

Regular Meeting
Monday, January 12, 2026 6:30 PM
HPC Secondary- Polk BOE Room (Jan-June)
260 S Pine
Polk, NE 68654-0029

{{Name: Agenda Item Name}}

1. Call Meeting to Order

- 1.1. Public Meeting Announcement

- 1.2. Open Meetings Act Recognition

- 1.3. Board Member Attendance, Roll Call

- 1.4. Reorganize the HPC Board of Education for 2026

- 1.4.1. Board Reorganization

2002

Organization of the Board, Board Officers, Check Signing, and Committees

1. Membership, Term and Election

- a. The Board of Education shall comprise six members who will be elected at large.
- b. Those who wish to serve on the board shall file, be elected, and serve terms of office on the board according to law.

2. Internal Organization and Officers

a. President

- i. At the regular January meeting, the board shall elect from among its members a president who shall serve in that capacity for one year.
- ii. The president shall preside at all board meetings, and shall perform such other duties as may be prescribed by law or by action of the board.

b. Vice President

- i. At the regular January meeting, the board shall elect from among its members a vice president who shall serve in that capacity for one year.
- ii. The vice president shall preside in the absence of the president, and shall perform such other duties as are assigned by the board.

c. Secretary

- i. At the regular January meeting, the board shall elect a secretary who need not be a member of the board. The secretary shall serve in that capacity for one year. If the secretary is a member of the board, an assistant secretary may be named and his or her duties and compensation set by the board.

- ii. The secretary shall see that an accurate record of the proceedings of the board is kept, that a copy of the proceedings is provided to each board member and to the superintendent, and that a concise summary of each month's meeting is published along with a list of all approved claims. The secretary shall perform such other duties as are prescribed by law and assigned by the board.

d. Treasurer

- i. At the regular January meeting, the board shall elect, employ, or appoint a treasurer who need not be a member of the board if permitted by law. The treasurer shall serve in that capacity for one year, unless the board designates a longer term for the treasurer.
- ii. The treasurer may be designated to sign checks and certain other documents. The treasurer is the custodian of the monies of the district.
- iii. The treasurer shall give bond or equivalent insurance coverage payable to the district as prescribed by law with the cost of the bond being paid by the district.
- iv. The treasurer shall issue no warrant of payment of claim against the district until such claim has been duly authorized.

3. Signing and Authorizing Checks, Warrants, and other Instruments.

- a. Unless otherwise delegated by the board, the president and treasurer of the board shall sign checks, warrants, and other instruments of the district.
- b. The board may delegate another person to sign and validate any checks, warrants, and other instruments. Facsimile signatures of board members may be used.
- c. The board delegates that the vice president or secretary may sign any warrant in the absence of either the president or the secretary.

4. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:
 - i. If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.
 - ii. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.
 - iii. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

5. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics. The committee's duties shall be those prescribed by Nebraska statutes, which include:
 - i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
 - ii. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;

- iii. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
- iv. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
- v. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
- vi. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
- vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
 - 1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
 - 2. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or

3. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event;
- viii. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

6. Vacancies

- a. A vacancy on the board of education shall exist when any one of the following occurs:
 - i. A member submits his or her formal resignation from the board.
 - ii. A member removes himself or herself from the district or is absent from the district for a continuous period of sixty days.
 - iii. A member misses more than two consecutive regular board meetings unless excused by a majority of the remaining members.
 - iv. Such other reasons are set forth in Nebraska statutes.
- b. The board shall make note the vacancy in its minutes and shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term to (1) the election commissioner or county clerk, and (2) the public by published notice in a newspaper of general circulation in the district.
- c. Vacancies shall be filled in the manner set forth in Nebraska statutes.

Adopted on: 11/14/16

Revised on: 7-13-20

Reviewed on: 1/9/23, 7/10/23, 1/8/24, 1/13/25

1.4.2. Appoint Board Committee Members

1.4.3. District Legal Counsel

2014
Relationship with District Legal Counsel

The board will engage legal counsel to assist it and the administration in dealing with legal issues. When the district faces circumstances in which legal counsel may be needed between board meetings, the board president or superintendent may engage legal counsel on the board's behalf.

The superintendent and the board president shall have the authority to contact the school's legal counsel on behalf of the district. The superintendent may give other members of the administration permission to contact the district's legal counsel on an as-needed basis. Individual board members other than the president may not contact the district's legal counsel on behalf of the board without the approval of the board president or a majority of the board.

Any board member who contacts the district's legal counsel without board approval may be personally responsible for any legal fees incurred as a result of the unapproved contact.

The superintendent will, to the extent permitted by law, keep the board informed of matters in which the district's legal counsel is involved.

Adopted on: 7/8/19

Revised on: _____

Reviewed on: 1/9/23, 1/8/24, 1/13/25

1.4.4. Board Publication Procedure

2008 Meetings

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

2. Notice

The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public.

Publication Procedure if the Newspaper Will Be Finalized for Printing Prior to the Time and Date of the Meeting. Notice of regular and special meetings shall be (1) published in a newspaper of general circulation within the district that is finalized for printing prior to the time and date of the meeting, (2) posting on the newspaper's website, if available, and (3) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers.

Publication Procedure if the Newspaper Will Not Be Finalized for Printing Prior to the Time and Date of the Meeting. Notice of regular and special meetings shall be (1) posting on the newspaper's website, if available, and (2) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the school district's jurisdiction is to be finalized for printing prior to the time and date of the meeting.

Newspapers of general circulation in the district include the Aurora New-Register. Such notice shall contain a statement that the agenda shall be

readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting on the school district's website, posting in three prominent places within the school district, or by any other appropriate method designated by the board.

In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the school district will (1) post the notice on its website, if available, (2) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) post the notice in a conspicuous public place in the school district's jurisdiction. The school district will keep a written record of the posting.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay. Notice of the date, time, and location of the postponed meeting will be advertised as required in the "Notice" section above.

4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, the method(s) and date(s) of the meeting notice, and the substance of all matters discussed.
- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session,

and the record shall state how each member voted, or if the member was absent or not voting.

- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and shall be published on the school district's website within ten working days of the last meeting or prior to the next convened meeting, whichever occurs earlier. The minutes shall be available on the website for at least six months.

Adopted on: 7/10/17

Revised on: 6/13/22, 12/9/24, 7/14/25

Reviewed on: 1/9/23, 1/8/24, 1/13/25

1.5. Consent Agenda

- 1.5.1. Consider Minutes of Previous Meeting(s) and Their Approval (Appendix A)

Regular Meeting

The Regular monthly meeting of the High Plains Community Schools Board of Education was held on Monday, December 8, 2025 at HPC Elementary- Clarks BOE Room (June-Dec), 205 W. Pearl St., Clarks, NE 68628. The meeting was called to order at 7:00 AM.

Call Meeting to Order

Public Meeting Announcement

Open Meetings Act Recognition

A motion to excuse Dorinda Brown from the December 8th, 2025 board of education meeting Passed with a motion by Nathan Spurling and a second by Isaac Samuelson.
Yea 5 Nay 0

A motion to approve the consent agenda as presented for past minutes, bills, and financial statements Passed with a motion by Nathan Spurling and a second by Megan Pike.
Yea 5 Nay 0

Consider Minutes of Previous Meeting(s) and Their Approval

Consider Current Bills and Their Approval

Consider Financial Statements and Treasurer's Report

Activity Account Statements

Building Fund Account Statements

Depreciation Fund Account Statements

General Fund Account Statements

Nutrition Account Statements

HPC Student Council

Community Input

Discussion/Action Items

Administrator Reports

Elementary Principal Report: Principal Helgoth advised that student K-6 participated in MAP assessments in both English and Math and 3-6 included Science assessments. The Elementary hosted Karen Land on November 20th. Students are participating in Holiday of Giving at the Elementary also includes students collecting non-perishable food items this week. We appreciate the Merrick County Sheriff's Department including us in the Badges and Angels. Students will be creating holiday cards for the Midwest Assisted Living and Long Term care residents. HPC elementary participated in the NDOT's Name a Snow Plow Contest again this year. We held our public PK Advisory Committee meeting on December 5th. The K-12th grade Winter Music Program is on December 17th.

Junior High & High School Principal Report: Principal Fisher

- AQuESTT - NDE Education Profile has officially been released. The Polk Fire department conducted a walkthrough with us to examine possible threats that may occur. EducationQuest/FAFSA Night - On November 18th. MAP Testing for all 7th through 11th graders occurred on Monday, December 1st

through Thursday, December 4th. CRC One-Act Conference - Even though we didn't compete, we received a lot of praise from following school districts regarding the CRC conference on November 19th. FFA Blood Drive - Mrs Kraeger and the FFA program hosted the Blood Drive on 11/25 at the Activities Entrance in Polk.

AD Report Greg W Softball – All four schools appear committed to participating in the coop. Cross County will serve as the host site for all home contests. The team will be called the Polk County Aquinas Slammers.

JH Boys Basketball: We currently have 10 junior high boys. We need to decide whether we want to allow 6th graders to participate or move forward with the 8–9 boys we have. **JH FB:** I have been in communication with Fullerton, and they are interested in continuing the junior high football coop and playing 8-man again next year.

Superintendent Report Mr. Brown: Rule 10 Safety Audit was completed on November 24 by Mike Williams. 2024-25 Financial Audit was done by Abby Janzing, the report was sent out digitally. MAP, Food, & Hygiene drive is taking place this month. The NSAA Moratorium is from Dec. 24th-28th. The offices, schools, and gyms will all be closed. No practices will take place at this time. The Christmas tree in the Commons Area at the JH/HS was donated by Travis and Staci Forbis Family. The NRCSA Conference is March 18-20th in Kearney. The skidster was delivered on November 19th

Discussion on 2025 AQuESTT Scores

A motion to approve the Polk County and Aquinas Softball for the 2026-27 & 2027-28 seasons
Passed with a motion by Nathan Spurling and a second by Isaac Samuelson.
Yea 5 Nay 0

A motion to adjourn the meeting and set the next regular meeting for January 12th, 2026 at 6:30 PM.
Meeting adjourned at 8:15am. Passed with a motion by Nathan Spurling and a second by Megan Pike.
Yea 5 Nay 0

Submitted by

Chad Hoffman

Board Secretary

1.5.2. Consider Current Bills and Their Approval (Appendix B)

Board Report - Board

Posted - All; Fund Number 01; Processing Month 01/2026

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 01	Fund Number 01	General Fund	
AMAZON CAPITAL SERVICES	13P6-W96D-KFNC	December Billing	238.55
Total AMAZON CAPITAL SERVICES			<u>238.55</u>
ATS, LLC	3316	January & September Billing	17,968.00
Total ATS, LLC			<u>17,968.00</u>
AURORA NEWS REGISTER	20251215	Nov Board Report	203.69
Total AURORA NEWS REGISTER			<u>203.69</u>
BLACK HILLS ENERGY	20251230	December Billing	1,652.20
Total BLACK HILLS ENERGY			<u>1,652.20</u>
BLACK HILLS ENERGY	20251230	December Billing	1,187.13
Total BLACK HILLS ENERGY			<u>1,187.13</u>
Brandenburg, Alexander	20251230	Tuition Reimburse	2,508.00
Total Brandenburg, Alexander			<u>2,508.00</u>
CARL'S SKRAP	20260108	December Trash	420.00
Total CARL'S SKRAP			<u>420.00</u>
CARLSTROM ELECTRIC, LLC	3184	Concession Stand	244.44
Total CARLSTROM ELECTRIC, LLC			<u>244.44</u>
CASH-WA DISTRIBUTING	14948712	Custodial Supplies	77.70
Total CASH-WA DISTRIBUTING			<u>77.70</u>
CENTRAL VALLEY AG	20260105	December Invoices	2,104.96
Total CENTRAL VALLEY AG			<u>2,104.96</u>
CLARKS LUMBER	20251215	November and December Billing	783.78
Total CLARKS LUMBER			<u>783.78</u>
CORNERSTONE BANK	20251217	Yearly Rent of Deposit Box	15.00
Total CORNERSTONE BANK			<u>15.00</u>
CULLIGAN OF GRAND ISLAND	89131, 89341, 89488	December Billing	193.00
Total CULLIGAN OF GRAND ISLAND			<u>193.00</u>
CULLIGAN of YORK	20251229	Dec Billing	143.00
Total CULLIGAN of YORK			<u>143.00</u>
DIODE COMMUNICATIONS	20251215	December Billing	2,422.76
Total DIODE COMMUNICATIONS			<u>2,422.76</u>
EAKES OFFICE SOLUTIONS	20251229	December Billing	682.49
Total EAKES OFFICE SOLUTIONS			<u>682.49</u>
ECOLAB	20251230	December spraying	109.68
Total ECOLAB			<u>109.68</u>

Vendor Name	Invoice Number	Description	Amount
ECONOMY HOMETOWN MARKET	20251215	Food for FCS	292.37
Total ECONOMY HOMETOWN MARKET			<u>292.37</u>
EMERGENT 3 INC.	INV-2122	E3 Safety App and Service	2,000.00
Total EMERGENT 3 INC.			<u>2,000.00</u>
ENVIRONMENTALSERVICES INC.	2025-552	6 mo Asbestos Surveillance	877.68
Total ENVIRONMENTALSERVICES INC.			<u>877.68</u>
ESU #7	20251229	November SPED Billing	22,467.56
Total ESU #7			<u>22,467.56</u>
ESU 7 NETWORK SUPPORT	20260107	December Billing	9,516.11
Total ESU 7 NETWORK SUPPORT			<u>9,516.11</u>
ESU 7 PRODUCTION	20260108	Interpretation Services Haley Konze	137.50
Total ESU 7 PRODUCTION			<u>137.50</u>
ESU7	20251229	November LMHP Reg ED	3,209.56
Total ESU7			<u>3,209.56</u>
GO PHYSICAL THERAPY	20251215	December Billing	3,535.10
Total GO PHYSICAL THERAPY			<u>3,535.10</u>
Greater America Distributing	695988	Lock & Key 15103	56.34
Total Greater America Distributing			<u>56.34</u>
HAMILTON TELECOMMUNICATIONS	11110852	December Billing	180.10
HAMILTON TELECOMMUNICATIONS	11121133	December Billing	360.20
Total HAMILTON TELECOMMUNICATIONS			<u>540.30</u>
HINRICHS, MADISON	20251229	Continuing Education	1,514.40
Total HINRICHS, MADISON			<u>1,514.40</u>
HIRERIGHT, LLC	P1302540	November Background Check	414.50
Total HIRERIGHT, LLC			<u>414.50</u>
HOMETOWN LEASING	27988431526	January Billing	1,898.79
Total HOMETOWN LEASING			<u>1,898.79</u>
ISLAND SUPPLY WELDING CO	360504	December Billing	24.80
Total ISLAND SUPPLY WELDING CO			<u>24.80</u>
Jim's Food Central City Mall	20260106	December Charges	151.73
Total Jim's Food Central City Mall			<u>151.73</u>
KLINGSPORN, BRITTANY	20260106	Continuing Ed	1,514.40
Total KLINGSPORN, BRITTANY			<u>1,514.40</u>
KSB SCHOOL LAW	20450	December Billing	1,078.00
Total KSB SCHOOL LAW			<u>1,078.00</u>

Vendor Name	Invoice Number	Description	Amount
KWIK STOP	20260105	December Billing	491.43
Total KWIK STOP			<u>491.43</u>
M & O Door Metals, Inc	IN108984	Repair Elem Door	1,718.56
Total M & O Door Metals, Inc			<u>1,718.56</u>
MENARDS	15335, 16091, 16423,	December Billing	474.08
Total MENARDS			<u>474.08</u>
MID AMERICAN RESEARCH	204975, 204976	Custodial supplies	1,449.00
Total MID AMERICAN RESEARCH			<u>1,449.00</u>
MIDWEST ALARM SERVICES	526372	Service Call & Cell Dialer	710.00
Total MIDWEST ALARM SERVICES			<u>710.00</u>
Myer's Insurance Inc	3523	Insurance for Skidsteer	523.52
Total Myer's Insurance Inc			<u>523.52</u>
Nevco	0000271211	Repair Scoreboard	58.20
Total Nevco			<u>58.20</u>
NORTHEAST NEBRASKA TELEPHONE COMPANY	11016020	November Billing	437.57
Total NORTHEAST NEBRASKA TELEPHONE COMPANY			<u>437.57</u>
NORTHWEST EVALUATION ASSN	851068	MAP Growth K-12	1,025.25
Total NORTHWEST EVALUATION ASSN			<u>1,025.25</u>
ONE SOURCE	2022195836	Background Checks	115.00
Total ONE SOURCE			<u>115.00</u>
POLK CO HEALTH DEPT	December	November 2025	3,959.20
Total POLK CO HEALTH DEPT			<u>3,959.20</u>
POLK COUNTY RPPD	20251229	December Billing	3,313.81
Total POLK COUNTY RPPD			<u>3,313.81</u>
POLK LIGHT & WATER DEPT	20260106	December Billing	4,336.37
Total POLK LIGHT & WATER DEPT			<u>4,336.37</u>
RALLY AUTO PARTS	390705	Tape and seal crimp connector	361.57
Total RALLY AUTO PARTS			<u>361.57</u>
RASMUSSEN MECHANICAL SERVICES INC.	CON014865	Maint Agreement	8,102.48
Total RASMUSSEN MECHANICAL SERVICES INC.			<u>8,102.48</u>
SAM'S CLUB/SYNCHRONY BANK	20251229	Nov billing	3,114.69
Total SAM'S CLUB/SYNCHRONY BANK			<u>3,114.69</u>
SAPP BROTHERS PETROLEUM	IN4896476		10,389.74
Total SAPP BROTHERS PETROLEUM			<u>10,389.74</u>
Scenario Learning, LLC	INV124800	Annual Membership 9/25-8/26	1,850.00

Invoice Number	Description	Amount
Total Scenario Learning, LLC		<u>1,850.00</u>
SHENK, JACEY	Continuing Education	2,336.40
Total SHENK, JACEY		<u>2,336.40</u>
Sparq Data Solutions, Inc		4,100.00
Total Sparq Data Solutions, Inc		<u>4,100.00</u>
STRIV	2025 Website Services	995.00
Total STRIV		<u>995.00</u>
STROMSBURG SOFT WATER	11/7/2025 Delivery Polk	140.00
Total STROMSBURG SOFT WATER		<u>140.00</u>
SZATKO, DENNIS	Dec 30th Snow Removal	162.50
Total SZATKO, DENNIS		<u>162.50</u>
TONNIGES CHEVROLET, INC	Vehicle Repairs	2,269.18
Total TONNIGES CHEVROLET, INC		<u>2,269.18</u>
TRUCK CENTER COMPANIES	Courtesy Inspection - Dec	1,068.60
Total TRUCK CENTER COMPANIES		<u>1,068.60</u>
U.S. BANK	December Billing	6,748.90
Total U.S. BANK		<u>6,748.90</u>
US FOODS, INC (CUSTODIAL)	Janitorial Supplies	1,182.24
Total US FOODS, INC (CUSTODIAL)		<u>1,182.24</u>
VILLAGE OF CLARKS	December Billing	95.23
Total VILLAGE OF CLARKS		<u>95.23</u>
VYE BROADBAND	December Billing	513.00
Total VYE BROADBAND		<u>513.00</u>
WINDSTREAM	Dec Phone Bill	645.19
Total WINDSTREAM		<u>645.19</u>
WINDSTREAM	December Billing	184.02
Total WINDSTREAM		<u>184.02</u>
YANDA'S MUSIC & PRO AUDIO INC.	October Repair	453.23
Total YANDA'S MUSIC & PRO AUDIO INC.		<u>453.23</u>
Fund Number 01		<u>143,507.48</u>
Checking Account ID 01		<u>143,507.48</u>

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 08	Fund Number 08	Building Fund	
AMAZON CAPITAL SERVICES	13P6-W96D-KFNC2	December Billing	173.16
Total AMAZON CAPITAL SERVICES			<u>173.16</u>
CARLSTROM ELECTRIC, LLC	20260105	Replacement LED Lights	10,187.75
Total CARLSTROM ELECTRIC, LLC			<u>10,187.75</u>
Fund Number 08			<u>10,360.91</u>
Checking Account ID 08			<u>10,360.91</u>

High Plains Community Schools Payroll & Bills 2025-26

Month	Jan 2026			
	PAYROLL			
COMPANY	AMOUNT		COMPANY	AMOUNT
Cornestone Bank	\$172,625.87		Ameritas	\$489.82
BCBS	\$55,351.91		Emp. Benefit Fund	\$0.00
Cross County	\$2,080.53		125 Plan	\$1,019.99
Madison Nat. Life	\$368.35		General Fund	\$627.75
Union Bank & Trust	\$1,244.68		HSA Wood	\$128.15
EFTPS	\$44,968.73		Madison Nat. Life	\$149.78
NE. Dept. of Revenue	\$6,100.76		Mutual of Omaha	\$1,087.90
NPERS	\$34,521.74		Misc.	\$1,311.00
Total	\$317,262.57		Transamerica	\$328.33
			Total	\$5,142.72
PAYROLL TOTAL	\$322,405.29			
General Fund Bills	\$143,507.48			
Total Transfer	\$465,912.77			

1.5.3. Consider Financial Statements and Treasurer's Report (Appendix C)

1.5.3.1. Activity Account Statements

Fund: 55 Activities Fund K-6

<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>
55 1720	BOOKSTORE SALES	0.00	0.00	1,381.29	0.00	(1,381.29)
55 1790	Activity Income	0.00	0.00	894.65	0.00	(894.65)
Subtotal: LOCAL RECIEPTS		0.00	0.00	2,275.94	0.00	(2,275.94)
Fund Total:		0.00	0.00	2,275.94	0.00	(2,275.94)

Revenue Summary Report
Processing Month: 12/2025

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	0.00	0.00	2,275.94	0.00	(2,275.94)

01/06/2026 10:18 AM

User ID: SE

Vendor Name

Invoice Number

Description

Amount

Checking Account ID 55

Fund Number 55

Activities Fund K-6

HPC GENERAL FUND

Amazon Card

Lost and Found cart

106.51

Total HPC GENERAL FUND

106.51

Fund Number 55

106.51

Checking Account ID 55

106.51

Check Reconciliation Report

Batch Description: Elem Activities December 2025 Check Rec
Checking Account: 55 Activities K-6

Processing Month: 12/2025

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>	
	Statement Balance	12/31/2025	9,621.16	
<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
9,621.16	0.00	9,621.16	9,621.16	0.00

Cleared Automatic Payment Total:
Cleared Checks Total: 106.51
Cleared Direct Deposit Total:
Cleared Void Total:
Cleared Cash Receipt Total:
Cleared Manual Journal Entries Total:
Cleared Sales Journal Total:

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 05	Fund Number 05	Activity Fund 7-12	
4 SEASONS FUNDRAISING	10110543.1	FFA FRUIT FUNDRAISING	4,971.40
Total 4 SEASONS FUNDRAISING			<u>4,971.40</u>
ANDEL, KEVIN	REF BBALL	REF BBALL VS SHELBY R/C	160.00
Total ANDEL, KEVIN			<u>160.00</u>
BAKER, GRACIE	SPEECH INVITE JUDGE	SPEECH INVITE JUDGE 1/17/26	80.00
Total BAKER, GRACIE			<u>80.00</u>
BATTLE CREEK PUBLIC SCHOOLS	G WR ENTRY FEE	GIRLS WRESTLING ENTRY FEE 1/19/26	50.00
Total BATTLE CREEK PUBLIC SCHOOLS			<u>50.00</u>
CARTER, DEMEA	BBALL REF	BBALL REF VS NEWMAN GROVE/ST EDWARD	200.00
Total CARTER, DEMEA			<u>200.00</u>
CASH-WA DISTRIBUTING	14920880	CONCESSIONS SUPPLIES	301.44
CASH-WA DISTRIBUTING	14948710	WRESTLING TOURN HOSPITALITY ROOM FOOD	785.35
Total CASH-WA DISTRIBUTING			<u>1,086.79</u>
CEDAR BLUFFS PUBLIC SCHOOLS	G WR ENTRY FEE	GIRLS WRESTLING ENTRY FEE 1/31/26	60.00
Total CEDAR BLUFFS PUBLIC SCHOOLS			<u>60.00</u>
CROSSROADS AWARDS	SPEECH TEAM MEDALS	SPEECH INVITE MEDALS	285.90
Total CROSSROADS AWARDS			<u>285.90</u>
CROSSROADS CONFERENCE	CRC TOURN STREAMING	CRC TOURNAMENT STREAMING	150.00
Total CROSSROADS CONFERENCE			<u>150.00</u>
ELY FARMS LLC	FFA FUND PICKLED	FFA FUNDRAISER PICKLED ITEMS	565.25
Total ELY FARMS LLC			<u>565.25</u>
FIELDER, NICHOLAS	BBALL REF	BBALL REF VS NEBRASKA LUTHERAN	200.00
Total FIELDER, NICHOLAS			<u>200.00</u>
FUEHRER, CORY	SPEECH INVIGE JUDGE	SPEECH INVITE JUDGE 1/17/26	80.00
Total FUEHRER, CORY			<u>80.00</u>
GAMEONE	10535002	BOYS BBALL SHOOTING SHIRTS	520.58
Total GAMEONE			<u>520.58</u>
GERLACH, BRENDEN	BBALL REF 2/3/26	BBALL REF VS MERIDIAN	200.00
GERLACH, BRENDEN	REF BBALL	REF BBALL VS SHELBY R/C	160.00
Total GERLACH, BRENDEN			<u>360.00</u>
Harco Athletic Reconditioning, Inc	31672	FB HELMET RECONDITIONING	851.00
Total Harco Athletic Reconditioning, Inc			<u>851.00</u>

Vendor Name	Invoice Number	Description	Amount
HARMS, AMY	BBALL REF	BBALL REF VS CROSS COUNTY	200.00
Total HARMS, AMY			<u>200.00</u>
HENRICHS, CHERYL	SPEECH INVITE JUDGE	SPEECH INVITE JUDGE 1/17/26	80.00
Total HENRICHS, CHERYL			<u>80.00</u>
HINZ, LAURIE	SPEECH INVITE JUDGE	SPEECH INVITE JUDGE 1/17/26	80.00
Total HINZ, LAURIE			<u>80.00</u>
HOOD, JOSHUA	BBALL REF	BBALL REF VS CROSS COUNTY	200.00
Total HOOD, JOSHUA			<u>200.00</u>
HOWELL, ALLIE	SPEECH INVITE JUDGE	SPEECH INVITE JUDGE 1/17/26	80.00
HOWELL, ALLIE	SPEECH JUDGE	SPEECH JUDGE HAMPTON 1/31/26	80.00
Total HOWELL, ALLIE			<u>160.00</u>
HPC GENERAL FUND	CREDIT CARDS	CREDIT CARD CHARGES	3,592.95
Total HPC GENERAL FUND			<u>3,592.95</u>
IN THE SPOTLIGHT COSTUME SHOP LLC	FC2	COSTUME RENTAL AND DRESS PURCHASES	95.00
Total IN THE SPOTLIGHT COSTUME SHOP LLC			<u>95.00</u>
Kerkman, Bryce	BBALL REF	BBALL REF VS NEBRASKA LUTHERAN	200.00
Total Kerkman, Bryce			<u>200.00</u>
Kumm, David	BBALL REF	BBALL REF VS NEWMAN GROVE/ST. EDWARD	200.00
Total Kumm, David			<u>200.00</u>
MITTELSTADT, KIM	BBALL REF	BBALL REF VS MERIDIAN	200.00
Total MITTELSTADT, KIM			<u>200.00</u>
MONACO IV, ALFRED	BBALL REF	BBALL REF VS NEBRASKA LUTHERAN	200.00
Total MONACO IV, ALFRED			<u>200.00</u>
PEPSICO BEVERAGE SALES LLC	39744405	CONCESSIONS SUPPLIES	689.62
Total PEPSICO BEVERAGE SALES LLC			<u>689.62</u>
PERU THEATRE COMPANY	12162025	ONE ACT DISTRICT FEE	120.16
Total PERU THEATRE COMPANY			<u>120.16</u>
PLUMBTREE LANE	CHEER CAMP SHIRTS	CHEER CAMP SHIRTS	366.00
Total PLUMBTREE LANE			<u>366.00</u>
Rood, Randy	SPEECH INVITE JUDGE	SPEECH INVITE JUDGE 1/17/25	80.00
Total Rood, Randy			<u>80.00</u>
Schulte, Tom	REF BBALL	REF BBALL VS SHELBY R/C	160.00
Total Schulte, Tom			<u>160.00</u>

Vendor Name	Invoice Number	Description	Amount
Schuyler Public Schools	G WR ENTRY FEE	GIRLS WRESTLING ENTRY FEE 1/16/26	200.00
Total Schuyler Public Schools			<u>200.00</u>
SHICKLEY PUBLIC SCHOOL	17211	REPAIR SHOWER TREE IN LOCKER ROOM	280.00
Total SHICKLEY PUBLIC SCHOOL			<u>280.00</u>
SINDILAR, STONE	WR TOURN REF	WR TOURN REF	600.00
Total SINDILAR, STONE			<u>600.00</u>
TANK, RICKEY	SPEECH INVITE JUDGE	SPEECH INVITE JUDGE 1/17/26	80.00
Total TANK, RICKEY			<u>80.00</u>
ULFERTS, MARK	BBALL REF	BBALL REF VS CROSS COOUNTY	200.00
Total ULFERTS, MARK			<u>200.00</u>
WALSWORTH PUBLISHING CO	6-10723-0	2026 YEARBOOK FIRST DEPOSIT	2,686.44
Total WALSWORTH PUBLISHING CO			<u>2,686.44</u>
Westerholt, Tanner	BBALL REF	BBALL REF VS MERIDIAN	200.00
Total Westerholt, Tanner			<u>200.00</u>
WILD ROOTS GREENHOUSE & MARKET	FFA POINTSETTIAS	FFA POINTSETTIAS	185.25
Total WILD ROOTS GREENHOUSE & MARKET			<u>185.25</u>
WILSON, BRIAN	BBALL REF	BBALL REF VS NEWMAN GROVE/ ST EDWARD	200.00
Total WILSON, BRIAN			<u>200.00</u>
WOSTREL, ALYSSA	SPEECH INVITE JUDGE	SPEECH INVITE JUDGE 1/17/26	80.00
WOSTREL, ALYSSA	SPEECH JUDGE	SPEECH JUDGE HAMPTON MEET 1/31/26	80.00
Total WOSTREL, ALYSSA			<u>160.00</u>
Fund Number 05			<u>21,036.34</u>
Checking Account ID 05			<u>21,036.34</u>

Fund: 05 Activity Fund 7-12

Activity Fund

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704	FUND BALANCE	1,272.93	0.00	0.00	0.00	1,272.93
05 704 0101	FUND BALANCE 7-8 FOOTBALL	50.00	0.00	0.00	0.00	50.00
05 704 0102	FUND BALANCE 9-12 FOOTBALL	1,587.63	0.00	0.00	0.00	1,587.63
05 704 0103	FUND BALANCE 7-8 VOLLEYBALL	395.48	0.00	0.00	0.00	395.48
05 704 0104	FUND BALANCE 9-12 VOLLEYBALL	2,518.88	85.00	0.00	0.00	2,433.88
05 704 0105	FUND BALANCE 9-12 SOFTBALL	1,913.37	0.00	0.00	0.00	1,913.37
05 704 0106	FUND BALANCE 7-8 GIRLS BASKETBALL	50.00	0.00	0.00	0.00	50.00
05 704 0107	FUND BALANCE 7-8 BOYS BASKETBALL	50.00	0.00	0.00	0.00	50.00
05 704 0108	FUND BALANCE 9-12 GIRLS BASKETBALL	3,496.14	553.88	0.00	0.00	2,942.26
05 704 0109	FUND BALANCE 9-12 BOYS BASKETBALL	3,552.78	0.00	0.00	0.00	3,552.78
05 704 0110	FUND BALANCE 7-8 WRESTLING	220.00	0.00	0.00	0.00	220.00
05 704 0111	FUND BALANCE 9-12 WRESTLING	2,000.00	0.00	0.00	0.00	2,000.00
05 704 0112	FUND BALANCE 7-8 TRACK	894.60	0.00	0.00	0.00	894.60
05 704 0113	FUND BALANCE 9-12 TRACK	3,936.97	0.00	0.00	0.00	3,936.97
05 704 0114	FUND BALANCE 9-12 GOLF	1,888.46	0.00	0.00	0.00	1,888.46
05 704 0115	FUND BALANCE JH QUIZ BOWL	42.00	320.00	0.00	0.00	(278.00)
05 704 0150	FUND BALANCE CHEER	2,162.39	0.00	0.00	0.00	2,162.39
05 704 0165	FUND BALANCE CLASS OF 2029	3,424.16	0.00	0.00	0.00	3,424.16
05 704 0170	FUND BALANCE CLASS OF 2026	3,696.95	85.00	0.00	0.00	3,611.95
05 704 0171	FUND BALANCE CLASS OF 2027	3,051.75	879.00	1,650.00	0.00	3,822.75
05 704 0172	FUND BALANCE CLASS OF 2028	394.00	0.00	0.00	0.00	394.00
05 704 0200	FUND BALANCE CONCESSIONS	9,692.89	1,587.47	3,508.02	0.00	11,613.44
05 704 0250	FUND BALANCE ONE ACT	2,053.36	2,002.00	2,935.00	0.00	2,986.36
05 704 0300	FUND BALANCE FFA	27,498.40	371.00	9,451.32	0.00	36,578.72
05 704 0325	FUND BALANCE HALL OF FAME	1,484.45	0.00	0.00	0.00	1,484.45
05 704 0350	FUND BALANCE 7-12 PRINCIPAL	1,436.15	0.00	0.00	0.00	1,436.15
05 704 0400	FUND BALANCE STUDENT COUNCIL	2,047.55	31.96	255.00	0.00	2,270.59
05 704 0525	FUND BALANCE MUSIC DEPT	13,837.93	797.75	0.00	0.00	13,040.18
05 704 0550	FUND BALANCE NHS	415.86	0.00	0.00	834.14	1,250.00
05 704 0575	FUND BALANCE SPEECH	1,475.00	0.00	0.00	0.00	1,475.00
05 704 0600	FUND BALANCE CELEBRATION COMMITTEE	4,249.40	0.00	0.00	0.00	4,249.40
05 704 0625	FUND BALANCE WEIGHT ROOM	5,241.35	0.00	20.00	0.00	5,261.35
05 704 0650	FUND BALANCE WELLNESS	1,441.56	0.00	0.00	0.00	1,441.56
05 704 0675	FUND BALANCE YEARBOOK	20,057.92	0.00	0.00	0.00	20,057.92
05 704 0725	FUND BALANCE TRAINING ROOM	198.63	0.00	0.00	0.00	198.63
05 704 0775	FUND BALANCE MISC	60,456.26	26,209.35	4,029.08	(634.14)	37,443.85
	Fund Total: 05	188,187.20	32,922.41	21,848.42	0.00	177,113.21

Batch Description: December Check Reconciliation Activity Fund 2025
Checking Account: 05 Activity Fund

Processing Month: 12/2025

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
	Statement Balance	12/31/2025	199,345.63

Outstanding Checks

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
20759	BLACKBURN MFG CO	08/18/2025	111.54
20834	SHELLY GALLAGER	10/07/2025	125.00
20838	ROD RUYBALID	10/07/2025	125.00
20874	MARCUS ANDERSON	12/04/2025	300.00
20876	BRENNAN BASHUS	12/04/2025	600.00
20877	JARROD BAZATA	12/04/2025	600.00
20879	CHRISTIN BENSON	12/04/2025	300.00
20881	JACKIE BROWN	12/04/2025	300.00
20882	JACOB BROWN	12/04/2025	900.00
20883	JIMMY BUELL	12/04/2025	600.00
20885	CASH	12/04/2025	6,000.00
20888	CENTRAL VALLEY PUBLIC SCHOOLS	12/04/2025	120.00
20889	COLUMBUS HIGH SCHOOL	12/04/2025	600.00
20891	CROSS COUNTY SCHOOL	12/04/2025	125.00
20892	JAMES DROESCHER	12/04/2025	600.00
20894	WYNN FANGMEIER	12/04/2025	600.00
20895	Fillmore Central High School	12/04/2025	45.00
20897	Cory Gaston	12/04/2025	160.00
20900	JASON HANSEN	12/04/2025	300.00
20904	KEVIN JACOBSON	12/04/2025	600.00
20906	CALLIE KONICEK	12/04/2025	300.00
20908	LEVI LEWIS	12/04/2025	300.00
20909	LINCOLN JOURNAL STAR	12/04/2025	5.64
20910	DENISE MARSHALL	12/04/2025	1,050.00
20911	BRETT MAULER	12/04/2025	600.00
20913	Neligh-Oakdale Public School	12/04/2025	110.00
20914	BRONSON NEWBURN	12/04/2025	900.00
20915	OSCEOLA PUBLIC SCHOOLS	12/04/2025	150.00
20918	Platteview High School	12/04/2025	60.00
20919	Pleasanton High School	12/04/2025	150.00
20920	Ravenna Public Schools	12/04/2025	130.00
20924	DREW RIGGS	12/04/2025	900.00
20925	NICHOLAS SADD	12/04/2025	300.00
20926	Sandy Creek Public Schools	12/04/2025	30.00
20929	Schuyler Public Schools	12/04/2025	15.00
20931	EVAN SISEL	12/04/2025	600.00
20933	ALEX STEPANEK	12/04/2025	300.00
20934	PAXTON STERNBURG	12/04/2025	900.00
20935	MARK ULFERTS	12/04/2025	230.00
20936	SHELLY URKOSKI	12/04/2025	1,050.00
20941	WISNER-PILGER PUBLIC SCHOOLS	12/04/2025	150.00
20943	YORK HIGH SCHOOL	12/04/2025	200.00
20948	MATT WILKINSON	12/05/2025	230.00
20952	TRAVIS PINKELMAN	12/22/2025	200.00

Outstanding Checks

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
20953	Winnebago Public Schools	12/22/2025	50.00
		Total:	<u>22,022.18</u>

<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
199,345.63	(22,022.18)	177,323.45	177,113.21	210.24

Cleared Automatic Payment Total:	
Cleared Checks Total:	12,881.77
Cleared Direct Deposit Total:	
Cleared Void Total:	3,368.35
Cleared Cash Receipt Total:	21,848.42
Cleared Manual Journal Entries Total:	
Cleared Sales Journal Total:	

1.5.3.2. Building Fund Account Statements

Regular; Processing Month 12/2025; Accounts to Include Accounts with
Activity; Fund Number 08

Fund: 08 Building 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>
08 1100	TAXES	0.00	607.56	150,190.26	0.00	(150,190.26)
08 1115	CARLINE TAXES	0.00	0.00	134.38	0.00	(134.38)
08 1125	MOTOR VEHICLE TAXES	0.00	0.00	76.09	0.00	(76.09)
08 1510	INTEREST ON INVESTMENTS	0.00	7,591.77	28,185.00	0.00	(28,185.00)
Subtotal: LOCAL RECIEPTS		0.00	8,199.33	178,585.73	0.00	(178,585.73)
08 3180	PRO-RATE MOTOR VEHICLE	0.00	0.00	63.91	0.00	(63.91)
Subtotal: STATE RECEIPTS		0.00	0.00	63.91	0.00	(63.91)
Fund Total:		0.00	8,199.33	178,649.64	0.00	(178,649.64)

Revenue Summary Report
Processing Month: 12/2025

Regular; Processing Month 12/2025; Accounts to Include Accounts with
Activity; Fund Number 08

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	0.00	8,199.33	178,649.64	0.00	(178,649.64)

Batch Description: Dec 2025 BF Check Rec
Checking Account: 08

Processing Month: 12/2025
Building Fund

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>	
	Statement Balance	12/31/2025	2,964,552.02	
<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
2,964,552.02	0.00	2,964,552.02	2,964,552.02	0.00

Cleared Automatic Payment Total:
Cleared Checks Total:
Cleared Direct Deposit Total:
Cleared Void Total:
Cleared Cash Receipt Total: 8,199.33
Cleared Manual Journal Entries Total:
Cleared Sales Journal Total:

1.5.3.3. Depreciation Fund Account Statements

Regular; Processing Month 12/2025; Accounts to Include Accounts with
Activity; Fund Number 02

Fund: 02 Depreciation 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>
02 1510	INTEREST ON INVESTMENTS	0.00	1,334.09	5,047.66	0.00	(5,047.66)
	Subtotal: LOCAL RECIEPTS	0.00	1,334.09	5,047.66	0.00	(5,047.66)
02 5200	TRANSFERS	0.00	0.00	250,000.00	0.00	(250,000.00)
	Subtotal: NON-REVENUE RECEIPTS	0.00	0.00	250,000.00	0.00	(250,000.00)
	Fund Total:	0.00	1,334.09	255,047.66	0.00	(255,047.66)

Revenue Summary Report

Processing Month: 12/2025

User ID: ST

Regular; Processing Month 12/2025; Accounts to Include Accounts with
Activity; Fund Number 02

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	0.00	1,334.09	255,047.66	0.00	(255,047.66)

Batch Description: Dec 2025 Dep Check Rec
Checking Account: 02

Processing Month: 12/2025
Depreciation Fund

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>	
	Statement Balance	12/31/2025	520,907.74	
<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
520,907.74	0.00	520,907.74	520,907.74	0.00

Cleared Automatic Payment Total:
Cleared Checks Total:
Cleared Direct Deposit Total:
Cleared Void Total:
Cleared Cash Receipt Total: 1,334.09
Cleared Manual Journal Entries Total:
Cleared Sales Journal Total:

1.5.3.4. General Fund Account Statements

Regular; Processing Month 12/2025; Accounts to Include Accounts with Activity; Fund Number 01

Fund: 01 General Fund						
Account Number	Description	Revised Budget	During Month	To Date	% of Budget	Budget Balance
01 1100	LOCAL DISTRICT TAXES	4,953,000.00	3,761.69	929,812.92	18.77	4,023,187.08
01 1115	CARLINE/AIRLINE TAXES	5,000.00	0.00	831.98	16.64	4,168.02
01 1120	Public Power District Sales Tax	11,000.00	0.00	0.00	0.00	11,000.00
01 1125	MOTOR VEHICLE TAXES	200,000.00	17,591.75	54,213.19	27.11	145,786.81
01 1510	INTEREST ON LOCAL REVENUE	28,000.00	6,100.38	27,425.84	97.95	574.16
01 1740	FEES	0.00	(9.27)	(78.17)	0.00	78.17
01 1910	RENTAL OF SCHOOL FACILITIES	0.00	0.00	9,324.19	0.00	(9,324.19)
01 1911	LOCAL LICENSE FEES	800.00	0.00	1,330.00	166.25	(530.00)
01 1925	CATEGORICAL GRANTS FROM CORPORATIONS & O	290.00	0.00	0.00	0.00	290.00
01 1980	REFUND PRIOR YEAR EXPENSES	0.00	0.00	627.75	0.00	(627.75)
01 1990	OTHER LOCAL RECEIPTS	15,500.00	0.00	0.00	0.00	15,500.00
Subtotal: LOCAL RECIEPTS		5,213,590.00	27,444.55	1,023,487.70	19.63	4,190,102.30
01 2110	COUNTY FINES & LICENSE FEE	15,000.00	1,292.63	5,566.62	37.11	9,433.38
01 2210	ED SERVICE UNIT RECEIPTS	0.00	0.00	1,160.00	0.00	(1,160.00)
Subtotal: COUNTY AND ESU RECEIPTS		15,000.00	1,292.63	6,726.62	44.84	8,273.38
01 3110	STATE AID	343,742.00	85,660.75	191,056.41	55.58	152,685.59
01 3120	SPECIAL EDUCATION	150,000.00	0.00	242.35	0.16	149,757.65
01 3125	SPECIAL ED-TRANS	5,000.00	0.00	0.00	0.00	5,000.00
01 3131	RELIEF TO PROPERTY TAXPAYE	310,000.00	0.00	0.00	0.00	310,000.00
01 3180	PRO-RATE MOTOR VEHICLE	9,000.00	0.00	9.52	0.11	8,990.48
01 3400	STATE APPORTIONMENT	35,000.00	0.00	0.00	0.00	35,000.00
01 3512	QUALITY ED GRANT	2,000.00	0.00	0.00	0.00	2,000.00
01 3535	HIGH ABILITY LEARNERS	2,500.00	0.00	0.00	0.00	2,500.00
Subtotal: STATE RECEIPTS		857,242.00	85,660.75	191,308.28	22.32	665,933.72
01 4212	Title II	0.00	0.00	64.64	0.00	(64.64)
01 4310	REAP	0.00	0.00	19,347.00	0.00	(19,347.00)
01 4505	TITLE I	27,000.00	0.00	35,774.00	132.50	(8,774.00)
01 4524	OTHER FEDERAL NON-CATEGORICAL REC	89,000.00	0.00	11,668.51	13.00	77,431.49
01 4708	MEDICAID IN PUBLIC SCHOOLS	4,400.00	0.00	0.00	0.00	4,400.00
01 4709	MEDICAID ADMIN ACTIVITIES	14,000.00	0.00	0.00	0.00	14,000.00
Subtotal: FEDERAL RECEIPTS		134,400.00	0.00	66,754.15	49.67	67,645.85
01 5200	TRANSFERS	0.00	(1,145.40)	2,299,482.35	0.00	(2,299,482.35)
01 5690	OTHER NON-REVENUE RECEIPTS	0.00	0.01	0.01	0.00	(0.01)
Subtotal: NON-REVENUE RECEIPTS		0.00	(1,145.39)	2,299,482.36	0.00	(2,299,482.36)
01 9000	NON-PROGRAM RECEIPTS	0.00	0.00	(519,335.69)	0.00	519,335.69
Subtotal: NON-PROGRAM RECEIPTS		0.00	0.00	(519,335.69)	0.00	519,335.69
Fund Total:		6,220,232.00	113,252.54	3,068,423.42	49.33	3,151,808.58

Revenue Summary Report

Processing Month: 12/2025

Regular; Processing Month 12/2025; Accounts to Include Accounts with
Activity; Fund Number 01

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	6,220,232.00	113,252.54	3,068,423.42	49.33	3,151,808.58

Batch Description: Dec 2025 Premier Check Rec
Checking Account: 03

Processing Month: 12/2025
Premier 151

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
	Statement Balance	12/31/2025	2,075,131.47

Outstanding Deposits and Manual Journal Entries

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
	Merchant Income correction	01/31/2024	(11.19)
	01/30/2024 Receipts	01/30/2024	(11.19)
	01/31/2024 Receipts	01/31/2024	24.00
	correction	08/31/2025	0.37
	Reversal: Adjust Posted Entry	11/28/2025	(325.24)
	11/28/2025 Receipts	11/28/2025	337.00
	Reversal: Adjust Posted Entry	11/28/2025	(11.76)
	Total:		<u>1.99</u>

<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
2,075,131.47	1.99	2,075,133.46	2,075,133.46	0.00

Cleared Automatic Payment Total:
 Cleared Checks Total:
 Cleared Direct Deposit Total:
 Cleared Void Total:
 Cleared Cash Receipt Total: (349,199.79)
 Cleared Manual Journal Entries Total:
 Cleared Sales Journal Total:

Batch Description: Dec 2025 GL Check Rec
Checking Account: 01

Processing Month: 12/2025
General 136

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
	Statement Balance	12/31/2025	214,724.00

Outstanding Automatic Payments

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
113228	NEBRASKA SCHOOL RETIREMENT SYS	12/15/2025	34,651.80
	Total:		<u>34,651.80</u>

Outstanding Checks

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
35418	ONE SOURCE	09/08/2025	57.00
37738	Coquina Labs Inc	12/08/2025	1,704.02
37756	KSB SCHOOL LAW	12/08/2025	1,540.00
935235	CORNERSTONE BANK	12/15/2025	576.28
	Total:		<u>3,877.28</u>

Outstanding Deposits and Manual Journal Entries

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
	correction	09/30/2025	0.01
	Correction: Adjust Posted Entry	11/28/2025	325.24
	Total:		<u>325.25</u>

<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
214,724.00	(38,203.83)	176,520.17	176,520.17	0.00

Cleared Automatic Payment Total:	90,914.02
Cleared Checks Total:	364,248.92
Cleared Direct Deposit Total:	(173,015.45)
Cleared Void Total:	
Cleared Cash Receipt Total:	524,101.82
Cleared Manual Journal Entries Total:	
Cleared Sales Journal Total:	

Regular; Processing Month 12/2025; Accounts to Include Accounts with
Activity; Fund Number 56

Fund: 56 Petty Cash 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>
56 1510	INTEREST ON INVESTMENTS	0.00	92,004.25	92,012.56	0.00	(92,012.56)
	Subtotal: LOCAL RECIEPTS	0.00	92,004.25	92,012.56	0.00	(92,012.56)
56 5200	LONG TERM LOANS	0.00	0.00	5,000.00	0.00	(5,000.00)
	Subtotal: NON-REVENUE RECEIPTS	0.00	0.00	5,000.00	0.00	(5,000.00)
	Fund Total:	0.00	92,004.25	97,012.56	0.00	(97,012.56)

Revenue Summary Report

Processing Month: 12/2025

User ID: ST

Regular; Processing Month 12/2025; Accounts to Include Accounts with
Activity; Fund Number 56

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	0.00	92,004.25	97,012.56	0.00	(97,012.56)

Batch Description: Dec 2025 Petty Check Rec
Checking Account: 56

Processing Month: 12/2025
Petty Cash fund

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>	
	Statement Balance	12/31/2025	8,310.15	
<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
8,310.15	0.00	8,310.15	8,310.15	0.00

Cleared Automatic Payment Total:
Cleared Checks Total: 91,303.13
Cleared Direct Deposit Total:
Cleared Void Total:
Cleared Cash Receipt Total: 92,004.25
Cleared Manual Journal Entries Total:
Cleared Sales Journal Total:

Regular; Processing Month 12/2025; Accounts to Include Accounts with
Activity; Fund Number 57

Fund: 57 125 Plan

<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>
57 1510	INTEREST ON INVESTMENTS	0.00	30.06	101.42	0.00	(101.42)
	Subtotal: LOCAL RECIEPTS	0.00	30.06	101.42	0.00	(101.42)
57 5301	INSURANCE ADJUSTMENTS	0.00	0.00	(4,953.95)	0.00	4,953.95
	Subtotal: NON-REVENUE RECEIPTS	0.00	0.00	(4,953.95)	0.00	4,953.95
57 9000	NON-PROGRAM RECEIPTS	0.00	987.74	2,695.46	0.00	(2,695.46)
	Subtotal: NON-PROGRAM RECEIPTS	0.00	987.74	2,695.46	0.00	(2,695.46)
	Fund Total:	0.00	1,017.80	(2,157.07)	0.00	2,157.07

Revenue Summary Report

Processing Month: 12/2025

Regular; Processing Month 12/2025; Accounts to Include Accounts with
Activity; Fund Number 57

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	0.00	1,017.80	(2,157.07)	0.00	2,157.07

Batch Description: Dec 2025 125 Plan Check Rec
Checking Account: 57 125 Plan

Processing Month: 12/2025

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>	
	Statement Balance	12/31/2025	11,994.75	
<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
11,994.75	0.00	11,994.75	11,994.75	0.00

Cleared Automatic Payment Total: 50.00
Cleared Checks Total:
Cleared Direct Deposit Total:
Cleared Void Total:
Cleared Cash Receipt Total: 1,017.80
Cleared Manual Journal Entries Total:
Cleared Sales Journal Total:

Regular; Processing Month 12/2025; Accounts to Include Accounts with
Activity; Fund Number 59

Fund: 59 Payroll Account						
<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>
59 1510	INTEREST ON INVESTMENTS	0.00	133.54	375.62	0.00	(375.62)
	Subtotal: LOCAL RECIEPTS	0.00	133.54	375.62	0.00	(375.62)
59 5200	LONG TERM LOANS	0.00	0.00	265.06	0.00	(265.06)
	Subtotal: NON-REVENUE RECEIPTS	0.00	0.00	265.06	0.00	(265.06)
59 9000	NON-PROGRAM RECEIPTS	0.00	(576.26)	4,469.06	0.00	(4,469.06)
	Subtotal: NON-PROGRAM RECEIPTS	0.00	(576.26)	4,469.06	0.00	(4,469.06)
	Fund Total:	0.00	(442.72)	5,109.74	0.00	(5,109.74)

Revenue Summary Report

Processing Month: 12/2025

Regular; Processing Month 12/2025; Accounts to Include Accounts with
Activity; Fund Number 59

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	0.00	(442.72)	5,109.74	0.00	(5,109.74)

Batch Description: Dec 2025 Payroll Check Rec
Checking Account: 59

Payroll Account
Processing Month: 12/2025

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>	
	Statement Balance	12/31/2025	20,509.48	
<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
20,509.48	0.00	20,509.48	20,509.48	0.00

Cleared Automatic Payment Total:
Cleared Checks Total:
Cleared Direct Deposit Total:
Cleared Void Total:
Cleared Cash Receipt Total: (442.72)
Cleared Manual Journal Entries Total:
Cleared Sales Journal Total:

2025-26	General Fund Expenditures:				
Month	Bills/Expenses	Payroll	Monthly Total	YTD Expend.	% Spent
Sept.	\$52,267.05	\$356,498.06	\$408,765.11	\$408,765.11	5.79%
Oct.	\$168,664.78	\$343,130.73	\$511,795.51	\$920,560.62	13.03%
Nov.	\$167,998.01	\$343,810.53	\$511,808.54	\$1,432,369.16	20.27%
Dec.	\$131,084.10	\$325,105.30	\$456,189.40	\$1,888,558.56	27.65%
Jan.	\$143,507.48	\$322,405.29	\$465,912.77	\$2,354,471.33	33.33%
Feb.					
March					
April					
May					
June					
July					
Aug					
Aug/EOY					
	YTD Expend	YTD Revenue		Cash Balance	
Activities					
Elem Act					
Empl Ben					
Depreciation					
Building					
Nutrition					
	General Fund Budget	\$7,065,000.00	2025-26 Operating Budget	100% (Through the Budget)	42%
		\$6,830,500.00	2024-25 Operating Budget		
			Average Monthly Bills =		\$470,894.27

Prior Years:	Balances	Balances:	Balances:			
Fund Name:	24-25 Year	23-24 Year	22-23 Year			
Building	\$2,421,662.54	\$2,126,001.00	\$1,696,574.93			
Depreciation	\$471,374.65	\$473,167.00	\$274,343.87			
Building	\$2,602,707.55	\$2,342,301.09	\$1,750,560.81			
Depreciation	\$464,811.44	\$425,614.02	\$274,399.11			
Building	\$2,665,322.57	\$2,140,472.34	\$1,745,100.83			
Depreciation	\$464,910.41	\$425,707.31	\$274,455.49			
Building	\$2,677,761.46	\$2,154,600.52	\$1,738,498.33			
Depreciation	\$465,002.76	\$425,794.78	\$274,511.88			
Building	\$2,679,886.80	\$2,155,772.64	\$1,925,013.78			
Depreciation	\$465,104.68	\$426,029.38	\$240,574.95			
Building	\$2,759,067.28	\$2,337,122.10	\$2,064,614.20			
Depreciation	\$453,965.17	\$384,713.64	\$240,621.09			
Building	\$2,999,762.57	\$2,451,242.21	\$1,665,574.86			
Depreciation	\$436,470.31	\$384,793.51	\$222,821.09			
Building	\$2,521,862.58	\$2,061,028.82	\$1,769,350.83			
Depreciation	\$436,562.99	\$384,869.94	\$222,914.43			
Building	\$2,531,822.13	\$2,097,984.45	\$2,003,585.24			
Depreciation	\$374,377.40	\$384,954.30	\$203,175.47			
Building	\$2,829,167.75	\$2,403,650.81	\$2,126,191.80			
Depreciation	\$374,454.33	\$385,036.04	\$193,152.25			
Building	\$2,832,278.13	\$2,480,675.93	\$2,133,518.31			
Depreciation	\$374,533.84	\$377,532.93	\$182,948.53			
Building	\$2,842,958.83	\$2,449,366.28	\$2,128,411.06			
Depreciation	\$375,437.24	\$373,854.28	\$182,948.53			

1.5.3.5. Nutrition Account Statements

Fund: 06 Lunch 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>
06 1510	INTEREST ON INVESTMENTS	0.00	125.68	501.60	0.00	(501.60)
06 1611	DAILY SALES-SCHOOL LUNCH PROGRAM	0.00	7,746.61	37,077.11	0.00	(37,077.11)
06 1630	Revenue Special Functions	0.00	73.20	73.20	0.00	(73.20)
06 1920	CONTRIBUTIONS & DONATIONS	0.00	300.00	300.00	0.00	(300.00)
	Subtotal: LOCAL RECIEPTS	0.00	8,245.49	37,951.91	0.00	(37,951.91)
06 3150	STATE REIMBURSEMENT(OF NUTRITION PROG)	0.00	6,071.02	10,684.26	0.00	(10,684.26)
06 3200	GRANTS	0.00	0.00	483.85	0.00	(483.85)
	Subtotal: STATE RECEIPTS	0.00	6,071.02	11,168.11	0.00	(11,168.11)
06 4210	FEDERAL NUTRITION PROGRAM	0.00	0.00	16,231.13	0.00	(16,231.13)
	Subtotal: FEDERAL RECEIPTS	0.00	0.00	16,231.13	0.00	(16,231.13)
06 5200	TRANSFER FROM GENERAL FUND	0.00	0.00	45,000.00	0.00	(45,000.00)
	Subtotal: NON-REVENUE RECEIPTS	0.00	0.00	45,000.00	0.00	(45,000.00)
	Fund Total:	0.00	14,316.51	110,351.15	0.00	(110,351.15)

Revenue Summary Report
Processing Month: 12/2025

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	0.00	14,316.51	110,351.15	0.00	(110,351.15)

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 06	Fund Number 06	Lunch Fund	
CASH-WA DISTRIBUTING	14890145	Polk Food	596.32
CASH-WA DISTRIBUTING	14899109	Polk Food	340.24
CASH-WA DISTRIBUTING	14905958	Polk Food	1,000.01
CASH-WA DISTRIBUTING	CM3918519	Polk Food	(42.62)
Total CASH-WA DISTRIBUTING			<u>1,893.95</u>
CASH-WA DISTRIBUTING	14899110	Non Food Polk	83.00
CASH-WA DISTRIBUTING	14905957	Non Food Polk	21.85
Total CASH-WA DISTRIBUTING			<u>104.85</u>
CASH-WA DISTRIBUTING	14894003	Clark Non Food	72.35
Total CASH-WA DISTRIBUTING			<u>72.35</u>
CASH-WA DISTRUBUTING	14894006	Clarks Food	621.71
CASH-WA DISTRUBUTING	14902063	Clarks Food	598.40
Total CASH-WA DISTRUBUTING			<u>1,220.11</u>
ENGLER, SARAH	Farm Eggs	Farm Eggs for kitchen	93.00
Total ENGLER, SARAH			<u>93.00</u>
HILAND DAIRY FOODS	20251204	Milk both sites	1,427.45
Total HILAND DAIRY FOODS			<u>1,427.45</u>
HPC GENERAL FUND	Amazon	Amazon-waffle maker,toaster, grinder	156.97
HPC GENERAL FUND	Kitchen wage Reimb.	Kitchen wage Reimb. Oct and Nov pay	27,497.74
Total HPC GENERAL FUND			<u>27,654.71</u>
US FOODS-GRAND ISLAND	5318167	Dishwasher Rinse for Clarks	198.69
Total US FOODS-GRAND ISLAND			<u>198.69</u>
Fund Number 06			<u>32,665.11</u>
Checking Account ID 06			<u>32,665.11</u>

Batch Description: Hot Lunch December 2025 Check Rec
Checking Account: 06 LUNCH ACCT

Processing Month: 12/2025

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
	Statement Balance	12/31/2025	45,656.27

Outstanding Checks

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
2849	NATHAN DOHMEN	05/19/2025	23.55
	Total:		<u>23.55</u>

<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
45,656.27	(23.55)	45,632.72	45,632.72	0.00

Cleared Automatic Payment Total:
 Cleared Checks Total: 33,674.91
 Cleared Direct Deposit Total:
 Cleared Void Total:
 Cleared Cash Receipt Total: 14,316.51
 Cleared Manual Journal Entries Total:
 Cleared Sales Journal Total:

1.6. HPC Student Council

1.7. Community Input

2. Discussion/Action Items

2.1. Administrator Reports

2.2. Elementary Principal Report

High Plains Community Board of Education Meeting
Mrs. Helgoth's Elementary Report

Date: 1/12/26

*The mission of the High Plains Community Schools is to provide an educational environment which develops citizens who are lifelong learners and can contribute to a global society.
Every Student! Every Day! Every Way!*

1. Academic Success

- a. Elementary Winter Academic Awards celebration will be held the afternoon of January 21st at the elementary gym.
- b. We will be celebrating growth and excellence on the following winter benchmark assessments: FastBridge Reading and Math, MAP Reading, Math, and Science.
- c. Art, Music, PE, and Social Studies will also share performance awards.
- d. Students will receive certificates and have their pictures taken.
- e. Parents are invited to celebrate with us and if they are unable to attend, the event will be on Hudl.
- f. Winter assessments were also reviewed by the MTSS team for further student supports and interventions to ensure students are gaining grade-level skills. We made slight schedule rearrangements to provide even more supports in second semester.

2. School Culture & Community Connections

- a. Our 4-6th grade students and Mrs. Hedrick hosted our 3rd annual Poetry Cafe on December 11th. Fourth and fifth grade students shared their poetry throughout four classrooms and sixth graders hosted our community guests and served coffee and donuts. A big thank you to Donna and Penny for making the donuts for the event.
- b. The Winter Music Concert was a tremendous success! K-12 music and band students shared a wonderful performance with guests.
- c. HPC elementary students also made holiday cards for residents at the Midwest Covenant Home in Stromsburg to spread holiday cheer
- d. Our Holiday of Giving was once again a huge success in both student achievement in their winter assessments as well as our food and hygiene drives for HPC families. We were able to put together 19 care packages with both food and personal products that were given directly to HPC families. Students in grades K-6th achieved over 43,000 RIT points in their winter assessments and well-exceeded their goal of 39,203 points!

3. Preschool Transportation Update

- a. We have begun providing midday transportation to in-town daycares in an effort to help our families and local daycare providers with getting to and from school and daycare.
- b. Morning session students are taken to in-town daycares at both Polk and Clarks after dismissal. Afternoon session students are picked up from in-town daycares and transported to school.
- c. We have just begun, but have had positive feedback from families and care providers.
- d. We are very thankful that our preschool driver, Brandy Glasser, was willing to add these stops to her midday preschool transportation!

4. Appreciation

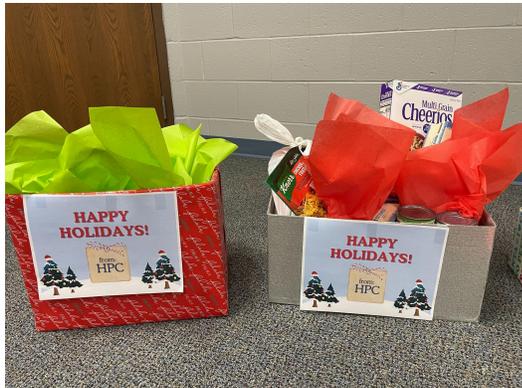
- a. Happy Board Appreciation Month!
- b. The elementary staff and students would like to thank you for all of the time and effort you put into our school to help support students, staff, and families. We hope you all received our holiday and thank you cards for all that you give to our school and communities.



4th and 5th grade students performed their own poetry for guests at our Poetry Cafe!



The K-12 Winter Music Concert was a wonderful performance!



Holiday of Giving- meeting our goals and caring for others! Five hundred and sixty-two non-perishable food items were collected and placed into 19 care packages for families. Over 43,000 RIT points were scored in K-6th grades on winter assessments.

2.3. Junior High & High School Principal Report

- K-12 Music Concert - Big shoutout to Mr. Brandenburg and his efforts putting together the music concert. It was awesome to see all of our students in action. He has done a great job with the transition of the program and taking it to the next level.
- Extraordinary Educator Award Winner - Merrick County Foundation received nominations from students, parents, colleagues and community members about this reward. HPC was pleased to announce that Alexander Brandenburg was selected for High Plain's award this year. The foundation visited the school on Thursday, December 18th, to present the award.
- Fun Day - Thank you to Mrs. Grigsby and Student Council for putting together an awesome end to the semester. There have been many successes this year, and we wanted to provide an opportunity to showcase or reward their efforts. The last day of the semester was a mixture of finalizing grades, and stations selected by the student council. The staff and students enjoyed the afternoon to head into Winter break.
- Incentive Competition - Another successful event and a special thanks to Student Council for their ongoing efforts. It was amazing to see our district come together to provide additional services to those in need. The competition included a canned food drive, hygiene drive, and MAP challenge. Each grade level was responsible for bringing in a specific quota. If each competition was a success, there would be no school on December 19th.

Results of our Competition (No School on December 20th!)

- **Hygiene Drive**
 - 7th grade - has 72 out of 33 items. This class earned some Pizza for their efforts!!!
 - 8th grade - 47 out of 45 items
 - 9th/10th grade - 75 out of 75 items
 - 11th grade - 67 items out of 54 items.
 - 12th grade - 46 out of 39 items.
 - Staff - 70 out of 60 items
- **MAP Testing**
 - MET THE GOAL IN 2 OUT OF THE 4 CATEGORIES!!!
 - Tests administered to our students included Reading, Science, Math, and English.

2.4. AD Report

ACTIVITIES DIRECTOR'S REPORT Jan. 2026

N.M Wrestling Tournament: Girls was held Jan. 8th and the Boys was held on Jan 9th and 10th at the field house in Columbus. Thanks for the past graduates and all others that helped make is a great meet. More details will be provided at the board meeting.



Winter Parent's Night Recognition: Was held January 6th. It went well.

JH Boys Basketball: Their first game is scheduled for Monday, Jan 12th at SHELBY.

District 2 AD Meeting: Wednesday, Jan 14th at Boys Town Headquarters

CRC AD Meeting: Friday, Jan 16th

Speech: First speech meet will be held at HPC (Polk Site) Saturday, January 17th.

HS Football: 6-Man District games: D6-3Giltner, Harvard, GI Lutheran, Red Cloud, and Silver Lake. The rest of the schedule will be posted sometime in February.

Softball Coop: Was approved by all four schools.

2.5. Superintendent Report

High Plains Community School Superintendent Board of Education Report

January 12th Superintendent Report

HPC Schools-Mr. Brown

The mission of the High Plains Community Schools is to provide an educational environment which develops citizens who are lifelong learners and can contribute to a global society.

Every Student! Every Day! Every Way!

1. The CD that was currently housed at the First State Bank in Hordville was up on its six month maturity date on December 29th. The current interest rate is 1.65%. Cornerstone was offering 3.70% on interest rates for its CDs. The CD was moved to Cornerstone Bank on December 29th. This is on a 7-month maturity rate. The CD currently has \$90,226.85.
2. The NRCSA Conference is March 18-20th. It is in Kearney. Please let me know if you would like to attend. I will get you registered.
3. Negotiations update from board committee. Approve the agreement at the meeting.
4. Building and Grounds Committee meeting with Facility Advocates before the meeting tonight on the study and findings for the Clarks building.
5. In-service was held on January 5th. A suicide awareness training was done by ESU 7 staff (Megan Welch & Sonya Sukup). School Improvement, MTSS, bus training, and other meetings were held that day. School returned to session on January 6th.
6. Light replacements were done at the elementary school during Winter Break. Terry Carlstrom and his crew replaced over 50 light fixtures in the elementary school classrooms and areas that were not well-lit or had issues. He put in LED lights and made those areas much brighter and better for learning. In the band room, Person, Pinneo.
7. Board Member sign up at county office was completed the week of New Years. The deadline for nonincumbents is March 2nd, 2026.
8. School Board Appreciation Month is in January. Thank you to all of you that serve on the HPC board. The years you have served, the time you give to the students, staff, and the district is outstanding. We appreciate your time, effort, and willingness to do whatever is necessary to make HPC is a great school!

Board Meeting Guidance on the Agenda for January 12th, 2025 (Polk)

- 1.0 Open the meeting
- 1.1 Public Meeting Announcement
- 1.2 Open Meetings Act Recognition- Posted on the wall
- 1.3 Board Member Attendance
- 1.4 Reorganize the Board
 - 1.4.1 Board Reorganization
 - 1.4.2 Appoint Board Committee Members
 - 1.4.3 District Legal Counsel
 - 1.4.4 Board Publication Procedure
- 1.5 Consent Agenda- Take action on the following
 - 1.5.1 Appendix: Previous Minutes, December 8th, 2025
 - 1.5.2 Appendix B- December 2025 Bills

1.5.3 Appendix C- Financial statements for the Activity Fund, Building Fund, Depreciation Fund, General Fund, & Nutrition Fund.

1.6 HPC Student Council-

1.7 Community Input-

II. Discussion Items

2.1 Admin. Reports

2.2 Mrs. Helgoth-Elementary

2.3 Mr. Fisher-JH/HS

2.4 Mr. Wood-AD Report

2.5 Mr. Brown-Supt. Report

III. Discussion/Action Items

2.6 Please approve the contract for Mrs. Sierra Eastman for the 7-12 principal position for the 2026-27 school year.

2.7 Please approve the 2026-26 negotiated agreement for certificated staff. Thank you to the negotiations committee for their time and effort to make this a smooth process.

2.8 Presentation by Mrs. Helgoth on the elementary enrichment room and changes that have been made in the room this year. She is bringing a short presentation.

2.9 Discussion by Mr. Fisher on the Americanism requirements and committee meeting held before the board meeting tonight (Jan. 12th).

3.0 Ex. Session (If needed, my philosophy is to try and avoid Ex. Session if possible).

4.0 Adjourn the meeting and set the next regular meeting for Feb. 9th @ 6:30 in Polk.

2.6. Review, discuss, and take all necessary action on the JH/HS principal contract for Mrs. Sierra Eastman for the 2026-27 school year.

2.7. Review, discuss, and take all necessary action on the HPC 2026-27 Negotiated Agreement

HIGH PLAINS COMMUNITY SCHOOLS
NEGOTIATED AGREEMENT
PUBLIC SCHOOL BOARD OF EDUCATION
and the
EDUCATION ASSOCIATION
2026-2027

I, Stephanie Carlson, will certify this 12th day of January 2026 that the foregoing results of the negotiations between the High Plains Community Education Association and the High Plains Community Board of Education were presented to the High Plains Community Education Association by electronic notification during the week of January 12th and approved by a majority of the membership.

_____	<u>HPCEA President</u>	_____
Name- Stephanie Carlson	Title	Date

I, (BOE President), will certify this 12th day of January 2026 that the foregoing results of the negotiations between the High Plains Community Board of Education and the High Plains Community Education Association were presented to the total High Plains Community Board of Education at a meeting on January 12, 2026 and approved by a majority of the membership.

_____	<u>HPC Board President</u>	_____
Name- Shane VanPelt	Title	Date

PREAMBLE

This agreement is made and entered into by and between the Board of Education of the School District of High Plains Community, #75, in the county of Polk, in the State of Nebraska (hereinafter referred to as the "Board") and the High Plains Community Education Association (hereinafter referred to as the "Association").

GENERAL PURPOSE

The Board and the Association recognize that the development of a quality educational program for the children attending the public school of High Plains Community is a joint responsibility, which can best be achieved by agreement that all parties work toward common goals. The Board and the Association enter into this Agreement with mutual dedication, recognizing that the experience, creativity, and judgment of all parties are necessary to reach the educational needs of the community.

NONDISCRIMINATION

The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to their hire, tenure, terms, conditions, or privileges of employment, because of their race, color, religion, sex, disability, or national origin.

ARTICLE I RECOGNITION

The Board recognized the Association as the exclusive and sole collective bargaining representative for all the teachers employed by the District for the **2026-27** school contract bargaining. Teacher shall mean all certificated teaching personnel and other professional personnel employed by the district, but excluding the Superintendent of Schools and Principal(s).

ARTICLE II TEACHER RIGHTS

Nothing contained in this Agreement shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.

The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this Agreement.

ARTICLE III ASSOCIATION RIGHTS

- A. **Association Use of District Property**
 - 1. Representatives of the Association and its affiliates shall be allowed to conduct Association business on school property during school hours, providing such business does not cause undue interruption of the school program.

2. The Association shall be allowed the use of the school buildings for meetings, providing that such use does not result in unscheduled maintenance cost, in which case an appropriate fee for that use will be negotiated between the parties to this Agreement.
3. The Association shall be allowed the use of school equipment including typewriters/computers, duplication machines, audiovisual equipment and standard office equipment, provided that the Board may assess the Association a reasonable fee for expendable supplies consumed during such use.
4. The Association shall be allowed to make reasonable use of the school's communication systems, including teachers' mailboxes, intercom, teacher bulletins, etc. Such use of systems shall not cause unnecessary interruption of the educational programs of the school.
5. Administration must be notified of place and time of meetings.

ARTICLE IV GRIEVANCE PROCEDURE

Grievance Policy. The grievance policy is contained hereto and made a part of this negotiated agreement. A copy shall be in the possession of the Board and of the President of High Plains Community Education Association. Each copy shall be signed and dated at the conclusion of each yearly negotiating procedure.

Definition of Grievance. A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the Board of Education.

Procedural Steps. The procedure for handling grievances is as set forth below.

Step 1 - Oral Notice to Principal. The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within ten (10) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Principal. If the grievance is not resolved to the satisfaction of the grievant within ten (10) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal. The failure to present the grievance within ten (10) days shall result in the waiver of the grievance. The grievance must contain a detailed description of all facts giving rise to the grievance, a list of all witnesses, all relevant documents, and the requested resolution. The grievant shall sign and date the grievance. The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The grievant must present all evidence at this meeting. The parties shall record this meeting. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting. If there are new facts after Step 2, then there would be a new/separate grievance.

Step 3 - Written Appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination. The appeal shall be based on, and limited to, the facts produced at Step 2. In other words, this is an "appeal on the record." The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

Step 4 - Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The appeal shall be based on, and limited to, the facts produced at Step 2. In other words, this is an "appeal on the record." The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

Grievance Meetings or Hearings. All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses (Step 2 only) as necessary.

Association Representation. A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

Reprisals. No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

Withdrawal of a Grievance. A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

Advanced Step Filing. A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

Time Limitations. Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

ARTICLE V SALARIES

A. Salary Schedule

1. The salary of each teacher covered by this Agreement is to be determined from Schedule A, which is attached hereto and made part hereof. Such salary schedule shall remain during the designated periods.

2. A teacher's position on the salary schedule shall be stated on his/her teacher's contract or contract attachment.

B. Initial Placement

1. When hired, teachers will receive credit for **all full** years of previous experience if experience was in an approved or an accredited school.

C. Base Salary

1. The base salary shall be **\$ 41,600.00** for the **2026-27** school year. **This is an increase on the base salary of \$600.00 and an overall total package percentage increase of 5.80%**

D. Horizontal Movement

1. In the event the teacher anticipates a horizontal increase due to additional summer study, he/she must inform the Superintendent, in writing, prior to June 1st of the present academic year. His/Her contract will not show this horizontal increase but will be revised to do so at the beginning of the school term when evidence of work completed has been presented to the Superintendent.
2. Graduate hours shall earn credit for horizontal advancement on the salary schedule only when such hours are within an endorsed area or are to develop an additional endorsement. The Superintendent must agree to this additional endorsement. Once a step has been attained, it will not be rescinded.
3. A teacher may advance only one step horizontally per year on the salary schedule.

E. Vertical Movement

1. Teachers shall be placed on the proper vertical step in accordance with their experience in the District plus credited prior experience.
2. A teacher may advance only one step vertically per year on the salary schedule.

F. Extra Duty

1. Where a contractual agreement has been reached between an individual teacher and the District relating to the performance of extracurricular duties, the salary paid shall be in accordance with provisions of the extra-duty salary schedule attached hereto and made a part hereof as Schedule B.
2. One sponsor will be assigned for each activity unless more are necessary.
3. Activity Pay
All HPC certificated staff will be required to work four events during the fall and or winter seasons. Events worked must take place outside of contracted hours. Staff members who work a concession stand as a sponsor they're already compensated for may count that shift as one of their four required events. However, the concession stand work will not receive additional extra-duty compensation. The following types of events include but are not limited to: ticket taking, operating the score clock, operating the shot clock, working a concession stand, line judging, doing scorebook, video board, and others to be determined.

1. Upon signing up in good faith for four events throughout the fall and winter seasons for the 2026-27 activities at the August 2026 in-service days. Certificated staff will receive a CRC pass. Each staff member will be responsible for finding a replacement if the assigned person cannot fulfill their obligation.

2. If a staff member does not work their four events, a mandatory reimbursement of \$100.00 to High Plains Community Schools will be required for not fulfilling their obligation to work four events. HPC certificated staff members are not allowed to pay in lieu of the \$100.00 fulfill the extra-duty working assignments. The CRC pass must be returned to the HPC administration.
3. Pay for assigned duties will be as follows.

Fall (VB)	Varsity/JV	JH		Winter (BB)	Varsity/JV	JH
Clock	\$15 p/g	\$10 p/g		Clock	\$25 p/g	\$15 p/g
Book	\$15 p/g	\$10 p/g		Book	\$15 p/g	\$10 p/g
Libero	\$10 p/g	NA		Shot Clock	\$25 p/g	NA
Lines	\$20 p/g	\$15 p/g		Video board	\$10 p/g	NA
Official	NA	\$15 p/g		Official	NA	\$20 p/g
Video Board	\$10 p/g			Ticket Taker	\$15 p/g	
Ticket Taker	\$15 p/g					
Fall (FB)	HS	JV/JH		Winter (WR)	Varsity/JV	JH
Clock	\$25 p/g	Students		Ticket Taker	\$10 p/h	
Chain Crew	\$15 p/g	Students		Table Workers	\$10 p/h	
Officials	NA	\$25 p/g				
Line/Field Prep	\$15.5 per/hour					
Ticket Taker	\$15 p/g					
Fall (SB)						
Ticket Taker	\$15 p/g					
Score Board	\$10 p/g					

G. Miscellaneous Items

1. A teacher/coach will be provided registration fees or mileage at the rate currently paid by the School District for professional growth with prior approval of the Superintendent or his/her designee.
2. Each teacher will receive at least 40-minutes of plan time to occur between the start and dismissal bell of a regular scheduled school day.
3. Teachers who are required to drive their private vehicles between school sites as part of their assignments will be paid the current Special Education transportation mileage reimbursement for such driving. **There will be no reimbursement if a school vehicle is available for the teacher's use.**
4. If a first-year teacher elects to be paid in 13 salary payments, the first such salary payment shall be made in August immediately preceding the school fiscal year for which the teacher has been employed, and the remaining 12 salary payments shall be made during the school fiscal

year. This only applies to first-year teachers who did not hold a teaching contract the previous school year.

5. **Compensation for Zero Hour.** The Superintendent or his or her designee may assign staff to perform duties during a "zero hour" period. Zero hour will be a period prior to the start of the regular school day. Employees assigned to zero hour who are also expected to be on duty for the regular eight-period day will be paid an additional one-eighth of the employee's regular daily rate (excluding extracurricular assignments). Employees assigned to zero hour must arrive at least **15 minutes** prior to the time zero hour begins.

ARTICLE VI INSURANCE

A. Health Insurance

1. The Board shall provide the Health Care Insurance described below.
For the **2026-27** school year, the Board shall pay the full premium amount for each of the four Blue Cross/Blue Shield tiers as they apply to each teacher covered by this agreement. **(\$1,050 Deductible/\$3,800 Deductible HSA Eligible - Dual Choice)**

The Board shall offer a \$3,800 Deductible Health Savings Account concurrent with the \$1,050 Deductible Health Insurance Plan. The School District's contribution shall be the equivalent to the contribution made for the \$1,050 Deductible Health Insurance Plans. The difference in annual premiums between the \$1,050 Deductible and \$3,800 Deductible Health Savings Account shall be deposited into the teacher's health savings account.

In the event that a new contract hasn't been reached to replace this one, the School District's contribution to Health and Dental insurance shall remain the same, and any increase in Health and Dental insurance will be deducted from salaries. Deducted amounts to be reimbursed upon successful completion of negotiations.

Single dental insurance will be provided for every teacher. PPO-100% A, 75% B, 50% C coverage- Option 2. Family dental will be available if the teacher elects to pay the additional premium. Any teacher may elect to refuse insurance.

2. Carrier - Blue Cross Blue Shield Insurance Company for **2026-27** school year.

B. Disability Insurance

1. The Board will provide disability insurance. Benefits will be 60% of salary not to exceed \$6,000.00 per month, to begin after 60 calendar days of disability.

ARTICLE VII LEAVES

The teachers shall be entitled to the following leaves of absence each school year.

A. Personal Leave

1. Up to **three (3)** days of personal leave of absence for personal, legal, business, household, or family matters which require absence during school hours. Staff will carry over any accrued, unused personal leave days to the next contract year and will get only the number of days needed

to bring their total back to three (3) days for the next contract year. For example, a staff member who uses only two (2) days during the current contract year will carry the remaining accrued, unused personal leave day to the next year and will receive two (2) "new" days to bring the staff member's total to begin the next contract year up to three (3) days. Application to the Principal or Superintendent for personal leave shall be made at least three (3) days before taking such leave (except in the case of emergencies) and the applicant for the leave shall not be required to state the reason for taking such leave. Four times each school year, staff may trade three (3) sick leave days for one additional personal day which must be used immediately, and staff may not trade in the sick days to bank an additional personal leave day. Conversion of the three (3) sick leave days for one personal leave day will be made the day the personal leave day is actually used. However, no more than **seven (7)** personal days total may be used in one year. Upon separation of employment, a staff member may have up to three (3) accrued, unused personal leave days, which will be paid out at the employee's daily rate based on their scheduled salary the last full year of employment. **(Scheduled Salary / 185)** Amount will be paid the last payroll period of the employee's last paycheck of the employee's employment period.

B. Professional Leave

1. The teachers shall be entitled to leaves of absence with full pay for professional meetings, which require absence during school hours. Use of these days will be with the approval of the Administration.

C. Jury Duty Section 25-1640

1. Any person who is summoned to serve on jury duty shall not be subjected to discharge from employment, loss of pay, loss of sick leave, loss of vacation time or any other form of penalty as a result of his/her absence from employment due to such jury duty upon giving reasonable notice to his/her employer of such summons. Any person who is summoned to service on jury duty shall be excused upon request from any shift work for those days required to serve as a juror without loss of pay. No employer shall subject an employee to discharge, loss of pay, loss of sick leave, loss of vacation time or any other form of penalty on account of his/her absence from employment by reason of jury duty, except that an employer may reduce the pay of an employee by an amount equal to any compensation, other than expenses, paid by the court for jury duty.

D. Bereavement Leave

1. Up to **four (4)** days of paid leave per year shall be granted to each teacher in the event of the death of a teacher's immediate family or one whose closeness warrants absence, at the discretion of the Administration. In the event additional bereavement days are needed, the teacher shall have the option to use any remaining available sick days.

E. Sick Leave

1. At the beginning of each school year, each teacher shall be credited with **(10)** sick leave allowance to be used for absences caused by illness or physical disability of the teacher, spouse, children, parents, or parents of spouse. The unused portion of such allowance shall accumulate from year to year to a total of forty-five (45) days. The Board shall furnish to each teacher a written statement at the beginning of each school year setting forth the total of sick leave credit.

**ARTICLE VIII
SAFETY**

A certified staff member shall be selected annually by the High Plains Community Education Association to be on the District #75 safety committee. The High Plains Community Education Association shall notify the district Superintendent of the name of this representative by September 1 of each school year.

**ARTICLE X
MISCELLANEOUS**

A. Mileage

1. Staff will receive mileage at the rate equal to Special Education Transportation for pre-approved travel, if a school vehicle is not available. Mileage will be paid following the regular board meeting when the teacher hands in transportation reimbursement form.

B. IRS Section 125 Plan

1. The District will pay the administration fee for a plan commonly known as a "Section 125 Plan". The plan is also commonly known as a "Cafeteria Plan".

C. Sub Pay for Covering Classes

1. Teachers who must cover other classes when a substitute is not available will be compensated **\$20.00** for each period equivalent to a high school class period. The covering of classes must result in losing the only plan period said teacher has during the teaching day. Teachers requesting sub pay must fill out a form in each building's office and have it verified by the Administration, or his/her designee, to be eligible for said pay.

D. Tuition Reimbursement Program (see attached)

**High Plains Community Schools Teacher Educational Tuition Reimbursement Program
(Effective September 1, 2018)
(Revised February 2022)**

Establishment of Tuition Reimbursement Program. A total of up to \$25,000 may be available for educational credits on a first-come come first-served basis for employees subject to this Agreement on the terms outlined below. Employees must apply for funds after successfully completing courses in curriculum instruction or their educational field.

Definitions. For the purpose of defining the terms of this provision, the following definitions will apply:

- "district" will refer to High Plains Public Schools.
- "teacher" means any certified employee who is regularly employed for the instruction of pupils in the public schools;
- "teach" means and includes, but is not limited to, the following responsibilities: (a) The organization and management of the classroom or the physical area in which the learning experiences of pupils take place; (b) the assessment and diagnosis of the individual educational needs of the pupils; (c) the planning, selecting, organizing, prescribing, and directing of the learning experiences of pupils; (d) the planning of

teaching strategies and the selection of available materials and equipment to be used; and (e) the evaluation and reporting of student progress;

- “administrator” will refer to the district employee whose title and function includes superintendent or principal;
- “administration” will refer to the collective set of district administrators;
- “college course” will refer to classwork culminating in an end-of-term grade that is not deemed as an audit or pass/fail at an accredited post-secondary education institution;

Purpose. This benefit is made available to the teachers employed by the district to provide financial relief for a teacher to pursue educational enhancement that returns benefit to the district.

Other Program Restrictions. No administration courses will qualify. Reimbursements are for tuition costs from Nebraska institutions only. Reimbursement will not be provided for the costs of textbooks, travel, or any other non-tuition expense.

There is no maximum reimbursement per person, but employees eligible for the Program may be assessed taxable income in accordance with the then-current IRS regulations, including any required deductions and withholdings as required by law.

Qualifications. College courses that are eligible for the benefit must either be (a) in, relating to, or a prerequisite for college courses, specific to the subject area or subject matter the teacher is teaching in the district; or (b) in, relating to, or a prerequisite for college courses, specific to a new endorsed instructional area that is pre-approved by the administration. College courses in administration, unless specifically required for reference material, resource management or student guidance, will not be covered by this benefit.

Procedure. The teacher will notify the administration prior to registering for a college course of their interest in taking a particular college course or courses. The teacher will provide the administration with the estimated tuition costs associated with the course or courses, and the administration will provide back to the teacher the availability of the reimbursement budget for covering the college course or courses.

The teacher can then register for the college course and provide the administration with a copy of a successful registration to the college course. This will set the date to give “first come, first served” priority in providing reimbursement.

The teacher will complete the course, and when the grades for the college course are made available, the teacher will supply an official report of the grade achieved along with a receipt or other proof of the amount the teacher paid to take the college course, to the administration. The district will reimburse the teacher within 30 days of receiving the verification of attaining at least a “B” in the college course and proof that the teacher had paid for the college course.

A teacher shall **not be required to repay** the cost of tuition costs paid under the provision, provided that the teacher remains in the employment of the school district for **3 full years** after the date of disbursement payment of such tuition.

A teacher who leaves the employment of the school district for any reason or is relieved of their duties for any reason in fewer than three full school years after the payment of the tuition shall be responsible for repaying the school district as follows:

1. Two full school years after the payment of the tuition shall repay one-third of the tuition paid under this provision.

2. One full school year after the payment of the tuition, shall repay two-thirds of the tuition paid under this provision.
3. A teacher who has been employed for less than one full school year after the payment of the tuition shall repay all of the tuition paid under this provision.

****This is a fringe benefit not subject to retirement****

A teacher may advance one step horizontally, and one step vertically per year on the salary schedule.

2026-2027 HPC Salary Schedule A

4x4.5
 BASE \$41,600
 (\$600 increase)

Step	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	BA	BA9	BA18	BA27	BA36/MA	MA9	MA18	MA18	MA18	MA18	MA18	MA18	MA18	MA18
1	1.000	\$41,600.00	1.045	\$43,472.00	1.090	\$45,344.00	1.135	\$47,216.00	1.180	\$49,088.00	1.225	\$50,960.00	1.270	\$52,832.00
2	1.040	\$43,264.00	1.085	\$45,136.00	1.130	\$47,008.00	1.175	\$48,880.00	1.220	\$50,752.00	1.265	\$52,624.00	1.310	\$54,496.00
3	1.080	\$44,928.00	1.125	\$46,800.00	1.170	\$48,672.00	1.215	\$50,544.00	1.260	\$52,416.00	1.305	\$54,288.00	1.350	\$56,160.00
4	1.120	\$46,592.00	1.165	\$48,464.00	1.210	\$50,336.00	1.255	\$52,208.00	1.300	\$54,080.00	1.345	\$55,952.00	1.390	\$57,824.00
5	1.160	\$48,256.00	1.205	\$50,128.00	1.250	\$52,000.00	1.295	\$53,872.00	1.340	\$55,744.00	1.385	\$57,616.00	1.430	\$59,488.00
6	1.200	\$49,920.00	1.245	\$51,792.00	1.290	\$53,664.00	1.335	\$55,536.00	1.380	\$57,408.00	1.425	\$59,280.00	1.470	\$61,152.00
7	1.240	\$51,584.00	1.285	\$53,456.00	1.330	\$55,328.00	1.375	\$57,200.00	1.420	\$59,072.00	1.465	\$60,944.00	1.510	\$62,816.00
8			1.325	\$55,120.00	1.370	\$56,992.00	1.415	\$58,864.00	1.460	\$60,736.00	1.505	\$62,608.00	1.550	\$64,480.00
9					1.410	\$58,656.00	1.455	\$60,528.00	1.500	\$62,400.00	1.545	\$64,272.00	1.590	\$66,144.00
10							1.495	\$62,192.00	1.540	\$64,064.00	1.585	\$65,936.00	1.630	\$67,808.00
11								\$65,728.00	1.580	\$67,600.00	1.625	\$69,472.00	1.670	\$71,344.00
12									1.620	\$69,392.00	1.665	\$71,264.00	1.710	\$73,136.00
13									1.660	\$69,056.00	1.705	\$70,928.00	1.750	\$72,800.00
14									1.700	\$70,720.00	1.745	\$72,592.00	1.790	\$74,464.00
15											1.785	\$74,256.00	1.830	\$76,128.00
16													1.870	\$77,792.00

This is 4X4.5 salary schedule.

HPC Extra Duty Salary Schedule B

Groups I-III are NOT split per coach/sponsor if more than 1

Group I:	11% (1-2 years) 12% (3-4 years) 13% (5-6 years) 14% (7+ years)
Head High School Coaches/Activities	Football, Volleyball, Softball Basketball - Boys, Basketball - Girls, Wrestling (Boys/Girls -1) Track - Boys, Track - Girls, Golf
Group II:	7% (1-2 years) 8% (3-4 years) 9% (5-6 years) 10% (7+ years)
Assistant High School Coaches/Activities	Football - 2, Volleyball - 1, Softball - 2, Basketball Boys - 1, Basketball Girls - 1, Wrestling Boys - 1, Wrestling Girls - 1 Track Boys - 1, Track Girls - 1 FFA, Speech, One-Act, Cheer/Spirit, Music, Infinite Campus
Group III:	4% (1-2 years) 5% (3-4 years) 6% (5+ years)
Middle School Coaches/Activities	Football - 2, Volleyball - 2, Boys Basketball, Girls Basketball, Track - 2 Concessions-man., Senior Class, Junior Class, Summer Weights - 2, Yearbook, Newsletter/Social Media Wrestling Boys-1, Wrestling Girls-1 Speech Asst, One-Act Asst., Infinite Campus Asst., FFA Assistant

Groups IV-V ARE split per coach/sponsor if more than 1

Group IV:	2% (1-2 years) 3% (3-4 years) 4% (5+ years)
Other Activities	HS Quiz Bowl, HS Student Council, Concessions-asst.
Group V:	1% (1-2 years) 2% (3-4 years) 3% (5+ years)
Other Activities	MS Quiz Bowl, HPC Website, HPC Activities Google Calendar, MS Student Council, Freshman Class, Sophomore Class, National Honor Society

Groups VI are NOT split per coach/sponsor if more than 1

Group VI:	1% (1-2 years) 2% (3+ years)
Other Activities	Team Chairs, Mentoring Program, Mentor Teachers

Other:

AD	16%
**Grandfathered 12% for Music & 4.5% Mentor Program if current sponsors stay in that position	

****Senior Class Sponsor and Assistant Concession will be grandfathered in at their current percentage until a new sponsor assumes the duties. Assistant Concession will be grandfathered at 3.5% instead of 2%. Senior Class Sponsor will be grandfathered at 6% instead of 5%.**

2.8. Presentation & Discussion on Elementary Enrichment Program

2.9. Discussion on Americanism Committee Meeting and Requirements

3. Executive Session

4. Motion to Adjourn

5. ***CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act**

6. ***SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.**