payment Date, to such owner’s registered address as shown on the books of registration as required to be maintained in Section 3 hereof. Payments of principal and unpaid interest accrued thereon due at maturity or at any date fixed for redemption prior to maturity shall be made by said Paying Agent and Registrar to the registered owners upon presentation and surrender of the Bonds to said Paying Agent and Registrar. The District and said Paying Agent and Registrar may treat the registered owner of any Bond as the absolute owner of such Bond for the purpose of making payments thereon and for all other purposes and neither the District nor the Paying Agent and Registrar shall be affected by any notice or knowledge to the contrary, whether such Bond or any installment of interest due thereon shall be overdue or not. All payments on account of interest or principal made to the registered owner of any Bond in accordance with the terms of this Resolution shall be valid and effectual and shall be a discharge of the District and said Paying Agent and

Registrar, in respect of the liability upon the Bonds or claims for interest to the extent of the sum or sums so paid.

Section 5. This Resolution shall be in force and take effect from and after its passage.

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
President

The foregoing Resolution having been read, Member \_\_\_\_\_ seconded the motion for passage, and after discussion the roll call was made thereon, and the following members of the Board voted in favor of the passage and adoption of said Resolution: \_\_\_\_\_

\_\_\_\_\_. The following members of the Board voted against the same: \_\_\_\_\_.

Said Resolution, having been consented to by the majority of the members of the Board of Education, was by the President declared passed and adopted.

\_\_\_\_\_  
President

**ACKNOWLEDGMENT OF RECEIPT OF  
NOTICE OF MEETING**

The undersigned President and Board of Education of Lincoln County School District 0055, hereby acknowledge receipt of advance notice of a meeting of said body and the agenda for such meeting held at \_\_: \_\_  
\_\_ .m. on February 10, 2026, at \_\_\_\_\_,  
Sutherland, Nebraska.

DATED this \_\_\_ day of \_\_\_\_\_, 2026.

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I hereby certify that \_\_\_\_\_  
was/were absent from the meeting but that, to my personal knowledge, he/she/they received advance notice of  
the meeting.

\_\_\_\_\_  
Secretary

7062439.1



# Sutherland Education Association

August 26, 2025

Janet Mueller, President  
Board of Education  
Sutherland Public Schools  
Sutherland, Ne 69165

Dear Janet Mueller and Members of the Board,

On behalf of the Nebraska State Education Association (NSEA), we respectfully request formal recognition as the exclusive bargaining representative for the certified teaching staff of the Sutherland Public Schools.

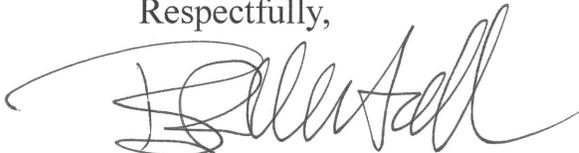
The NSEA has been authorized by a clear majority of your district's educators to represent their interests in matters concerning compensation, benefits, and working conditions. As the bargaining agent, we are committed to working collaboratively with the Board of Education to develop fair, transparent, and constructive agreements that serve the best interests of educators, students, and the community.

We ask that the Board acknowledge NSEA as the bargaining agent for the 2027-2028 school year and begin the process of establishing a schedule for negotiations at your earliest convenience.

We value the important partnership between educators and the school board, and we look forward to a productive relationship focused on ensuring high-quality education for every student in Sutherland Public Schools.

Thank you for your consideration and commitment to your staff and community.

Respectfully,

A handwritten signature in black ink, appearing to read "BoDelle Hall", written in a cursive style.

BoDelle Hall  
SEA President

# ESTIMATE

**Seifer Construction**  
150 County Rd  
Sutherland, NE 69165

sjseifer1@yahoo.com  
+1 (308) 386-8255

## Bill to

Sutherland Public School  
Sutherland, NE 69165

## Ship to

Sutherland Public School  
Sutherland, NE 69165

## Estimate details

Estimate no.: 1224  
Estimate date: 01/01/2026

#	Date	Product or service	Description	Qty	Rate	Amount
1.			Build walls in 2 classrooms. School will remove existing wall panels and track. Walls will be 30' long and 9' tall framed with 2x6s, insulated with R23 sound and fire block insulation. 5/8" drywall hung taped and textured on both sides of wall. New wall angle for drop ceiling installed. Remove drop ceiling in north entryway airlock. Frame ceiling with 2x6 joists, hang, tape, and texture 5/8" drywall. School will paint.			
2.		<b>Services</b>	Labor			\$6,310.00
3.		<b>Services</b>	Materials			\$3,744.00
					<b>Total</b>	<b>\$10,054.00</b>

Accepted date

Accepted by

**Moorhead Construction**  
20094 W. State Farm Rd.  
Hershey, NE 69143 USA  
+13085202315  
mitchmoorhead@hotmail.com

# Estimate

ADDRESS
Sutherland Public Schools PO Box 217 Sutherland, NE 69165

ESTIMATE #	DATE	
1536	01/03/2026	

ACTIVITY	AMOUNT
Build an approximately 9' x30' 2x6 wall in two class rooms. Insulate wall with R-19 Kraft faced insulation for sound barrier.	3,750.00
Hang, finish and texture drywall on both sides of both walls per Rael Drywall.	4,000.00
Frame in ceiling area on north entry doors. Install and finish drywall on ceiling.	750.00
Please let me know if you have any questions. Thank you, Mitch	
<b>TOTAL</b>	<b>\$8,500.00</b>

Accepted By

Accepted Date

# McConnell Construction

151 South Oak St.  
Sutherland, NE | 69165

308-386-6146

## Sutherland Public School

Submitted on 1/12/2026

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Description	Qty	Materials	Labor	Total price
Frame two classroom partition walls				
Install R-19 insulation				
Hang, tape, and texture drywall				
Install wall angle for suspended ceiling system				
Frame north entry ceiling; hang, tape, and texture drywall				
		\$3,000	\$8,000.00	\$11,000.00
			Subtotal	<b>\$11,000.00</b>

**\$11,000.00**





# Estimate

**Knobel Refrigeration Inc.**

P.O. BOX 1328 2420 WEST FRONT  
North Platte NE 69103  
(308) 532-2993, (308) 532-2665

<b>ESTIMATE #</b>	1506
<b>DATE</b>	
<b>PO #</b>	

<b>CUSTOMER</b>
SUTHERLAND PUBLIC SCHOOLS 401 Walnut Street Sutherland, NE, 69165

<b>SERVICE LOCATION</b>
SUTHERLAND PUBLIC SCHOOLS 401 Walnut Street Sutherland, NE, 69165

<b>DESCRIPTION</b>	
	Welding Shop Exhaust System Install Scope of Work: Install 1- CAR-MON CB-20 3 HP Exhaust Fan on elevated Platform with NEMA 4 controller Install 2- CAR-MON FH-46 Slotted Flume Hood above welding workstation tables Install 1- CAR-MON WXS-056 Exhaust Arm Install all related ductwork and FAMCO Terminations 1-year Labor Warranty Provided by Knobel Refrigeration  Exclusions: Line Voltage Electrical  *Lead Time 12-weeks

**Estimate Total: \$22,175.00**

### CUSTOMER SIGNATURE

### CUSTOMER MESSAGE

Payment is to be made: Upon Completion.

This bid may be withdrawn by us if not accepted within 15 Days.

By signing above, you are agreeing that the above specifications, conditions and price is satisfactory and hereby accepted, and that you are authorized to sign such agreements. Payments will be made as specified: Cash or Check. Payment by Credit Card may be subject to a 3% Processing Fee. All material is guaranteed to be as specified. All work is to be completed in a workmanlike manner according to standard practices. Any alteration or deviation from the above specifications involving extra cost will be executed only upon written orders, and will become an extra charge over and above the estimate. All agreements contingent on strikes, accidents or delays beyond our control. Owner to carry fire, tornado and all other insurance. Our workers are fully covered by Workmans Compensation Insurance. I agree that Knobel Refrigeration Inc. retains title to the equipment/materials furnished until final payment is made. If payment is not made as agreed, Knobel Refrigeration Inc. can remove said equipment/materials at the Owners Expense. Any Damage resulting from said removal shall not be the responsibility of Knobel Refrigeration Inc.. Non payment will result in finance charges.



## PROPOSAL

Sutherland School – Welding Exhaust Upgrade **Submitted by:** Mr. D's Heating & Air Conditioning

**Date:** November 2025

1. Project Overview Mr. D's Heating & Air Conditioning proposes to furnish and install a complete welding fume exhaust system for the Sutherland School welding shop. Installation includes an exhaust fan system, two slotted welding hoods, a wall-mounted extraction arm, ductwork, and all supporting components. 2. Scope of Work **Equipment Provided:**

- (1) CMB-20 Belt-Drive Exhaust Fan (3 HP / 2400 CFM @ 3.5" SP)
- Suspension platform, inlet & discharge flex connectors
- (2) FH-46 Slotted Fume Hoods (1000 CFM each)
- (1) WXS-056 Welding Extraction Arm with wall mounting bracket
- (3) Blast Gates (BG-80 x2, BG-60 x1)
- (1) NEMA 4X Motor Starter with push-button station

### **Installation Includes:**

- Hanging fan and spiral ductwork at 15 ft elevation
- Penetrating brick wall, installing sleeve, sealing
- Installing duct branches (14", 10", 6")
- Mounting two FH-46 hoods
- Installing and adjusting WXS-056 extraction arm
- Installing blast gates and balancing system
- Sealing all joints with approved mastic
- Startup, testing, and airflow balancing

3. Exclusions - Power feed to motor starter by others

- Cosmetic repairs or painting
- Structural reinforcement if hidden conditions arise

4. Warranty - 1-year parts and labor on installation

- Manufacturer warranty on all Car-Mon equipment

5. Timeline - Equipment Lead Time: Approximately 12 weeks

6. Project Investment **Total Proposal Price: \$18,338.50**

7. Acceptance Authorized Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Date: \_\_\_\_\_

Prepared by: Mr. D's Heating & Air Conditioning

## Terms & Conditions **1. Payment Terms**

A 50% deposit is required upon acceptance of this proposal. Remaining balance is due upon completion of installation unless otherwise agreed in writing.

## **2. Change Orders**

Any modifications, additional work, or unforeseen conditions requiring extra labor or materials will be billed as a change order and must be approved by the owner or representative.

## **3. Scheduling**

Installation will be scheduled upon arrival of equipment. Delays caused by material lead times, weather, school schedules, or access limitations are not the responsibility of the contractor.

## **4. Access Requirements**

Owner shall provide adequate access to the work area, including clearance, electrical supply, and building entry during normal working hours.

## **5. Safety & Compliance**

All work will be performed in accordance with OSHA and local code requirements. Any required permits are to be provided by the owner unless otherwise stated.

## **6. Pricing Validity**

Pricing is valid for 30 days from the proposal date unless otherwise noted.

## **7. Shipping & Handling**

This proposal includes shipping, equipment unloading, and lift rental as part of the total project investment.

## Warranty Information **Installation Warranty**

Mr. D's Heating & Air Conditioning provides a 1-year parts and labor warranty on all installation craftsmanship. This covers defects in installation methods, mounting, sealing, ductwork connections, and alignment.

## **Manufacturer Warranty**

All Car-Mon equipment included in this project is backed by the standard manufacturer warranty. Any defective components covered under the manufacturer warranty will be repaired or replaced according to manufacturer policy.

## **Warranty Exclusions**

- Damage caused by misuse, abuse, or improper operation.
- Modifications performed by others after installation.
- Electrical supply issues unrelated to the installed equipment.
- Environmental or building-related issues such as moisture, structural problems, or corrosion unrelated to installation.

## **Warranty Claims**

Warranty service requests must be submitted directly to Mr. D's Heating & Air Conditioning. Service will be scheduled promptly during normal business hours.

Thank you for choosing Mr. D's Heating & Air Conditioning.

# BUDGET ESTIMATE



22 S MAIN STREET | PO BOX 161

DENISON, IA 51442

(712) 263-3554

INFO@MIDWESTTENNISANDTRACK.COM

**ESTIMATE ID.:**

Sutherland 01302026

**PROJECT:**

Sutherland High School Track Resurfacing  
401 Walnut St | Sutherland Nebraska

**ESTIMATE DATE:** January 30, 2026

**OWNER:**

Sutherland Public Schools  
401 Walnut St | Sutherland, NE 69165

**PREPARED FOR:**

Brett Webster, Superintendent  
Brett.webster@spssailors.org  
T: (308) 386-4656

## Revolution™ Track System

The Revolution™ track system is a permeable, 100% polyurethane paved-in-place base mat system. Utilizing a premium grade polyurethane binder, the Revolution system contains a true 20% polyurethane content.

Providing better performance and a lower annual cost over latex systems, it is the most popular track system among high schools, providing optimum shock absorption and durability at an economical cost.

This system can be upgraded to the Revolution™ SS structural spray system

**SCOPE OF SERVICES: 5,877 SY (track, high jump and long jump)**

- Removal and disposal of existing surface
- Clean and prepare the asphalt base
- Locate and fill cracks with 100' allowance included
- Application of polyurethane primer coat
- Application of ½" black Revolution™ polyurethane surfacing
- Layout and paint lane lines and event markings as per applicable NCAA/NFSH standards and current State rules. Shot put and discus pad line painting not included.

Pricing is for budgeting purposes only and is not to be interpreted as a final bid price. If you require firm pricing, please contact our office to request a proposal.

**ESTIMATE AMOUNT: \$170,000.00**

**PROVIDED BY: BRIAN LAUNDERVILLE, PRESIDENT**



**BID PROPOSAL**

**DATE:** February 6, 2026

**TO:** Sutherland Public Schools, Sutherland, Nebraska

**PROJECT:** 2026 Track Refurbishment

**BID INCLUDES:**

Cleaning the track with a walk-behind air blower.

Filling any cracks as necessary.

Making minor repairs to the track surface as necessary.

Priming the track with a polyurethane primer in order to assure proper adhesion of the new structural spray wearing course to the existing track surface.

Application of a **Structural Spray** – a polyurethane structural spray coating applied as a single-component; MDI and solvent based binder mixed with a polyurethane base colored paste providing both a mechanical bond and chemical bond. No water-based products allowed.

The entire base mat shall receive two structural spray layers consisting of 60% black pigmented polyurethane structural spray binder and 40% EPDM full depth black rubber granulate graded to .5 to 1.5 mm in size. Each spray layer shall be applied uniformly at a rate of not less than 1.8 lbs per square yard for total spray coverage of not less than 3.6 lbs per square yard. The two layers shall be sprayed in opposite directions in order to achieve a uniform application.

Materials, equipment, and installation by Fisher Tracks, Inc.

Price includes the application of the Black Structural Spray to the track and all event areas.

Price includes the color-coded metric striping per National Federation of State High School Associations.

**BLACK STRUCTURAL SPRAY PRICE: ----- \$94,093.00**

**ADD FOR RED STRUCTURAL SPRAY IN LIEU OF BLACK: ----- \$8,776.00**



Fisher Tracks, Inc.  
1192 235th Street • Boone, IA 50036  
800-432-3191 • 515-432-3191 • FAX 515-432-3193  
www.fishertracks.com



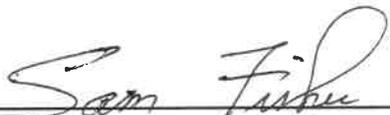


**Notes:**

1. Fisher Tracks, Inc. guarantees the installation to be free from defects in material and workmanship for a period of five (5) years from completion of the installation.
2. Add 1% if Fisher Tracks, Inc. is to provide a performance bond.
3. Price is valid for a period of 45 days.
4. Price does not include any sales, use, materials, or excise tax, if applicable.
5. All payments are due within 30 days of invoice.
6. Fisher Tracks, Inc. is a member of the American Sports Builders Association (ASBA) and has 4 Certified Track Builders (CTB) on staff. Sam Fisher is a Certified Track Builder.

**BY:**

**ACCEPTED BY:**

  
\_\_\_\_\_  
Sam Fisher, President & Certified Track Builder

2/6/26  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Sutherland Public Schools Date



Fisher Tracks, Inc.  
1192 235th Street • Boone, IA 50036  
800-432-3191 • 515-432-3191 • FAX 515-432-3193  
[www.fishertracks.com](http://www.fishertracks.com)



## 2026-27 SPECIAL EDUCATION AND TRAINING SERVICE AGREEMENT

THIS AGREEMENT is entered into by and between McConnell Psychological Solutions, PC; and Sutherland Public Schools (“District”).

In consideration of mutual covenants, the parties agree as follows:

1. **Term.** This agreement is effective for the 2026-27 school year which begins on or about August 15, 2026 and shall continue until on or about August 14, 2027, unless terminated earlier as provided by the Agreement or by law.
2. **Payment Terms/Payment Schedule.**  
See Exhibit A
3. **Scope of the Contract.** McConnell Psychological Solutions shall provide to the District the special education services and training services as defined and specified in this contract. Exhibits B, C, D, E, and F.
4. **Acknowledgement.** The parties acknowledge that although state law authorizes the District to contract with outside providers to provide special education programs and support services, state law also indicates that the District ultimately remains responsible for compliance with state and federal laws and regulations for programs for children with disabilities.
5. **Termination.** Each party may terminate this Agreement if the other party breaches or in default of any material obligation hereunder which default is incapable of cure, or which, being capable of cure, has not been cured within 30 days after receipt of written notice of such default or such additional cure period as the non-defaulting party may authorize in writing. Upon the termination of this Agreement, each party shall promptly return to the other party all papers, materials and other property of the other party then in its possession, including but not limited to all work in progress as is appropriate in its then existing form to the other party.
6. **Indemnification.** To the extent permitted by applicable law, but without waiving any rights under any applicable state governmental immunity act, the parties agree to indemnify, defend, and hold each other harmless from any and all costs and liabilities arising from a breach or noncompliance of their obligations under this Agreement. Where both Parties, including their respective employees or agents, participated in the liability causing event, each Party shall contribute to the common liability a pro rata share based upon its relative degree of fault. The foregoing indemnification obligation shall continue notwithstanding the expiration or termination of this Agreement.
7. **Public Records.** The parties acknowledge that both parties must comply with Neb. Rev. Stat. § 84-712 through § 84-713 and release public records as defined law upon request, which may include this Agreement and all records created and maintained in relation to this Agreement.
8. **Nondiscrimination.** The parties and all subcontractors, if any, shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges or employment, because of his race, color, religion, sex, disability, or national origin.
9. **Employment Eligibility Verification.** The parties shall use a federal immigration verification system to determine the work eligibility status of employees hire on or after October 1, 2009 and who are physically performing services within the State of Nebraska. If the parties employ or contract with any subcontractor in connection with this Agreement, the contracting party shall include a provision in the contract requiring the subcontractor to use a federal immigration

verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska.

- 10. Confidential Information and Releases.** Student records of the District are subject to the federal Family Educational Rights and Privacy Act (FERPA). The District shall be responsible to obtain releases under FERPA as needed to refer and coordinate services with McConnell Psychological Solutions and to disclose or permit McConnell Psychological Solutions staff to access protected records. Records of McConnell Psychological Solutions are generally subject to the privacy and security requirements of the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"). McConnell Psychological Solutions shall be responsible to obtain authorizations under HIPAA as needed to disclose or permit his staff to access protected health information.
- 11. Assignment.** This Agreement binds the parties and their respective successors and assignees. McConnell Psychological Solutions shall not assign or otherwise dispose of this Agreement or any duty, right, or responsibility contemplated in this Agreement to any other person without the previous written consent of the District.
- 12. Drug/Alcohol/Tobacco/Weapons Free Workplace.** McConnell Psychological Solutions and its subcontractors, if any, shall not manufacture, sell, distribute, dispense, possess or use controlled substances or marijuana, as defined by Nebraska law, during the performance of this Agreement while on District premises or at District related functions. McConnell Psychological Solutions and all subcontractors, if any, shall not possess any weapon, as defined by Nebraska law and the federal "Drug-Free Schools Act," on District property or at District related functions. McConnell Psychological Solutions and all subcontractors, if any, also shall adhere to all District's policies and regulations that prohibit the possession, distribution, sale, dispensation, or use of any alcohol or tobacco products while on District premises or at District related functions.
- 13. Insurance.** McConnell Psychological Solutions shall secure and keep in force during the term of this Agreement the following insurance coverages from insurance companies or government self-insurance pools authorized to do business in Nebraska: **employer's liability and professional liability/malpractice** a minimum of one million dollars per incident and three million in aggregate liability coverage and **workers compensation (if applicable)** meeting all statutory requirements. McConnell Psychological Solutions shall furnish a certificate of insurance to the undersigned District representative prior to commencement of this Agreement. Failure to provide and maintain insurance as required in this agreement is a material breach of contract entitling the District to terminate this Agreement immediately.
- 14. Compliance with Laws and Regulations.** McConnell Psychological Solutions agrees that it shall perform the work called for herein in full compliance with any and all applicable laws, rules and regulations adopted or promulgated by any governmental agency or regulatory body, including the laws of any state or administrative body which may have jurisdiction over Dr. McConnell and McConnell Psychological Solutions employees and agents. McConnell Psychological Solutions assumes full responsibility for the payment of all contributions, taxes or assessments, which may be required by any state or nation as to all employees engaged in the performance of work hereunder. McConnell Psychological Solutions covenants to save the District harmless from any and all liability for state or federal taxes, workers' compensation contributions, and or any other tax liability or assessment now or subsequently imposed on the School District by reason of this Agreement and the services hereunder.

**15. Notice.** Each party giving any notice (“Notice”) under this Agreement must give written Notice by personal delivery, registered or certified Mail. Notice shall be sent to the following addressees at the following addresses:

McConnell Psychological Solutions  
Dr. Luke McConnell, PHD  
9286 N. North River Rd  
Hershey, NE 69143

District: Brett Webster  
Attn: Superintendent  
401 Walnut Street  
Sutherland, NE 69165

Notice is effective only if the party giving the Notice has complied with this section.

**16. Governing Law.** This Agreement is governed by and construed in accordance with the laws of the State of Nebraska.

**17. Entire Agreement.** The Agreement is the complete and exclusive expression of the parties’ agreement on the matters contained in this Agreement. All prior and contemporaneous negotiations and agreements between the parties on the matters contained in this Agreement are expressly merged into and superseded by the Agreement.

**18. Amendments and Modifications.** The parties may amend or modify this Agreement only by a signed, written agreement by both parties that identifies itself as an amendment or modification to this Agreement. No other alternations in the terms of this agreement shall be valid or binding.

**19. Third Party Beneficiaries.** This Agreement does not and is not intended to confer any rights or remedies upon any person other than the signatories.

**20. Authority to Execute Agreement.** The individuals signing below represent and warrant that they are duly authorized to execute and deliver this Agreement on behalf of their respective entity and that this Agreement is binding upon their entity in accordance with its terms.

**21. Miscellaneous.**

- a. All special education and related services provided under the terms of this Agreement shall be by staff who are licensed and endorsed to provide such services in accordance with Nebraska state law, rules and regulations, or who are otherwise qualified, trained, or authorized by law to provide such services.
- b. A student’s special education program shall not be changed or terminated without a meeting of the student’s IEP/IFSP Team which results in changes to or termination of the student’s IEP/IFSP.
- c. McConnell Psychological Solutions and the District agree to abide by the mandated procedures for identification, verification, placement, development of the individualized program, inspection and review of student records, and other requirements as specified in 92 NAC 51, 92 NAC 52, Regulations and Standards for Special Education Programs Nebraska State Department of Education, Federal Regulations 20 U.S.C. 1401 et seq. (Individuals with Disabilities Education Act, (IDEA)).
- d. Special education programs or services which extend beyond the regular school year will be provided by McConnell Psychological Solutions upon request by the District. Said costs of such extended programs are not included in cost schedule identified in item two of this contract. Extended programs shall be covered by separate contract.

**[NEXT PAGE IS SIGNATURE PAGE]**

IN WITNESS WHEREOF the parties have executed this Agreement on the date last date written below.

**22. Dr. Luke McConnell**  
**23. By:** \_\_\_\_\_  
**24. Name:** \_\_\_\_\_  
**25. Title:** \_\_\_\_\_  
**26. Date:** \_\_\_\_\_

**DISTRICT:**  
**By:** \_\_\_\_\_  
**Name:** \_\_\_\_\_  
**Title:** \_\_\_\_\_  
**Date:** \_\_\_\_\_

## **EXHIBIT A**

1. Payment Schedule
  - a. The District will pay for services identified in Exhibit A and provided by McConnell Psychological Solutions under this Agreement as follows:
  - b. The District will pay \$60,656. for services identified in Exhibit B, C, D and E
  - c. The District will pay \$23,644 for services identified in Exhibit F
  - d. The District will pay \$4,203 for services identified in Exhibit G
  - e. The District will make monthly payments of \$7,375 starting on September 15, 2026 through August 15, 2027.

## **EXHIBIT B SCHOOL PSYCHOLOGY**

1. McConnell Psychological Solutions will provide assistance to the District with the identification of children with disabilities, multidisciplinary teams and reporting of diagnostic data for ages five through 21 by a school psychologist. These services include initial evaluation and assessment, reevaluation as allowed by Rules 51/52, verification/eligibility determination, and multidisciplinary evaluation team (MDT) requirements.
2. The District, with assistance from McConnell Psychological Solutions, shall obtain informed consent from the parent of the child as required by Rule 51/52 before any evaluation is conducted.
3. McConnell Psychological Solutions will assist the District in conducting Manifestation Determinations and Functional Behavioral Assessments in the context of Disciplinary Removals of Children with Disabilities.
4. All Testing instruments and materials necessary for evaluation, assessment, identification, and verification shall be provided by McConnell Psychological Solutions without any additional cost or charge to the District.
5. McConnell Psychological Solutions will prorate the charges under the Agreement or this Exhibit for time actual programs or services were delivered to the children in the District if program or service requirements change during the year.

## **EXHIBIT C TEACHER CONSULTANT AGREEMENT PROGRAMS**

1. McConnell Psychological Solutions will provide Behavior Consultant services to District Staff in meeting the unique needs of students, for program planning and compliance with students with low-incidence disabilities IEP and applicable laws and regulations.
2. These services can include but are not necessarily limited to, the following:
  - Assist paraprofessionals and classroom teachers in program planning, in-service training, observation, consultation and collaboration, modify curriculum and provide resources for checkout and evaluation the effectiveness.
  - Assist with students having behavioral and/or emotional difficulty in the school system, developing behavioral intervention plans for IEPs and promotes modification and adaptation of regular classrooms.

- Provide assistance to the District to develop, review and revise IEPs and IFSPs. This includes attendance to all required IEP/IFSP meetings as deemed appropriate and as required by Rule 51/52 or as reasonably requested by the District.
3. Consultation services will be coordinated with the Administrator for each district.
  4. McConnell Psychological Solutions will provide the District with a detailed description of the program and services offered and the number of students receiving such service upon District request.

#### **Exhibit D**

##### **School Counselor Training and Clinical Consultation**

McConnell Psychological Solutions will provide 4, ½ day in-services to school counselors and direct clinical consultation each month to address building capacity to assist students with mental health needs.

#### **Exhibit E**

Provide additional Clinical Psychological Services as needed to include the following for staff and students:

- Substance Abuse Evaluations
- Risk/Threat Assessments
- Anger Management
- Safety Plans

#### **Exhibit F**

##### **Special Education Director for Program Supervision**

1. McConnell Psychological Solutions, P.C., will employ, retain, and/or provide a qualified individual or individuals to serve as the District's Special Education Director and to provide the District with Program Supervision regarding the District's special education programs established and maintained under 92 NAC 51, 92 NAC 52, and the Special Education Act (NEB. REV. STAT. 79-1110 through 79-1167), the Individuals with Disabilities Education Act (IDEA – 20 U.S.C. 1401 **et seq.**), and corresponding regulations.
2. The Special Education Director will provide the following services:
  - a. Special assistance and information in completion of necessary forms for final financial reimbursement and budgets, IDEA Consolidated Grant, SRS/ADVISER upload, etc. for each school year, as required by NDE.
  - b. Coordinates all special education services available through the District and ESU such as assistance on referrals, placement, student progress and transportation.
  - c. Arrange appropriate staffing and Multidisciplinary Team conferences.

- d. Assist District special education teachers with concerns that arise from student IEPs, curriculum planning, caseload size, SATs, transition requirements, Rule 51 compliance, SRS, etc.
- e. Assist the District with supervision of personnel involved in delivery of special education services.
- f. Additional services required by Rule 51, Rule 52, IDEA, or the Nebraska Special Education Act or otherwise reasonably requested by the District.

### **Exhibit G**

#### **Early Childhood (Birth to 5) Psychological/Behavioral Services and Program Supervision**

1. McConnell Psychological Solutions will provide psychological/behavioral services to the District to assist with the identification of children with disabilities, multidisciplinary teams and reporting of diagnostic data for ages birth to five by a school psychologist. These services include initial evaluation and assessment, reevaluation as allowed by Rules 51/52, verification/eligibility determination, multidisciplinary evaluation team (MDT) requirements, and behavioral consultation.
2. McConnell Psychological Solutions, P.C., will employ, retain, and/or provide a qualified individual or individuals to provide program supervision for the District's Early Childhood program.

CHAD DeWESTER  
*Interim Network Operations Director*

JENNIFER POHLSON  
*Special Services Director*

ALISON SMITH  
*Teaching & Learning Director*



JAMES McGOWN  
*Administrator*

314 West 1st Street  
Ogallala, NE 69153  
Phone: (308) 284-8481  
Fax: (308) 284-8483

1221 West 17th Street  
North Platte, NE 69101  
Phone: (308) 534-2416  
Fax: (308) 534-5870

DATE: January 15, 2026  
TO: All School Districts and Agencies with ESU 16 Contracts  
FROM: James McGown, Administrator  
SUBJECT: 2026-2027 Contracts and Consortium Agreements

Enclosed please find the ESU 16 contracts and consortium agreements for the 2026-2027 school year. A cover letter will explain each of the documents included in this mailing.

Since ESU 16 offers a number of programs and services, we are including a checklist for all of the programs. Only the programs checked below are included in this packet:

- Special Education Early Childhood & School Age - Jennifer Pohlson (308-284-7524)
- Vision / Orientation & Mobility Agreement - Jennifer Pohlson (308-284-7524)
- Mental Health Services Contract - Jennifer Pohlson (308-284-7524)
- Southwest Nebraska Distance Education Network - Chad DeWester (308-464-0295)
- Title IA Memorandum of Understanding - Amber Lutz (308-284-8481 ext 2209)

Please return the signed agreements to ESU 16 by **March 15, 2026**. If you have any questions, please contact the respective person listed above.

BOARD OF DIRECTORS BY DISTRICT:

# 1 Julie Boettcher, Hershey  
# 2 Jason Axthelm, Brady  
# 3 Bill McGahan, North Platte  
# 4 Robert Jones, Stapleton

# 5 Cheryl Bales, North Platte  
# 6 Grant Creager, North Platte  
# 7 Sherry Polk, North Platte  
# 8 Margaret "Sooky" Marks, Mullen

# 9 Judy Seger, Wallace  
# 10 Bill Eakins, Paxton  
# 11 John Frates, Brule  
# 12 Eileen Ohm, Arthur



CHAD DeWESTER  
Interim Network Operations Director

JENNIFER POHLSON  
Special Services Director

ALISON SMITH  
Teaching & Learning Director



JAMES MCGOWN  
Administrator

314 West 1st Street  
Ogallala, NE 69153  
Phone: (308) 284-8481  
Fax: (308) 284-8483

1221 West 17th Street  
North Platte, NE 69101  
Phone: (308) 534-2416  
Fax: (308) 534-5870

DATE: January 15, 2026  
TO: School Districts with Special Services Contracts with ESU 16  
FROM: Jennifer Pohlson, ESU 16 Director of Special Services  
SUBJECT: Special Services Contracts for the 2026-2027 School Year

**NOTE: PLEASE RETURN BY MARCH 15, 2026**

Enclosed is the Special Services contract for your school district for the 2026-2027 school year. The contract blanks have been filled in showing estimated contract costs for the school year beginning September 1, 2026. The contracts are being extended based on December 1st enrollment in programs being contracted from ESU 16 during the 2025-2026 school year. This contract is also reflective of the verbal conversation that your superintendent had with Jennifer Pohlson regarding anticipated services and projected FTE for the 2026-2027 school year.

Please return the enclosed contract by March 15, 2026 to Educational Service Unit 16 signed by the Board or officer of the school district designated by the Board. The contract format requires the administrative representative to sign in **two** locations. The administrative representative will need to sign the **main contract** and **exhibit A**. A copy of the signed contract will then be signed by the ESU 16 Board or designated representative and returned to your district. Note: No notary is required.

**Exhibits are for your file.** The Educational Service Unit 16 Board needs this information to determine staff requirements for the contracted programs for school districts requesting the appropriate Special Services programs.

Each school district approves all purchases for instructional material and equipment. All material approved will become and remain the property of the school district. In-service training is included in the contract, but will only be invoiced when district staff attend training.

**Please remember that school districts receive state reimbursement for special education expenditures at a rate of approximately \$.80 to every dollar spent on special education for school age, as per LB583.** This reimbursement is claimed through completion of the SPEDFRS financial report completed and submitted to NDE on or before October 31st of every year. If you have any questions concerning your special services contract with ESU 16 or would like a representative to speak to your school board, please call Jennifer Pohlson at (308) 284-7524. Thank you.

BOARD OF DIRECTORS BY DISTRICT:

# 1 Julie Boettcher, Hershey  
# 2 Jason Axthelm, Brady  
# 3 Bill McGahan, North Platte  
# 4 Robert Jones, Stapleton

# 5 Cheryl Bales, North Platte  
# 6 Grant Creager, North Platte  
# 7 Sherry Polk, North Platte  
# 8 Margaret "Sooky" Marks, Mullen

# 9 Judy Seger, Wallace  
# 10 Bill Eakins, Paxton  
# 11 John Frates, Brule  
# 12 Eileen Ohm, Arthur



**2026-2027 SPECIAL EDUCATION SERVICE AGREEMENT  
EDUCATIONAL SERVICE UNIT NO. 16**

THIS AGREEMENT is entered into by and between Educational Service Unit No. 16 (“ESU”), and Sutherland Public Schools (“District”).

In consideration of mutual covenants, the parties agree as follows:

1. **Term.** This Agreement is effective for the 2026-2027 school year which begins on or about August 15, 2026 and shall continue until 12:00 midnight (CST) on or about May 30, 2027, unless terminated earlier as provided by this Agreement or by law.
2. **Payment Terms/Payment Schedule.** The District shall pay for services that the District elects to be made available by the ESU and for services rendered, including those on the terms and payment schedule as set forth in **Exhibit A** which is attached hereto and incorporated herein by this reference. **The parties shall sign Exhibit A.**
3. **Scope of the Contract.** The ESU shall provide and make available to the District the special education services as defined and specified in the exhibits which are attached hereto and incorporated herein.
4. **Acknowledgment.** The parties acknowledge that although state law authorizes the District to contract with the ESU to provide special education programs and support services, state law also indicates that **the District ultimately remains responsible for compliance with state and federal laws and regulations for programs for children with disabilities.**
5. **Termination.**
  - A. Each party may terminate this Agreement on 60 days’ notice if the other party breaches or is in default of any material obligation hereunder which default is incapable of cure, or which, being capable of cure, has not been cured within 30 days after receipt of written notice of such default or such additional cure period as the non defaulting party may authorize in writing. Upon the termination of this Agreement, each party shall promptly return to the other party all papers, materials and other property of the other party then in its possession, including but not limited to all work in progress as is appropriate in its then existing form to the other party.

- B. If the ESU is unable to render the services contracted for because it is unable to employ personnel who meet the criteria for employment of the ESU and/or the certification requirements of the State of Nebraska, or for other reasons which are determined by the ESU to be valid, the ESU may terminate this contract by providing notice to the District no later than September 1<sup>st</sup> of the contracted school year. The ESU will not assume liability for those services contracted for but not provided.
6. **Indemnification.** The parties agree to indemnify, defend, and hold each other harmless from any and all costs and liabilities arising from a breach or noncompliance of their obligations under this Agreement. The foregoing indemnification obligation shall continue notwithstanding the expiration or termination of this Agreement.
7. **Public Records.** The parties acknowledge that both parties must comply with NEB. REV. STAT. § 84-712 through § 84-713 and release public records as defined law upon request, which may include this Agreement and all records created and maintained in relation to this Agreement.
8. **Nondiscrimination.** The parties and all subcontractors, if any, shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his race, color, religion, sex, disability, or national origin.
9. **Employment Eligibility Verification.** The parties shall use a federal immigration verification system to determine the work eligibility status of employees hired on or after October 1, 2009 and who are physically performing services within the State of Nebraska. If the parties employ or contract with any subcontractor in connection with this Agreement, the contracting party shall include a provision in the contract requiring the subcontractor to use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska.
10. **Notice.** Each party giving any Notice (“Notice”) under this Agreement must give written Notice by personal delivery, registered or certified Mail (in each case, return receipt requested and postage prepaid), or nationally recognized overnight courier (with all fees prepaid.) Notice shall be sent to the following addressees at the following addresses:

ESU: ESU 16  
Attn: Administrator  
314 West 1st Street  
Ogallala, NE 69153

District: Sutherland Public Schools  
Attn: Superintendent - Brett Webster  
PO Box 217  
Sutherland, NE 69165

Notice is effective only if the party giving the Notice has complied with this section.

11. **Governing Law.** This Agreement is governed by and construed in accordance with the laws of the State of Nebraska.
12. **Entire Agreement.** The Agreement is the complete and exclusive expression of the parties' agreement on the matters contained in this Agreement. All prior and contemporaneous negotiations and agreements between the parties on the matters contained in this Agreement are expressly merged into and superseded by this Agreement.
13. **Amendments and Modifications.** The parties may amend or modify this Agreement only by a signed, written agreement by both parties that identifies itself as an amendment or modification to this Agreement. No other alternations in the terms of this agreement shall be valid or binding.
14. **Third Party Beneficiaries.** This Agreement does not and is not intended to confer any rights or remedies upon any person other than the signatories.
15. **Authority to Execute Agreement.** The individuals signing below represent and warrant that they are duly authorized to execute and deliver this Agreement on behalf of their respective entity and that this Agreement is binding upon their entity in accordance with its terms.
16. **Miscellaneous.**
  - A. All special education and related services provided under the terms of this Agreement shall be by staff who are licensed and endorsed to provide such services in accordance with Nebraska state law, rules and regulations, or who are otherwise qualified, trained, or authorized by law to provide such services.

- B. A student's special education program shall not be changed or terminated by the ESU without a meeting of the student's IEP/IFSP Team which results in changes to or termination of the student's IEP/IFSP.
- C. The ESU and the District agree to abide by the mandated procedures for identification, verification, placement, development of the individualized program, inspection and review of student records, and other requirements as specified in 92 NAC 51, 92 NAC 52, Regulations and Standards for Special Education Programs Nebraska State Department of Education, Federal Regulations 20 U.S.C. 1401 *et seq.* (Individuals with Disabilities Education Act, (IDEA)).
- D. Special education programs or services which extend beyond the regular school year will be provided by the ESU upon request by the District. Said costs of such extended programs are not included in the cost schedule identified in item two of this contract. Extended programs shall be covered by separate contract.

IN WITNESS WHEREOF the parties have executed this Agreement on the last date written below.

**ESU 16**

By: \_\_\_\_\_  
 Name: James McGown  
 Title: Administrator  
 Date: \_\_\_\_\_

**DISTRICT**

By: \_\_\_\_\_  
 Name: \_\_\_\_\_  
 Title: Superintendent  
 Date: \_\_\_\_\_

## SPED EXHIBIT A

### 1. Payments/Payment Schedule

A. The District will pay for the services that the District elects to be made available by the ESU to the District and for services rendered as follows:

(1) The estimated total cost of the services that the ESU will provide to the district is \$401,882.00. The District shall pay one-tenth of this amount (or \$40,188.20). The District shall be invoiced on the 25th of each month, beginning September 25, 2026 through June 25, 2027.

(2) By April 1, 2026, the District shall notify the ESU of the services that the District desires to be made available to the District by the ESU. If the District elects to have services made available, then the ESU shall notify the District of the District's anticipated proportionate expense, and the District shall pay over seven months its proportionate share of such services.

(3) The District shall also pay for the actual cost of services rendered under this Agreement. Therefore, on the final bill, invoiced on June 25th, the ESU shall make any necessary adjustments caused by prior overpayment or underpayment and issue a final billing statement accordingly.

(4) The final billing statement to the District shall serve as a final reconciliation of the amounts due from the District to the ESU.

B. The District agrees to pay the ESU for all amounts due within thirty (30) days of receipt of invoice.

C. The procedure for billing and payment for services products and deliverable shall be as specified in this exhibit.

## 2. Service Rates

### EARLY CHILDHOOD SERVICES

SERVICE	SERVICE CODE	PROJECTED	PER UNIT /STUDENT	AMOUNT
Early Childhood Special Educator	4011	11	\$5538	\$60914
Early Childhood Speech Therapy	4001	16	\$3550	\$56798
Occupational Therapy	4006	6	\$2853	\$17119
Physical Therapy	4005	5	\$2471	\$12356
		<i>CONTRACT</i>	<i>TOTAL:</i>	<i>\$147,187</i>

### LEVEL I SERVICES

SERVICE	SERVICE CODE	PROJECTED	ESTIMATED RATE	AMOUNT
Speech Therapy	4001	0.85	85.94	\$105195
School Psychologist	1002	-	95.12	\$0
Teacher Consultant	2001	-	93.04	\$0
Audiology	1003	0.04	75.97	\$1039
Deaf Education Consultant	2014	0.016	111.82	\$2576
Occupational Therapy	4006	19	2853.15	\$54210
Physical Therapy	4005	9	2471.15	\$22240
Mental Health Counselor	4071	-	99.32	\$0
Inservice	7001	-	50.00	\$0
Indirect Costs	N/A	-	-	\$860
Program Supervision	0001	-	139.87	\$0
Student Record System (SRS)	7003	-	499.00	\$993
		<i>CONTRACT</i>	<i>TOTAL:</i>	<i>\$187,113</i>

**LEVEL III SERVICES**

<b>SERVICE</b>	<b>SERVICE CODE</b>	<b>PROJECTED</b>	<b>AMOUNT</b>
Transition Day Program	4012	2	\$62582
Transition Day Indirect Costs	N/A	-	\$5000
	<i>CONTRACT</i>	<i>TOTAL:</i>	<i>\$67,582</i>

**ESTIMATED CONTRACT GRAND TOTAL: \$401,882**

\_\_\_\_\_  
District Superintendent Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
ESU Administrator Signature

\_\_\_\_\_  
Date



## EXHIBIT B

### EARLY CHILDHOOD SPECIAL EDUCATION (ECSE) Specialist

The Educational Service Unit (ESU) 16 shall provide an Early Childhood Special Education Specialist (ECSE) to the District in accordance with Nebraska Rules 51/52, the Individuals with Disabilities Education Act (IDEA), and applicable state and federal regulations. Services shall be delivered by a qualified ECSE team and include the following:

#### 1. ECSE Specialist Services

1.1. The ESU shall employ and provide an Early Childhood Special Education Specialist to provide services to eligible children birth through age five, as required by each child's IFSP or IEP, applicable laws and regulations, the Agreement, and this Exhibit.

1.2. ECSE services shall include special education and related services designed to meet the needs of young children with verified disabilities and may be delivered through a variety of service models, including:

- Preschool classroom instruction
- Home-based instruction
- Instruction in hospitals, institutions, or other appropriate settings
- Evaluation, assessment, identification, and verification conducted by the ECSE team

1.3. Services shall be provided using developmentally appropriate practices and aligned to IDEA Part C and Part B requirements, as applicable.

#### 3. Financial Terms

3.1. The District shall pay its proportionate share of costs incurred by the ESU to provide ECSE Specialist instruction including salary, applicable taxes, retirement, mileage, fringe benefits, and professional development.

3.2. The amount of services contracted shall be based on the number of children receiving ECSE services and billed at the approved rate for early childhood instruction, using the District's average cost per child.

3.3. Preparation time shall be consistent with that of District teaching staff.

3.4. ECSE Specialist services provided shall be billed at the NDE-approved rate, or as specified in this Exhibit.

#### 4. Instructional Materials and Equipment

4.1. Instructional materials and equipment shall be purchased and maintained by the ESU for use by ESU employees providing ECSE services under this Agreement.

4.2. All instructional materials and equipment shall be purchased and utilized on a regional basis for districts receiving ECSE services through the ESU.

## EXHIBIT B

### 5. Reporting and Compliance Support

5.1. The ESU shall assist the District with the development and submission of required reports, budget documents, and payment applications to the Nebraska Department of Education (NDE), as requested by the District.

## EXHIBIT C

### SPEECH THERAPY

The Educational Service Unit (ESU) 16 shall provide speech-language pathology services to the District in accordance with Nebraska Rules 51/52, the Individuals with Disabilities Education Act (IDEA), and applicable state and federal regulations. Services shall be delivered by, or under the supervision and direction of, a licensed Speech-Language Pathologist (SLP) and include the following:

#### **1. Assessment, Evaluation, and Program Support** (Rule 51/52 and IDEA Compliance)

1.1. The ESU shall employ and provide a Speech-Language Pathologist (SLP) to deliver speech-language services to eligible students as required by each student's IFSP or IEP, applicable laws and regulations, the Agreement, and this Exhibit.

1.2. The SLP shall assist the District with speech-language evaluations, reevaluations, and eligibility determinations, as required or permitted under Rules 51/52 and requested by the District.

1.3. The SLP shall participate as a member of the Multidisciplinary Team (MDT) and IEP/IFSP teams, including attendance at required meetings, to support compliant decision-making and service planning.

1.4. The SLP shall assist the District with the development, review, and revision of IFSPs and IEPs, including present levels, goals, service recommendations, and progress reporting related to speech-language needs.

#### **2. Direct and Indirect Student Services** (Instructional and Related Services)

2.1. The ESU shall provide direct speech-language therapy services to students in accordance with IFSPs and IEPs, using service delivery models appropriate to student needs.

2.2. Services may include individual or group therapy, consultation, collaboration with staff, and support for communication skills impacting educational access and participation.

2.3. A collaborative service delivery model may be implemented upon District request. If utilized, the District shall provide necessary release time to support effective collaboration.

2.4. The ESU shall provide, upon request, documentation of students served and services provided to support District recordkeeping and compliance.

#### **3. Consultation, Collaboration, and Supervision** (Team-Based Service Delivery)

3.1. The SLP shall collaborate with teachers, administrators, families, and related service providers to support data-based decision-making and aligned service delivery.

3.2. While providing services under this Agreement, the SLP shall be subject to the direction of District administrators, consistent with District policies and procedures.

## EXHIBIT C

3.3. The District shall provide appropriate space and scheduling support for service delivery. The District-developed schedule shall be subject to ESU approval.

### **4. Materials, Equipment, and Transportation**

4.1. As part of the Agreement cost, the ESU shall budget and bill up to \$50.00 per enrolled student for instructional materials and up to \$50.00 per enrolled student for equipment, unless otherwise adjusted by the District.

4.2. The District shall be responsible for the purchase and/or cost of any additional materials or equipment required. The ESU may make purchases on behalf of the District upon request and submission of a requisition.

4.3. Instructional materials or equipment shall remain the property of the District. Consumable materials (e.g., paper, writing utensils) shall be provided by the District.

4.4. The District shall be responsible for arranging and/or funding student transportation if speech-language services are provided at non-District locations.

### **5. Financial Terms**

5.1. The District shall pay its proportionate share of costs incurred by the ESU to provide speech-language pathology services, including salary, benefits, applicable taxes, retirement, mileage, and professional development.

5.2. Services shall be billed based on actual hours worked, including travel time, and based on the days per week requested by the District. Preparation time shall be consistent with that of District teaching staff.

5.3. Services shall be billed at the NDE-approved rate or as specified in this Exhibit.

## **EXHIBIT F**

### **AUDIOLOGY**

The Educational Service Unit (ESU) 16 shall provide audiology services to the District in accordance with Nebraska Rules 51/52, the Individuals with Disabilities Education Act (IDEA), the Nebraska Special Education Act, and applicable state and federal regulations. Services shall be delivered by a licensed Audiologist and include the following:

#### **1. Identification and Evaluation Services**

- 1.1. The ESU shall assist the District with the identification of students with suspected hearing concerns through screening, referral, and evaluation processes.
- 1.2. The Audiologist shall be responsible for providing comprehensive diagnostic audiological evaluations, including testing conducted in a sound-treated environment, as appropriate.
- 1.3. Audiological evaluations shall be used to support educational decision-making, including eligibility determinations, service planning, and instructional accommodations, as required under Rule 51/52 and IDEA.

#### **2. Consent and Materials**

- 2.1. The District, with assistance from the ESU, shall obtain informed parental consent prior to conducting any comprehensive diagnostic audiological evaluation, as required by Rules 51/52.
- 2.2. All testing instruments, equipment, and materials necessary for evaluation, assessment, identification, and verification shall be provided by the ESU at no additional cost to the District.

#### **3. Collaboration and Reporting**

- 3.1. The Audiologist shall collaborate with District staff, families, and relevant team members to explain evaluation results and support appropriate educational planning.
- 3.2. Upon request, the ESU shall provide the District with documentation of services provided, including evaluation reports necessary for compliance and team decision-making.

#### **4. Financial Terms**

- 4.1. The District shall pay its proportionate share of costs incurred by the ESU to provide audiology services, including salary, applicable taxes, retirement, mileage, fringe benefits, and professional development.
- 4.2. Cost distribution shall be based on the District's October 1 student membership, including application of a weighted student formula, as determined by the ESU.
- 4.3. Audiology services provided under this Program shall be billed at the NDE-approved rate, or as specified in this Exhibit.

## EXHIBIT F

## EXHIBIT G

### DEAF AND HARD OF HEARING CONSULTANT

The Educational Service Unit (ESU) 16 shall provide Deaf and Hard of Hearing (D/HH) education services to the District in accordance with Nebraska Rules 51 and 52, the Individuals with Disabilities Education Act (IDEA), the Nebraska Special Education Act, and applicable state and federal regulations. Services shall be delivered by a qualified Deaf and Hard of Hearing Consultant and include the following:

#### 1. Consultation, Program Planning, and Compliance Support

1.1. The ESU shall employ and provide a Deaf and Hard of Hearing Consultant to support District staff in meeting the unique educational needs of students who are deaf or hard of hearing and to assist with program planning and compliance as required by each student's IFSP or IEP.

1.2. Consultation services may include, but are not limited to:

- Assisting paraprofessionals and classroom teachers with program planning, instructional strategies, curriculum modification, and access to instructional resources
- Conducting observations, staffings, consultation, collaboration, and in-service training related to students who are deaf or hard of hearing
- Assisting with eligibility determination, accommodations, and service planning, including assessment of the need for sign language interpreter services
- Evaluating the effectiveness of instructional supports and communication strategies

#### 2. IEP/IFSP Support and Direct Services

2.1. The ESU shall assist the District with the development, review, and revision of IEPs and IFSPs for students who are deaf or hard of hearing, including attendance at required IEP/IFSP meetings by an ESU representative as required by Rules 51/52 or as reasonably requested by the District.

2.2. The Deaf and Hard of Hearing Consultant may provide direct services to students, when appropriate, based on IEP team determination.

#### 3. Coordination and Documentation

3.1. Consultation services shall be coordinated with the District Administrator or designee to ensure alignment with District needs and priorities.

3.2. Upon request, the ESU shall provide the District with a description of services provided, including program details and the number of students receiving D/HH services.

#### 4. Financial Terms

4.1. The District shall pay its proportionate share of costs incurred by the ESU to provide Deaf and Hard of Hearing education services, including salary, applicable taxes, retirement, mileage, fringe benefits, and professional development.

4.2. The amount of services contracted shall be based on the days per week or FTE contracted with the District for the current school year unless otherwise agreed upon.

## **EXHIBIT G**

4.3. Preparation time shall be consistent with that of District teaching staff.

4.4. Deaf and Hard of Hearing education services shall be billed at the NDE-approved rate, or as specified in this Exhibit.

## EXHIBIT H

### OCCUPATIONAL THERAPIST/PHYSICAL THERAPIST

The Educational Service Unit (ESU) 16 shall provide Occupational Therapy (OT) and Physical Therapy (PT) services to the District in accordance with Nebraska Rules 51/52, the Individuals with Disabilities Education Act (IDEA), and applicable state and federal regulations. Services shall be delivered by licensed Occupational Therapists and Physical Therapists, or by qualified support personnel acting under their supervision, and shall include the following:

#### 1. Evaluation and Program Support

1.1. The ESU shall contract and provide Occupational Therapy and Physical Therapy services for eligible students, birth through age 21, as required by each student's IFSP or IEP, applicable laws and regulations, the Agreement, and this Exhibit.

1.2. OT and PT services may include evaluation, assessment, and intervention related to fine motor, gross motor, sensory-motor, mobility, and functional performance needs that impact access to education.

1.3. The OT and/or PT shall assist the District with the development, review, and revision of IFSPs and IEPs, including present levels, goals, service recommendations, and progress reporting related to OT/PT needs.

1.4. The OT and/or PT shall participate as members of the MDT and IEP/IFSP teams, including attendance at required meetings as required by Rules 51/52 or as reasonably requested by the District.

#### 2. Direct and Indirect Student Services

2.1. OT and PT services shall be provided using a combination of direct and indirect service delivery models, as determined by the IEP or IFSP.

2.2. Services shall include collaboration and consultation with general education teachers, special education staff, paraeducators, families, and other service providers to support student access and participation in educational settings.

2.3. The ESU shall provide, upon request, a list of students served and services provided to support District documentation and compliance.

#### 3. Coordination and District Responsibilities

3.1. The District shall provide appropriate space for the delivery of OT and PT services to eligible students.

3.2. The District shall be responsible for arranging and/or funding student transportation if OT and/or PT services are provided at non-District locations.

3.3. While providing services under this Agreement, OT and PT personnel shall be subject to the direction of District administrators, consistent with District policies and procedures.

## EXHIBIT H

### 4. Financial Terms

4.1. The District shall pay its proportionate share of costs incurred by the ESU to provide OT and PT services.

4.2. OT and PT services are contracted through the ESU from an external provider. Costs shall be distributed based on the number of students served in each service area.

4.3. Services shall be billed monthly, based on the number of students served during the previous month.

4.4. OT and PT services provided under this Program shall be billed at the NDE-approved rate, or as specified in this Exhibit.

# EXHIBIT I

## IN-SERVICE TRAINING

The Educational Service Unit (ESU) 16 shall provide special education in-service training services to the District in accordance with **92 NAC 51**, **92 NAC 52**, the **Nebraska Special Education Act (Neb. Rev. Stat. § 79-1110 through 79-1167)**, the **Individuals with Disabilities Education Act (IDEA)**, and applicable state and federal regulations. Services shall include the following:

### **1. Training Services and Content (Rule 51/52 and IDEA Compliance)**

1.1. The ESU shall employ, retain, and/or provide qualified personnel to deliver training to District staff regarding the requirements and implementation of Rule 51/52, the Nebraska Special Education Act, IDEA, and corresponding regulations.

1.2. Training may include, but is not limited to, topics related to evaluation procedures, eligibility, IEP development, service delivery, compliance requirements, documentation, procedural safeguards, and district responsibilities under state and federal law.

### **2. Coordination and District Responsibilities**

2.1. The District shall coordinate and provide release time necessary for ESU and District personnel to attend and participate in in-service training.

2.2. District administration shall assist the ESU in arranging onsite training activities, including scheduling, facilities, and communication with District staff.

### **3. Contracts, Presenters, and Materials**

3.1. The ESU may prepare any additional contracts or agreements necessary to provide in-service training to District employees.

3.2. The ESU shall be responsible for payment to workshop presenters, including presenter fees, mileage, meal allowances, and necessary training materials.

### **4. Financial Terms**

4.1. The ESU's suggested budget of \$500.00 per school shall entitle the District to approximately ten (10) hours of special education in-service training.

4.2. The District may increase or decrease the budgeted amount, and such changes shall be reflected in the charges billed to the District.

4.3. In-service training shall be billed only when District staff attend a training session at a rate of \$50 for Consortium Districts and \$75 for Non-Consortium/Out of Unit Districts.

### **5. Technology Costs**

5.1. An additional charge for Student Record System (SRS) technology costs shall be assessed based on the number of students enrolled in the District.

5.2. The SRS fee shall be billed to the ESU through the Educational Service Unit Coordinating Council (ESUCC) and passed through to the District as part of the Agreement.

# EXHIBIT I

## EXHIBIT J

### INDIRECT COSTS

The District shall share in the costs of special education services that are non-reimbursable through the Nebraska Department of Education (NDE), in accordance with 92 NAC 51, applicable state and federal regulations, and the terms of the Agreement. These costs are necessary to support the administration and delivery of special education services but are not eligible for reimbursement.

#### 1. Non-Reimbursable Costs

1.1. Non-reimbursable costs may include, but are not limited to, building rentals, office space, office equipment, and other administrative expenses used to support special education services.

1.2. The District shall share proportionately in these non-reimbursable costs as part of the overall cost of providing special education services through the ESU.

#### 2. Allowable and Reimbursable Costs

2.1. The Nebraska Department of Education defines allowable and reimbursable special education costs under 92 NAC 51. All reimbursable costs must be documented, reasonable, necessary, and subject to audit.

2.2. Allowable and reimbursable costs include the following categories, as amended or modified by NDE:

- Personnel Salaries  
Salaries for special education personnel and clerical staff directly associated with special education services, as permitted under 92 NAC 51-010.
- Fringe Benefits  
The school district or approved cooperative share of fringe benefits for special education staff, limited to:
  - Social Security
  - Retirement programs
  - Workers' compensation
  - Health insurance
  - Life insurance
  - Long-term disability
  - Unemployment insurance
- In-Service and Professional Development Costs  
Allowable in-service costs must be directly related to special education programs and designed to support the professional growth of staff serving children with disabilities and their families.  
Allowable costs may include:
  - Presenter fees and related expenses
  - Mileage, room, and board for staff attending approved in-service programs
  - Substitute costs for staff attending approved training
  - Costs of workshops or training that directly assist educators in serving students with verified disabilities

## EXHIBIT J

- Costs not allowable include:
  - Tuition or expenses for college courses taken for credit
  - Costs of attending meetings where only organizational business is conducted
- Travel Costs  
Travel costs incurred by ESU special education staff in the delivery of special education programs and services.
- Instructional Equipment, Supplies, and Publications  
Instructional materials, assistive technology devices, equipment, supplies, and publications necessary to support:
  - Implementation of a student's IEP or IFSP
  - Evaluation or reevaluation of a student suspected of or verified with a disability
- Allowable costs may include printing, publication, and postage necessary to carry out Rule 51 requirements.

The following are not allowable reimbursable costs:

- Equipment, supplies, or publications used for administrative purposes
- Personal equipment or supplies
- When equipment or supplies are used for purposes beyond special education, only the prorated portion attributable to special education may be claimed for reimbursement.

### 3. Documentation and Accountability

3.1. All allowable and reimbursable costs shall be properly documented and maintained in accordance with Rule 51 requirements and shall be subject to audit by the Nebraska Department of Education or other authorized entities.

## EXHIBIT K

### SPECIAL EDUCATION DIRECTOR FOR PROGRAM SUPERVISION

The Educational Service Unit (ESU) 16 shall employ, retain, and/or provide qualified personnel to serve as the District's Special Education Director and to provide Program Supervision for the District's special education programs in accordance with 92 NAC 51, 92 NAC 52, the Nebraska Special Education Act (Neb. Rev. Stat. § 79-1110 through 79-1167), the Individuals with Disabilities Education Act (IDEA), and applicable state and federal regulations.

#### 1. Program Supervision and Leadership

1.1. The ESU shall provide program supervision and leadership for the District's special education programs to ensure compliance, consistency, and effective service delivery.

1.2. The Special Services Director shall provide services that may include, but are not limited to, the following:

##### A. Fiscal and Compliance Support

Provide assistance and guidance in the completion of required financial and compliance documentation, including budgets, final financial reimbursement, IDEA Consolidated Grant submissions, Maintenance of Effort (MOE) reports, and SRS/ADVISER uploads, as required by the Nebraska Department of Education (NDE).

##### B. Coordination of Services

Coordinate special education services available through the ESU, including assistance with referrals, placement decisions, student progress, and transportation considerations.

##### C. Staffing and Program Support

Arrange and support appropriate staffing for special education programs provided by the ESU and assist District special education teachers with concerns related to IEP implementation, curriculum planning, caseload size, Multi Tier Systems of Support Teams (MTSS), Student Assistance Teams (SATs), transition requirements, Rule 51 compliance, and data systems.

##### D. Supervision and Evaluation of Personnel

Provide supervision and evaluation of ESU personnel involved in the delivery of special education services to the District. The cost of supervision and evaluation is included within each contracted program at 8%.

##### E. Additional Required Services

Provide additional services required under Rule 51, Rule 52, IDEA, or other services reasonably requested by the District related to special education program supervision.

#### 2. Coordination and Documentation

2.1. Upon request, the ESU shall provide the District with a detailed description of program supervision services provided under this Exhibit.

## EXHIBIT K

### 3. Financial Terms

3.1. The District shall pay its proportionate share of costs incurred by the ESU to provide Program Supervision and Special Education Director services, including salary, applicable taxes, retirement, mileage, fringe benefits, and professional development.

3.2. The cost of Program Supervision shall be calculated as not less than eight percent (8%) of each special education program cost, unless otherwise specified.

3.3. For Districts that employ their own Director of Special Education, charges shall be limited to services outlined in Section 1.2-D only. The cost of these services is built into each contracted program at not less than eight percent (8%) of the program cost.

3.4. Services provided under the Special Education Director Program shall be billed at the NDE-approved rate, or as specified in this Exhibit.

CHAD DEWESTER  
*Network Operations Director*

ALISON SMITH  
*Teaching & Learning Director*

JENNIFER POHLSON  
*Special Services Director*



**JAMES McGOWN**  
*Administrator*

314 West 1st Street  
Ogallala, NE 69153

Phone: (308) 284-8481  
Fax: (308) 284-8483

1221 West 17th Street  
North Platte, NE 69101

Phone: (308) 534-2416  
Fax: (308) 534-5870

January 15, 2026

This contract is for services under the Every Student Succeeds Act (ESSA). The purpose of ESSA is to provide all children a significant opportunity to receive a fair, equitable, and high-quality education, and to close the educational achievement gaps. Title I falls under the ESSA umbrella and seeks to improve basic programs operated by state and local educational agencies.

1. A hard copy of the MOU is enclosed. If requesting services please sign and return it to ESU 16. Upon receipt, I will sign and return one copy to you for your district records. Deadline to return the contract is April 30. NDE is looking for a May 15 notification from us regarding who is contracting for Title I assistance. Those districts that may decide not to contract will be able to access NDE Federal Grants staff for assistance with Title I.

2. In May, Amber Lutz, Business Manager will be emailing budget and enrollment paperwork (fillable pdfs). We do these each year. These forms are the first steps in writing each district's Title I application and creating your district budget.

ESU will assess an administrative fee of 8% of your district allocation for contracted services provided. Please reach out if you have any questions or just need some clarification. We look forward to continuing our Title I collaboration.

James McGown

BOARD OF DIRECTORS BY DISTRICT:

# 1 Julie Boettcher, Hershey  
# 2 Jason Axthelm, Brady  
# 3 Bill McGahan, North Platte  
# 4 Robert Jones, Stapleton

# 5 Cheryl Bales, North Platte  
# 6 Grant Creager, North Platte  
# 7 Sherry Polk, North Platte  
# 8 Margaret "Sooky" Marks, Mullen

# 9 Judy Seger, Wallace  
# 10 Bill Eakins, Paxton  
# 11 John Frates, Brule  
# 12 Eileen Ohm, Arthur



## 2026-27 TITLE IA MEMORANDUM OF UNDERSTANDING

Educational Service Unit Number 16 (the “ESU”) and SUTHERLAND Public Schools (the “District”) (collectively, the “Parties”) hereby enter into this MOU for the benefit of both Parties and to comply with applicable laws and regulations regarding Title IA and other federal funds.

**1. ESU’s Support to the District.** The ESU and District intend to contract for the ESU to assist the District with its obligations related to its Title IA and other federal funds. As such, the ESU will provide supports and assistance to the District as the ESU has historically provided, including the following:

- a. Assist the District with development of School Wide and/or Targeted Assist Title I Planning as appropriate to the District;
- b. Assist District with development of annual grant application, submission and timely reimbursement requests;
- c. Assist the District with collecting, maintaining and reporting Time and Effort logs, Needs Assessments, on-site Title I monitoring visits, and the like;
- d. Provide appropriate ESU staff members to assist the District with monitoring and reporting;
- e. Facilitate trainings for District staff to understand monitoring, reporting and other program requirements;
- f. Make ESU staff available for any monitoring visits that occur at the District;
- g. Coordinate timely communications and updates from the Nebraska Department of Education; and
- h. Other services or supports as agreed to by both Parties.

**2. District’s Payment to the ESU.** In exchange for the ESU’s supports, services and staff time, the District will pay to the ESU an administrative fee of 8% of the district’s Title IA allocation. Such payment shall be made to the ESU by October 25, 2026. If the District fails to make such payment, then the ESU may, with or without notice, decline to provide the services and supports identified in this MOU.

**3. Other Services.** The Parties agree that this MOU is intended to be a guiding document, and not a detailed or itemized list of every service and support that the ESU will provide to the District. As such, the Parties agree to work together to identify what additional services and supports the ESU will provide to the District, and whether any such additional services and supports will necessitate an increased administrative fee to be paid by the District to the ESU. Both Parties agree that all such discussions will be conducted in good faith and in the best interests of both Parties.

**4. Risk and Liability.** Since the ESU will not operate the Title IA Cooperative any longer, the District hereby expressly acknowledges and agrees that it will indemnify and hold harmless the ESU from any fine, penalty or other sanction related to the District’s receipt, use,

monitoring, or reporting of Title IA or other federal funds. To the extent that the ESU incurs or has been advised that the ESU must pay any fine, penalty or other sanction related to the District's receipt, use, monitoring, or reporting of Title IA or other federal funds, then the District agrees to reimburse the ESU in the amount of such fine, penalty or sanction within 30 days of the ESU's payment of such fine, penalty or other sanction.

**5. Termination.** Either Party may immediately terminate this MOU upon written notice to the other Party.

**6. Lawful Provisions.** In the event that any provision of this MOU is deemed unlawful or contrary to any statute, regulation, or guidance by any applicable state or federal agency, such provision shall automatically be null and void but the remainder of this MOU shall remain in full force and effect.

**EDUCATIONAL SERVICE UNIT 16**

**SUTHERLAND PUBLIC SCHOOLS**

By: \_\_\_\_\_  
Name: James McGown  
Title: Administrator  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Date: \_\_\_\_\_

CHAD DeWESTER  
*Interim Network Operations Director*

JENNIFER POHLSON  
*Special Services Director*

ALISON SMITH  
*Teaching & Learning Director*



JAMES McGOWN  
*Administrator*

314 West 1st Street  
Ogallala, NE 69153  
Phone: (308) 284-8481  
Fax: (308) 284-8483

1221 West 17th Street  
North Platte, NE 69101  
Phone: (308) 534-2416  
Fax: (308) 534-5870

January 15, 2026

RE: 2026-27 Contract for Distance Educational Services with Southwest Nebraska  
Distance Education Network.

Enclosed is a contract for Distance Educational Services with ESU 16.

ESU 16 will continue to contract for the Distance Educational Services offered by the Southwest Nebraska Distance Education Network. Contract pricing will remain at the same rate as the 2025-26 contracting.

We look forward to any input you have in regard to the network and would like to thank you in advance for your continued involvement with SNDEN.

Thank you,

Chad DeWester  
Interim SNDEN Director  
(308) 464-0295

Enclosures (1) Contract for Distance Educational Services

BOARD OF DIRECTORS BY DISTRICT:

# 1 Julie Boettcher, Hershey  
# 2 Jason Axthelm, Brady  
# 3 Bill McGahan, North Platte  
# 4 Robert Jones, Stapleton

# 5 Cheryl Bales, North Platte  
# 6 Grant Creager, North Platte  
# 7 Sherry Polk, North Platte  
# 8 Margaret "Sooky" Marks, Mullen

# 9 Judy Seger, Wallace  
# 10 Bill Eakins, Paxton  
# 11 John Frates, Brule  
# 12 Eileen Ohm, Arthur



## EDUCATIONAL SERVICE UNIT NO. 16

### Telecommunications/Distance Education Contract

#### ESU 16- (Southwest Nebraska Distance Education Network)

THIS AGREEMENT is entered into by and between Educational Service Unit No. 16 ("ESU 16"), and Sutherland Public Schools ("District").

In consideration of the mutual covenants, the parties agree as follows:

**1. Scope of the Contract.** ESU 16 shall provide to the District "Distance Educational Services" which may include, but are not limited to, the following:

- Maintaining and supporting the transport of audio and video on the IP network.*
- Maintaining and supporting IP codec.*
- Maintaining and supporting distance education classroom equipment including all other related hardware.*
- Maintaining and supporting the scheduling and clearinghouse software in the distance learning classroom.*
- Providing network and program coordination.*
- Providing network scheduling of classes and events.*
- Providing instructor training for teachers, administrators, other staff, and community members using the distance learning classroom.*
- Providing troubleshooting expertise on IP video network.*

**2. Payment Terms/Payment Schedule.** The District shall pay ESU 16 for the 2026-27 school year TWENTY-THREE THOUSAND DOLLARS (\$23,000.00) per distance learning site used by the District no later than September 15, 2026. The District has one distance learning site(s), and thus, the District shall pay ESU 16 a total of \$23,000.00 for the 2026-27 school year ("Yearly Payment"). Upon mutual written agreement, the parties may adjust the Yearly Payment before such payment is due to reflect the prospective costs ESU 16 may incur in providing Distance Learning Services to the District during the next coming year. **[Note: The Yearly Payments are in consideration for only the Distance Educational Services provided by ESU 16 as set forth in section 1 of this Agreement. ESU 16 may, to the**

extent allowed by law, pass through to the District the non-discount charges billed to ESU 16 by other service providers for telecommunications and Internet access services rendered to the District pursuant to the District's participation in the ESU 16 Distance Learning E-rate Agreement, as authorized by the District in a Letter of Agency.]

**3. Reconciliation.** If, at the end of the term, the total amount paid by the District pursuant to this Agreement exceeds the costs incurred by ESU 16 in providing Distance Learning Services to the District during the entire term, then ESU 16 shall transfer said funds into the depreciation account for the amount in which the District's payments exceed ESU 16's costs. If, at the end of the term, the costs incurred by ESU 16 in providing Distance Learning Services to the District during the entire term exceed the amount paid by the District pursuant to this Agreement, then upon request by ESU 16, the District shall pay ESU 16 the amount in which such costs exceed the District's payments.

**4. Term.** This Agreement is effective beginning

July 1, 2026, and shall continue until 12:00 midnight (CST) on June 30, 2027, unless terminated earlier as provided by this Agreement or by law.

**5. Termination.**

A. Each party may terminate this Agreement if the other party breaches or is in default of any material obligation hereunder which default is incapable of cure, or which, being capable of cure, has not been cured within 30 days after receipt of written notice of such default or such additional cure period as the non-defaulting party may authorize in writing. Upon the termination of this Agreement, each party shall promptly return to the other party all papers, materials and other property of the other party then in its possession, including but not limited to all work in progress as is appropriate in its then existing form to the other party.

B. ESU 16 may terminate this Agreement without cause and cease offering Distance Learning Services at any time by providing thirty (30)

days written notice to the District. Upon termination under this subparagraph, ESU 16 shall reimburse the District in an amount equal to the difference between (1) the total amount the District has paid to ESU 16 pursuant to the Agreement, minus (2) the total costs incurred by ESU 16 for the Distance Learning Services provided to the District. ESU 16 shall not otherwise be liable to the District.

C. The District may terminate this Agreement without cause at any time by providing thirty (30) days written notice to ESU 16. In the event the District terminates this Agreement under this paragraph 8, the District shall immediately pay ESU 16 an amount equal to the difference between (1) the sum of (a) all Yearly Payments that have become due, plus (b) all Yearly Payments that would become due if this Agreement had not been terminated hereunder, minus (2) the total amount the District has paid to ESU 16 pursuant to the Agreement.

**6. Indemnification.** The parties agree to indemnify, defend, and hold each other harmless from any and all costs and liabilities arising from a breach or noncompliance of their obligations under this Agreement. The foregoing indemnification obligation shall continue notwithstanding the expiration or termination of this Agreement.

**7. Public Records.** The parties acknowledge that both parties must comply with Neb. Rev. Stat. § 84-712 through § 84-713 and release public records as defined law upon request, which may include this Agreement and all records created and maintained in relation to this Agreement.

**8. Nondiscrimination.** The parties and all subcontractors, if any, shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his race, color, religion, sex, disability, or national origin.

**9. Employment Eligibility Verification.** The parties shall use a federal immigration verification system to determine the work eligibility status of employees hired on or after October 1, 2009 and who are physically

performing services within the State of Nebraska. If the parties employ or contract with any subcontractor in connection with this Agreement, the contracting party shall include a provision in the contract requiring the subcontractor to use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska.

**10. Notice.** Each party giving any Notice (“Notice”) under this Agreement must give written Notice by personal delivery, registered or certified Mail (in each case, return receipt requested and postage prepaid), or nationally recognized overnight courier (with all fees prepaid.) Notice shall be sent to the following addressees at the following addresses:

ESU:           ESU No. 16  
  
                  Attn: Administrator  
  
                  314 W. First Street  
  
                  Ogallala, NE 69153

District:       Sutherland Public Schools  
  
                  Attn: Superintendent  
  
                  P.O. Box 217  
  
                  Sutherland, NE 69165

Notice is effective only if the party giving the Notice has complied with this section.

**11. Governing Law.** This Agreement is governed by and construed in accordance with the laws of the State of Nebraska.

**12. Entire Agreement.** The Agreement is the complete and exclusive expression of the parties' agreement on the matters contained in this Agreement. All prior and contemporaneous negotiations and agreements between the parties on the matters contained in this Agreement are expressly merged into and superseded by this Agreement.

**13. Amendments and Modifications.** The parties may amend or modify this Agreement only by a signed, written agreement by both parties that identifies itself as an amendment or modification to this Agreement. No other alternations in the terms of this agreement shall be valid or binding.

**14. Third Party Beneficiaries.** This Agreement does not and is not intended to confer any rights or remedies upon any person other than the signatories.

**15. Authority to Execute Agreement.** The individuals signing below represent and warrant that they are duly authorized to execute and deliver this Agreement on behalf of their respective entity and that this Agreement is binding upon their entity in accordance with its terms.

IN WITNESS WHEREOF the parties have executed this Agreement on the last date written below.

**[FOLLOWING PAGE IS SIGNATURE PAGE]**

**ESU**

**DISTRICT**

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

Name: James McGown

Name: Brett Webster

Title: Administrator

Title: Superintendent

Date: \_\_\_\_\_

Date: \_\_\_\_\_

ESU 16-(Southwest Nebraska Distance Education Network)

1/28/2026

Brett,

Thank you for your inquiry regarding a proposal for Strategic Planning for Sutherland Public Schools. The following proposal is submitted at your request.

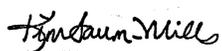
This proposal includes support from two facilitators for the entire process:

- Initial consultation meetings;
- Direction and support for SPS building their data book;
- Strategic plan renewal first session (2 full days);
- Action team leader training
- Coaching and support during action plan preparation & work (monthly phone calls/Zoom meetings & email correspondence);
- Strategic plan renewal second session (1 full day)

The fee for this proposal is \$15,000 to be split between two facilitators. The fee of \$10,000 would be due upon completion of the first session and \$5,000 upon completion of the second session. An optional two year update could be negotiated at that time. All meeting arrangements and all expenses associated with meetings and facilitator travel will be the responsibility of Sutherland Public Schools.

Listed on the second page is a sample outline of the Strategic Planning process. For your review, our bios are also included in this correspondence and references are available upon request.

We look forward to hearing from you!



Kim Saum-Mills, Ed.D.



Todd Tripple, Ed.D.

# Sutherland Public Schools - Strategic Planning Process

## Prepare for Planning (SPS Leadership)

- Communicate to stakeholders about planning & timeline
- Stakeholder input (conduct sessions/survey prior to first planning session, include results in report)
- Collect vital signs data - analyzed and compiled in report

## Build Strategic Planning Team (SPS Leadership)

- Made up of key internal and external stakeholders

## First Planning Session (2 full days)

- Introduction & Orientation to Strategic Planning
  - Determine Beliefs
  - Establish Parameters
  - Create or Revise Mission Statement
  - Conduct Internal & External Analysis
  - Determine Critical Issues
  - Define Objectives
  - Create Strategies

## Communicate Draft Plan (SPS Leadership)

- Share draft plan with all stakeholders

## Action Team Leader Training

- Review role of Action Team Leader
- Discuss Action Team Meetings
- Review meeting templates & experiences

## Action Plan Creation (SPS Leadership)

- Action Team meetings facilitated by SPS leaders, directed by external facilitator(s)
  - SPS leaders will guide stakeholders and research, create draft action plans and determine how to implement each strategy
- Monthly progress checks via Zoom Meeting with external facilitator(s)
- Weekly support of action team leaders via Google materials

## Second Planning Session (1 full day)

- Planning team will approve, modify or reject draft action plans
- Leave session with finalized Strategic Plan
- Leave session with implementation tools to implement Strategic Plan

## Obtain Board Approval (SPS Leadership)

- Establish implementation schedule

## Establish a culture of Strategic Action (SPS Leadership)

- Define roles and responsibilities according to Strategic Plan
- Conduct periodic reviews with Strategic Plan Updates

*SPS Leadership is responsible for the implementation of some action steps described above with the direction and guidance from the facilitators.*

### **Dr. Kim Saum-Mills**



Dr. Saum-Mills is a career educator who has worked as a high school and central office administrator since 1996. Prior to her administrative work in Millard Public Schools, she served as a high school English teacher at Fremont Senior High School. Her graduate degrees include a Master's and Doctorate in Educational Administration from the University of Nebraska-Lincoln.

Currently as the Associate Superintendent for Administration, Dr. Saum-Mills supervises the Strategic Planning process for Millard Public Schools and has supervised and facilitated site planning for 35 MPS schools. Kim also serves as an adjunct professor at the University of Nebraska-Omaha.

Dr. Saum-Mills provides private consulting that emphasizes leadership development, leadership coaching and systems improvement planning. Dr. Saum-Mills presents regionally and nationally at educational conferences and organizations. She is a trained Gallup Strengths Coach and leverages her top 5 Gallup strengths of Activator, Responsibility, Achiever, Competition, and Focus.

Kim and her husband Todd have one daughter (Faith). The Mills family is actively involved in their church and community. Working out and watching her daughter play softball are two of Kim's favorite hobbies.

Email: [ksaumills@gmail.com](mailto:ksaumills@gmail.com)

Cell Phone: (402) 504-0948

### **Dr. Todd Tripple**



Dr. Tripple has been in education for over 20 years. He began his career in western Nebraska as a Social Studies teacher at Mitchell High School in Mitchell, Nebraska. In 2005 he moved back to Omaha and served in Bellevue Public Schools for 10 years as a teacher, K-12 Coordinator of Curriculum & Instruction, and the Director of Professional Learning.

In 2016, Dr. Tripple began working for Millard Public Schools as the Director of Professional Learning and then as the Director of Strategic Projects & External Affairs where he had the privilege of representing Millard Public Schools at the Nebraska Legislature. Currently, Dr. Tripple serves MPS as the Assistant Superintendent for Educational Services. Todd also serves as an adjunct professor in the Education department at the University of Nebraska-Omaha. Dr. Tripple holds a Master's Degree and Doctorate in Educational Leadership from the University of Nebraska-Omaha.

Dr. Tripple provides private consulting focusing on leadership, coaching, change theory, and is a certified Fierce Conversations trainer. Dr. Tripple has presented regionally and nationally on a variety of topics all with a focus on professional learning and growth.

Todd enjoys running and watching his two children, Elliot and Townsend in show choir.

Email: [toddtripple@gmail.com](mailto:toddtripple@gmail.com)

Cell Phone: (402) 677-6291

# **SUTHERLAND PUBLIC SCHOOLS**

## **STRATEGIC PLANNING PROPOSAL**



# SUTHERLAND PUBLIC SCHOOLS

## SUPERINTENDENT OF SCHOOLS

Brett Webster

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## MEMBERS OF THE BOARD OF EDUCATION

Janet Mueller

Brandi Buscher

Shad Lantis

Tom Kelly

Kyle Stevenson

Eric Peterka

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## MISSION

Nurturing tomorrow's leaders through innovation, challenge, and accountability within a safe, supportive, and caring environment.



# STRATEGIC PLANNING PROPOSAL

## STRATEGIC PLANNING CONSULTING SERVICES

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### PRESENTED BY THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

John Spatz, NASB Executive Director

Marcia Herring, NASB Director of Board Leadership

Katie Corfield, Online Survey Specialist

Caden Frank, Board Leadership Associate

Ben Anderjaska, Board Leadership Engagement Associate

Stacie Higgins, Board Leadership Associate

Stephanie Summers, Board Leadership Associate

Avary Pansing Brooks, Board Leadership Engagement Associate

Becky Erdkamp, Board Leadership Engagement Associate

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## MISSION STATEMENT

The Nebraska Association of School Boards provides programs, services, and advocacy to strengthen public education for all Nebraskans.



November 3, 2025

Superintendent Webster and members of the Sutherland Public Schools Board of Education,

It is a privilege to share the NASB Strategic Plan Proposal with the Sutherland Public Schools Administrators and Board of Education. The NASB Board Leadership Department is pleased to provide a multitude of programs and services to our members, including the following strategic planning process.

The Association adopted protocol and procedures that are characteristic of a comprehensive planning process. The proposal outlines the scope and sequence that includes engagement of both internal and external stakeholders through online surveys, and purposeful focus group discussion. Our unique process ensures open and continuous communication with our staff, and a personalized strategic plan design that will meet the vision and expectations of administration and the Board of Education.

The NASB Board Leadership team represents a collective commitment to the time, resources, and values necessary to provide the optimum service needed to meet the defined timeline and to support the creation of a purposeful three-five-year plan to guide the district, align resources, and improve instruction and learning.

It would be our honor to partner with Sutherland Public Schools on this most important endeavor. I look forward to the opportunity to address questions and points of clarification as needed. Please feel free to contact me at 402-817-0296 at your convenience.

Respectfully submitted,

*Marcia R. Herring*

**Marcia R. Herring**  
**NASB Director of Board Leadership**



# DESCRIPTION OF SERVICES

## **DEVELOPMENT PERIOD:**

### **Engagement & SOC Meetings**

NASB will engage the Client in stakeholder engagement and Strategic Overview Committee meetings as needed and mutually agreed upon, to be conducted by the NASB Board Leadership Department. Reasonable travel expenses will be assessed.

### **Stakeholder Engagement & Data Analysis**

NASB will provide engagement via online surveys. The charge associated with the collection and analysis of data is based on school district enrollment, projected survey response rates, and the administrative management of survey responses.

### **Needs Analysis & Strategic Plan**

NASB will provide analysis, drafting, and planning work including the construction and presentation of a comprehensive Needs Analysis and necessary support for the district to edit the final Strategic Plan document before adopting, as well as the following:

- Define a timeline to support the board/district's intended outcome of Strategic Planning.
- Work collaboratively with the board/superintendent/district to define the internal/external stakeholders engagement process and procedures to meet the vision and expectations for Strategic Planning.
- Design communications for district approval.
- Provide administrative support and leadership through the planning process as requested by the board and/or superintendent.
- Prepare outcomes from the meetings for district web posting and distribution as directed.
- Compile and analyze stakeholder data along with extant data to summarize the needs and priorities for the District Needs Analysis.
- Compile Strategic Planning Framework with objectives, strategies, and recommended performance indicators to address realized district needs.

## **YEAR 1-4:**

### **Progress Analysis**

The NASB Strategic Planning process is facilitated as a cycle. After the adoption and implementation of the final strategic plan, a Progress Analysis is administered on an annual basis for the next four years. This yearly review provides the opportunity to recognize success and identify the remaining areas of need. Progress Analysis also includes these supports:

- Providing necessary services to support the coordination of district efforts in accomplishing the objectives, strategies, and action steps.
- Access to Board Leadership Strategic Plan Prioritization Survey



# SUTHERLAND PUBLIC SCHOOLS STRATEGIC PLANNING PROJECTED FEE

SUTHERLAND PUBLIC SCHOOLS STRATEGIC PLANNING PROJECTED FEE						
	Initial Development	Final Development	Year 1	Year 2	Year 3	Year 4
Strategic Planning Projected Fee:	\$2,940	\$1,960	-	-	-	-
Progress Analysis and Support Fee:	-	Optional Support Costs	\$1,000	\$1,000	\$1,000	\$1,000

**Sutherland Public Schools Enrollment: 283**  
**5 Year Minimum Fee: \$7,900\***

\*Note: The estimated cost does not include reasonable travel expenses. Up to an additional 30% of the Strategic Planning Fee may be charged if the district fails to complete the process according to the timeline agreed upon.

This proposal is valid until February 10, 2026. If not accepted by Sutherland Public Schools before the specific date, this proposal shall be deemed null and void, neither party shall have further obligations or liabilities arising from this proposal. If Sutherland Public Schools desires to accept the proposal after the expiration date, the parties may negotiate new terms and conditions, but any proposal after the expiration date shall not be binding unless expressly agreed to in writing by both parties.

