

David City Public School Board of Education
Regular Board Meeting
Wednesday, January 8, 2025 7:00 PM
Board Meeting Room at the High School
750 D St.
David City, NE 68632-1724

1. Call Meeting to Order
 - 1.1. Pledge of Allegiance
 - 1.2. Open Meetings Statement
 - 1.3. Attendance/Absence Approval
 - 1.4. Oath of Office and Principles of Conduct
 - 1.5. Disseminate Conflict of Interest Paperwork
 - 1.6. Elect Board Officers
 - 1.7. Appoint Board Members to Committees
 - 1.8. Select District Newspaper(s) of Record
 - 1.9. Select Depository Banks and Approve Related Resolution
 - 1.10. Select Legal Counsel
2. Student and Staff Involvement
3. Public Forum
4. Consent Agenda
 - 4.1. Approve Minutes of the Previous Meeting(s)
 - 4.2. Approve Claims Against the District
 - 4.3. Financial Reports
5. Board Committee Reports

6. Board Workshop/Conference Reports
7. Administrative Reports
 - 7.1. Dr. Denker
 - 7.2. Mr. Couch
 - 7.3. Mr. Lindsley
 - 7.4. Ms. Greenfield
 - 7.5. Ms. Romshek
 - 7.6. Ms. Daniels
 - 7.7. Mr. Hermelbracht
8. Discussion and Action Items
 - 8.1. Discuss, consider, and take action on the revised 2025-26 school calendar.
 - 8.2. Discuss NASB strategic planning and community engagement meeting(s).
 - 8.3. Discuss, consider, and take action on updated and new policies: 8342, 6700, and 6701.
 - 8.4. Discuss the Rule 10 safety/security visit and ALICAP loss control visit.
 - 8.5. Discuss, consider, and take action on the 2023-24 annual report and discuss future the format of future annual reports.
 - 8.6. Discuss, consider, and take action on the school foundation board members.
 - 8.7. Discuss, consider, and take action to allow junior high female students from Shelby-Rising City and East Butler to practice with our junior high girls' team.
9. Personnel
 - 9.1. Discuss, consider, and take action on staff resignation(s).
 - 9.2. Discuss, consider, and take action on new teacher contracts for the 2025-26 school year.
10. Future Discussion and Action Items

11. Adjournment

PRINCIPLES OF CONDUCT
DAVID CITY PUBLIC SCHOOLS

The Board of Education is committed to ensuring the public, staff, and students that school board members will govern through policy. In accordance with this belief and by adoption of this policy, each board member commits to following the Board Code of Conduct.

The members of the David City Public Schools Board of Education willingly agree, to the best of their ability, to:

- Recognize that authority rests not with individual members of the board, but within a legal session of the board; respecting and abiding by the majority decision of the board.
- Consistently uphold all applicable local, state, and federal laws, rules, and policies.
- Attend all regularly scheduled board meetings, insofar as possible, and diligently prepare for meetings by reviewing in advance the material provided.
- Remain informed of local, state, and national educational developments of significance, remaining current on needs and requirements pertaining to educational issues through individual study and participation in board development opportunities.
- Consider the needs of the entire community and vote in the best interest of students, staff, and the educational program.
- Encourage individual board member free expression of ideas, listen without judgement, engage in thoughtful deliberation, and maintain open communication between all stakeholders.
- Complete the Conflict of Interest form, and not use the school district or any part of the school district program for my own personal advantage or for the advantage of my friends or supporters.
- Abide by the Open Meetings Law and only enter closed session of the board if the situation requires it and consider “secret” sessions of the board violations of the law.
- Recognize that promising in advance of a meeting how I will vote on any item prohibits open discussion and inhibits transparency.
- Retain independent judgement and refuse to surrender that judgment to individual or special interest groups.
- Respect the confidentiality of privileged information, as prescribed by law.
- Prioritize policymaking, budget, goal setting, school district strategic planning process and evaluation, and the effects on increasing student learning and achievement, ensuring efficient use of educational resources.
- Act only as a member of the board and do not assume any individual authority when the board is not in session and take no private action that will compromise the board, administration, or the district.
- Request recommendations from the superintendent and consider legal counsel advice for the board when required for full and informed board consideration of issues requiring legal expertise.
- Acknowledge that the superintendent of schools and his or her staff are responsible and accountable for the delivery of the educational programs and the conduct of school operations.
- Adhere to and encourage others to follow the Chain of Command regarding complaints, requests, and concerns related to the school district.

- Ensure strong management of the school system by hiring and evaluating the superintendent, collaborating toward a common vision and goals for the district.
- Hold the superintendent accountable by jointly creating job performance standards and at least annually performing a comprehensive evaluation based on the job description, contract, and superintendent goals.
- Provide policy support for school administrators in the performance of their duties and delegate authority commensurate with those responsibilities.
- Recognize the board president (or designee) will speak as the official voice of the board. A single board member will not represent the board without the consent of the board, and board members making personal statements (in any format, including speeches, articles, social media posts, etc.) should clearly state these statements are their opinion and not the position of the board.
- Acknowledge the different roles that we play as individuals (board member, patron, parent, etc.).

Policy Adopted: February 11, 2015
Policy Reviewed/Revised: November 9, 2020; May 8, 2024

Oath of Office

**David City Public Schools
School District #56 Butler County
Oath of Office**

I, _____, hereby accept the office of Board Member
(Name of Board Member)

of School District No. 56 of Butler County, Nebraska, and I do solemnly swear (affirm) that I will support the Constitution of the United States, the Constitution of the State of Nebraska, and faithfully and impartially perform the duties of the office of Board Member according to the law, and to the best of my ability, so help me God.

Dated this _____ day of _____, 20__.

(Signature of Board Member)

Policy Adopted: February 11, 2015

Policy Reviewed/Revised: November 9, 2020; May 8, 2024

<p style="text-align: center;">NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522 https://nadc.nebraska.gov</p>	<h2 style="margin: 0;">POTENTIAL CONFLICT OF INTEREST STATEMENT</h2> <h3 style="margin: 10px 0 0 0;">NADC FORM C-2A</h3>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 2px;">POSTMARK DATE</td> <td style="width: 50px;"></td> </tr> <tr> <td colspan="2" style="text-align: center; padding: 2px;">OFFICE USE ONLY</td> </tr> </table>	POSTMARK DATE		OFFICE USE ONLY	
POSTMARK DATE						
OFFICE USE ONLY						
<p style="text-align: center;">BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3</p>						

- Any public official of any political subdivision must file this form if he or she has a potential conflict of interest. Additionally, any employee of a political subdivision whose annual salary and benefits exceed \$150,000 must file this form if he or she has a potential conflict of interest.
Exception: Public officials required to file a Statement of Financial Interests (Form C-1) should file Form C-2.
- This form should be filed with the person who normally keeps records for the political subdivision. The form may be filed with the Nebraska Accountability and Disclosure Commission to request an opinion from the NADC.
- Persons who fail to disclose a potential conflict of interest or who otherwise do not comply with the law are subject to penalties.

ITEM 1	NAME, ADDRESS AND TELEPHONE NUMBER
<p>Name _____ Telephone No. _____</p> <p style="margin-left: 20px;">Last First Middle</p> <p>Address _____</p> <p style="margin-left: 20px;">STREET ADDRESS OR RURAL ROUTE City STATE ZIP CODE</p>	

ITEM 2	TITLE, AGENCY, ADDRESS AND PHONE
<p>Your Title _____ Agency _____</p> <p>Agency Address _____</p> <p>Agency Phone _____</p>	

ITEM 3	DESCRIBE POTENTIAL CONFLICT OF INTEREST IN DETAIL (Use Item 6 Continuation, if necessary)
<p>Date action is to be taken or decision is to be made: _____</p> <p>Description of Potential Conflict:</p> 	

ITEM 4 PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT

You

Member of your Immediate Family: _____
NAME

Business With Which You
 Are Associated (See Definitions) _____
NAME OF BUSINESS

ITEM 5 NATURE OF FINANCIAL BENEFIT OR DETRIMENT

ITEM 6 CONTINUATION

(SIGNATURE)

(DATE)

General Information - Filing Requirements

I. What is a Potential Conflict of Interest? - A public official has a potential conflict of interest if he or she is faced with taking an official action or making an official decision which may result in a financial benefit or a financial detriment to the public official; a member of his or her immediate family; or a business with which he or she is associated. The financial effect of the action or decision must be distinguishable from the financial effect on the general public or a broad segment of it.

II. Who Must File:

- A. Any public official of any political subdivision, who is not required to file a Statement of Financial Interests (Form C-1), must file this form if he or she has a potential conflict of interest. Public officials who are required to file a Form C-1 should instead use Form C-2 if they have a potential conflict of interest.
- B. Any employee of a political subdivision whose annual salary and benefits exceed \$150,000 must file this form if he or she has a conflict of interest.

III. When and Where to File and Abstention:

- A. This form should be filed as soon as the person holding elective office is aware that he or she may have a potential conflict of interest and prior to the time that the action is to be taken or the decision is to be made.
- B. This form should be filed with the person who normally keeps records for the governing body of the political subdivision. For example, the person who keeps records for a city or village may be the city clerk or village clerk. **This form is not required to be filed with the Nebraska Accountability and Disclosure Commission.** However, if the person wants an opinion from the Commission as to whether he or she has an actual conflict of interest, he or she may send a copy of the form to the Commission along with a request for an opinion.
- C. The person filing the form should abstain from participating in or voting on the matter in which he or she has a potential conflict of interest or until he or she has been notified by our office that there is no conflict.

IV. Enforcement - If a person required to file this form fails to do so, the NADC may find a violation of the Nebraska Political Accountability and Disclosure Act and assess a civil penalty.

Disclosure of Contractual Interests by Local Officers. If you are a local elected official disclosing an interest in a contract or an open account in which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of the Employment of Immediate Family Members. If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

Definitions

Immediate family shall mean a child residing in your household, your spouse or an individual claimed by you or your spouse as a dependent for federal income tax purposes.

Business shall mean any corporation, partnership, limited liability company, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint-stock company, receivership, trust, activity, or entity. NOTE: The definition includes for profit and non-profit entities.

Business with which you are associated shall mean a business: (1) of which you are the sole proprietor; (2) or in which you are a partner, director, or officer; (3) or in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

Elective office shall mean a public office filled by an election, except for federal offices. A person who is appointed to fill a vacancy in a public office which is ordinarily elective holds an elective office.

Person means a business, individual, proprietorship, firm partnership, joint venture, syndicate, business trust, labor organization, company, corporation, association, committee, or any other organization or group of persons acting jointly.

Statutory Authority: Section 49-1499.03 Revised Statutes of Nebraska.

2025 Board Officers – Elected Wed Jan 8, 2025

To Be Determined; Not Official

President – Stephanie Summers

Vice President – Marcus Thoendel

Secretary – Kasey Kuhlman

Treasurer – Angela Moore (Business Manager)

2025 Board Committees – Appointed Wed Jan 8, 2025

Curriculum & Instruction: Kasey Kuhlman, Aaron Rerucha, Stephanie Summers

review curriculum, observe and learn curriculum revision and standards alignment process

American Civics: Justin Krafska, Aaron Rerucha, Marcus Thoendel

review curriculum, ensure school hosts patriotic exercises and complies with LB 399

School Properties & Transportation: Justin Krafska, Don Moravec, Marcus Thoendel

walk facilities, review maintenance projects, recommend bus and small vehicle purchases, advise superintendent on transportation related changes

Negotiations / Personnel: Kasey Kuhlman, Stephanie Summers, Marcus Thoendel

negotiate w/ teachers; recommend classified staff salaries; review employee handbooks

Policy Review: Don Moravec, Stephanie Summers, Justin Krafska

review and update board policy

Communications, Public Relations, Advocacy: Kasey Kuhlman, Don Moravec, Aaron Rerucha

host annual community meeting, create annual report and quarterly news, follow legislature

2025 Committee Meeting Dates

Tues Jan 28 – NASB Community Engagement Meetings

Wed Feb 5 – Negotiations / Personnel (Admin and Classified)

TBA – Work Session w/ Admin

Wed Feb 12 – School Properties & Transportation

Wed May 14 – Communications, Public Relations, Advocacy

Wed Apr 23 – Policy Review

Wed June 11 – American Civics

Wed July 9 – Policy Review

Wed Mar – Curriculum & Instruction

Wed Oct 22 – Policy Review

Wed Oct 29 – Negotiations / Personnel (Teachers)

Wed Dec 10 – American Civics

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RESOLUTION

RESOLVED, that the official depositories of school funds for this School District is hereby designated to be Bank of the Valley (General Fund, Depreciation Fund, Special Building Fund, Employee Benefit Fund, Lunch Fund, Student Fee Fund, and Bond Fund) and First National Bank (Activity Fund, QCPUF, and HSA Accounts) and Union Bank (403b Accounts), and that the designation of any other institution as the depository of school funds is hereby withdrawn.

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

The following members voted against the same: _____

The following members were absent or not voting: _____

The above Resolution, having been consented to and approved by a majority of the members of the School Board of this School District, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this _____ day of _____, 2025.

David City Public Schools

BY: _____
Board President

Attest:

Board Secretary

Over the Christmas break, girls and boys basketball hosted the David City Holiday Tournament, both attaining third place with a loss to Aquinas and a win against Palmyra.

Boys wrestling recently attended the triangular with Syracuse and Milford on January 3, and fell to Syracuse but defeated Milford. They also won the Valentine Invitational and were announced as 'Team of the Week' from Nebraska Wrestling at the end of December.

Girls Wrestling travelled to Millard West on Saturday the fourth, and placed 16th out of 26 teams there.

In the next few weeks, the Student Council will be volunteering to help organize the blood drive, taking place in the high school.

High School Speech will be going to the Twin River Invite on the 11th of this month.

There will be FCCLA District Competitions held in Schuyler within a couple of weeks.

FFA District CDEs will be occurring at the end of January on the 30th at CCC.

I hope everyone had a great Christmas and start to the new year!

Second semester has officially started! Winter sports are going at full force.

Speech has their first meet this weekend.

It's also a busy time for students in FCCLA Star. Their district competition is next week.

Basketball and wrestling have lots of games and meets.

The band is preparing for their Mid-Winter concert which is a month earlier than usual.

Student Council has the Blood Drive next week.

I don't have much to say because we've only been back for three days.

Students, especially Seniors, are already getting ready for the end of the school year. Students from all grades are already giving up. As the year goes on, kids will get back in the groove for a couple months.

GENERAL FUND ACCOUNT

2024-2025

Bank of the Valley - Account #260977

Budget: \$15,712,145

9/1/2024	Starting Balance NOW Acct			\$241,385.01
	Customer Deposits	\$35,263.06		
	Direct Deposits	\$2,177,399.24		
	Interest	\$724.58		
	Transfer from ICS-Sweep Acct	\$911,000.00		
	Transfer to ICS-Sweep Acct		\$2,051,964.90	
	Utilities/BCPPD		\$22,409.62	
	Five Points Bank (copiers)		\$5,127.18	
	Payroll Settlement		\$430,046.18	
	Payroll Expenditures (direct)		\$157,335.78	
	Checks Paid		\$458,163.65	
	CREDIT TOTAL	\$3,124,386.88		
	DEBIT TOTAL		\$3,125,047.31	
	Ending Balance			\$240,724.58

9/1/2024	Starting Balance - ICS Acct			\$4,060,319.75
	Transfer from General Fund	\$1,940,032.51		
	Transfer to General Fund		\$920,000.00	
	Interest	\$14,158.70		
9/30/2024	Ending Balance			\$5,094,510.96

10/1/2024	Starting Balance NOW Acct			\$240,724.58
	Customer Deposits	\$36,988.70		
	Direct Deposits	\$824,573.83		
	Interest	\$702.29		
	Transfer from ICS-Sweep Acct	\$1,074,000.00		
	Transfer to ICS-Sweep Acct		\$626,998.14	
	Utilities/BCPPD/Wood River		\$26,197.94	
	Safe Deposit Box		\$30.00	
	Five Points Bank (copiers)		\$5,127.18	
	Payroll Settlement		\$453,379.79	
	Payroll Expenditures (direct)		\$404,131.86	
	Checks Paid		\$289,612.69	
	CREDIT TOTAL	\$1,936,264.82		
	DEBIT TOTAL		\$1,805,477.60	
	Ending Balance			\$240,702.29

10/1/2024	Starting Balance - ICS Acct			\$5,094,510.96
	Transfer from General Fund	\$626,771.22		
	Transfer to General Fund		\$1,074,000.00	
	Interest	\$14,744.87		
10/31/2024	Ending Balance			\$4,662,027.05

11/1/2024	Starting Balance NOW Acct			\$240,702.29
	Customer Deposits	\$43,664.03		
	Direct Deposits	\$426,263.52		
	Interest	\$ 679.31		
	Transfer from ICS-Sweep Acct	\$882,000.00		
	Transfer to ICS-Sweep Acct		\$217,534.42	
	Utilities/BCPPD/Wood River		\$20,571.29	
	Five Points Bank (copiers)		\$5,127.18	
	Payroll Settlement		\$ 460,577.88	
	Payroll Expenditures (direct)		\$ 501,085.12	
	Checks Paid		\$147,105.08	
	CREDIT TOTAL	\$1,352,606.86		
	DEBIT TOTAL		\$1,352,000.97	
11/30/2024	Ending Balance			\$241,308.18

11/1/2024	Starting Balance - ICS Acct			\$4,662,027.05
	Transfer from General Fund	\$329,693.74		
	Transfer to General Fund		\$873,000.00	
	Interest	\$12,569.67		
11/30/2024	Ending Balance			\$4,131,290.46

12/1/2024	Starting Balance NOW Acct			\$241,308.18
	Customer Deposits	\$34,348.70		
	Direct Deposits	\$604,829.73		
	Interest	\$ 702.19		
	Transfer from ICS-Sweep Acct	\$1,196,000.00		
	State Deposit (S/B Lunch Fund)	\$5,478.06		
	Transfer to ICS-Sweep Acct		\$636,611.78	
	Utilities/BCPPD/Wood River		\$16,748.35	
	Five Points Bank (copiers)		\$5,127.18	
	Payroll Settlement		\$ 282,622.44	
	Payroll Expenditures (direct)		\$ 446,656.39	
	Checks Paid		\$454,398.52	
	CREDIT TOTAL	\$1,841,358.68		
	DEBIT TOTAL		\$1,842,164.66	
12/31/2024	Ending Balance			\$240,702.19

12/1/2024	Starting Balance - ICS Acct			\$4,131,290.46
	Transfer from General Fund	\$513,090.13		
	Transfer to General Fund		\$1,205,000.00	
	Interest	\$10,684.77		
12/31/2024	Ending Balance			\$3,450,065.36

DC Supt Monthly Board Report
January 2025
Chad Denker, Supt

Butler Public Power District

I met with Mark Kirby from BPPD. Electrical rates are increasing this month. It is the first increase since 2016. BPPD serves Bellwood Elem. With the increase in rates and the elimination of the cost adjustment credit, the district will see approx. an 11% increase in our monthly bill. That equates to approx. \$300 a month or \$3600 for the year. We will need to change our budget for next year as a result because we will be overbudget for 24-25.

Admin Evals

I completed first semester evaluations for our three probationary administrators. I will review them with them individually in the next week or so.

Energy Company RFQ

The ad for qualified energy service companies to request an RFQ for energy conservation measure projects has been sent to the newspaper and three companies.

Community Engagement Meetings

Tues Jan 28 @ 12noon

Tues Jan 28 @ 5pm (SOC)

Tues Jan 28 @ 7pm

We will discuss this item in more detail during the board meeting.

Most of my time has been consumed by items on the January agenda so I don't have much to add in terms of a separate written report.

Board Report
Mr. Couch
January 6, 2025

I would like to share my experiences from the Professional Development Day on January 3. I was able to attend three different sessions, but I'm only going to talk about two of them here. Here is a brief summary along with my takeaways.

Brain Research – The Adolescent Brain

For the purposes of Brain Research, adolescence can last anywhere from age 10 to age 25. It obviously varies with each individual. Suffice to say, the majority of the students I deal with on a daily basis fall into this category, so any information I can find that can help me understand how their brains work benefits everybody. Here are some facts (my source for most of these facts is UNICEF, who does a LOT of brain research):

- The second “window of opportunity” when it comes to brain development is from ages 9-15. This is when the brain grows and develops faster than any other time (other than the first “window of opportunity,” which is from ages 0-3).
- Adolescent brains learn most efficiently through interaction and activity / movement.
- Adolescents miss 40% of the information that is presented to them the first time.
- Adolescents can hold 5-7 pieces of information in their head at any one time.
- The adolescent brain needs 9-13 hours of sleep each night in order to operate at peak efficiency the following day.

Early adolescence is a time of rapid learning and brain development. There are increases in sensation-seeking, motivation for social relations, and sensitivity to social evaluation. It is a period of vulnerability, but also a period of opportunity. Puberty initiates intense learning and brain development, which leads to a structural remodeling and neural reconfiguration of key brain systems. It's a crucial time to invest in our students. From a physical standpoint, puberty is the thing that is most obvious. As educators, it is important that we realize that the awkwardness and behavioral issues we sometimes see during puberty are simply the external manifestations of the internal chaos of adolescence. From a cognitive standpoint, the frontal lobe is undergoing a period of rapid development. The frontal lobe is where we experience emotions and process rewards, and is often not fully developed until a person is 25. As such, you see unpredictable behaviors when it comes to decision making and planning, and you also see a lack of self-awareness. There is a lack of inhibitions keeping an adolescent from doing something risky, stupid, or inappropriate. Social awareness and social interactions are often lacking as well. From the social-emotional standpoint, we see that adolescents are self-absorbed / self-centered. They believe that their circumstances and experiences are totally unique and special to them. They feel that others are always focused on them, and that everybody sees every imperfection or every mistake they make. As such, they also expect people to notice when they do things well, and can become very emotional when people don't notice or acknowledge their successes.

So, what does that all mean for me as the principal? The one takeaway that I will use right away involves an adolescent's attention span. According to brain research, an adolescent's attention span is their age +/- 2 minutes. After that amount of time has lapsed, there must be physical movement and a change in

activity in order for an adolescent to lock back into whatever is going on. This will affect my walk-throughs. I generally only spend 10-12 minutes in a classroom during a walk-through, but I'm going to increase that to 15 minutes. If I've been in a classroom for 15 minutes and witnessed no physical movement and/or change in the activity we're doing in the classroom, I'm going to make a note of it on the evaluation and set up a follow-up conversation with the teacher. Not to hammer the teacher in any way, but to reinforce the brain research and brainstorm some ways to incorporate movement and transitions going forward.

Essential Strategies for School-Wide Discipline Success

The focus of most books that I read or sessions I attend about school discipline generally rests heavily with students. What I liked about this session was that it focused on the adults. Our job as adults in a school building is to evaluate, communicate, and to strengthen the behaviors we want to see. As such, adults need to focus on being consistent in three areas:

- Adults must be respectful in their interactions with all others.
- Adults must complete their assigned responsibilities in a professional manner.
- Adults must be conscientious of their actions.

The presenter in this session suggested developing a Mission Statement just for the adults in your school building. All schools have a Mission Statement and a Vision Statement, and all successful schools do a good job of communicating expectations for students (whether they be behavioral or academic—like learning goals). However, few schools take the time to work with their staff and develop a mission statement for the adults in the building. I have not collaborated with my staff yet, but if I were to unilaterally try to develop a Mission Statement for the adults in my building, it would probably start with something like “Adults in this building will educate and empower all students by developing and maintaining positive and professional relationships, and by consistently modeling and rewarding the behavior that we want to see.”

This idea has merit, but it is a very big idea. Right now, I'm working with my staff to create a more comprehensive and clear Code of Conduct for student behavior in our building. This will take us the rest of this school year so that I can present it to the Board before next year. As such, I think we'll start to tackle this project in the August pre-inservice days. I think it will start with the development of an Adult Mission Statement, and once we've come up with something we can all agree on, there will be enough to follow up with that it could very well take us through next year. Right off the top of my head, I imagine that we would need to

- Establish rules and procedures (in relation to our Mission Statement)
- Set expectations for clear communication with parents and administration
- Differentiate which staff needs what support
- Consistently monitor and enforce expectations
- Monitor student performance and act accordingly
- Provide support when teachers need help following student accommodations
- Prioritize and tackle the most important issues
- Provide training for the teachers who lack the skill to meet expectations
- Have difficult conversations with teachers who lack the will to do what they're asked

- Provide frequent feedback, plan for growth, and monitor and track progress of teachers

I know that seems like a whole lot, but once we've established our student Code of Conduct, I believe it will be the fidelity shown by the adults in the building that will determine the effectiveness of our work. I think this is the way we will see the most growth and the most consistency when we talk about student behavior and success with student discipline.

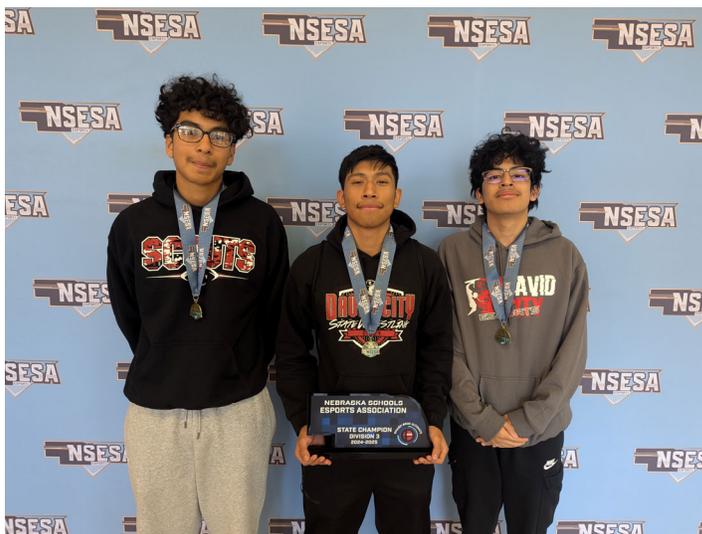
DAVID CITY

SECONDARY

NEWSLETTER

E-Sports Finishes Fall Season

This is the 6th year of David City Esports, marking the final year for the Class of 2025, the first class to participate all the way from grade 7 to 12, and a rather prolific class at that, collecting an impressive 31 State medals over the years. Those participating every year from the beginning, Davi N, Hannah S, James F, Neil O, and Stanley A have had a big impact on the program and will be missed! This fall Esports competed in a new game, Chess, as well as past favorites Smash Bros and Overwatch. Chess was played as a team of 3, where each player played a timed game against each of the opponent team's three players, essentially making a match a best-of-9. Our team went 5-2 in the season, making it to the final playoff round, ending with a very close 4-5 loss to Winnebago. Overwatch went 5-1 in the season and qualified for State. After back to back State Champion titles were followed by a 4th place finish last year, the team was looking to improve, and improve they did, with a 3rd place finish against some of the toughest Overwatch teams we've seen at State so far. Super Smash Bros, played as 2v2, this year included a new middle school-only league. We had two middle school teams, with Team 1 seeing some success with a 6-3 season. We had two high school teams as well, with both ending the season 9-1 and both qualifying for State. Team 1 took 5th place and Team 2, consisting of Gerson C, Jhony V and Julian C, claimed the title of Division 3 State Champions! Since the beginning, we've had essentially 4 different Smash Bros varsity teams, and now all 4 have at one point taken the title of State Champion. This spring we'll see the return of Rocket League, Valorant, Mario Kart and Fortnite. With good prospects in all games, we're excited to see what happens.

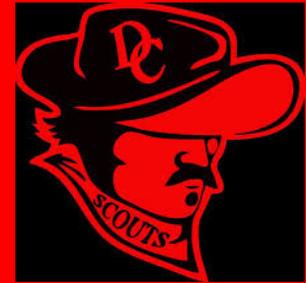


Important Dates

January 6
3rd Quarter Begins

January 8
Board Meeting

January 24
No School



David City High School
 750 D Street
 David City, NE 68632-1724
 Phone: 402-367-3187
 Fax: 402-367-3479

DC Girls Basketball

By Sam Schlautman

Basketball season is off to a busy start. There are 19 total girls out for basketball this year. Grades of those girls are 6 seniors, 4 juniors, 3 sophomores, and 6 freshmen. The upperclassmen have been setting a great example on how to work hard and give practices/games their all. Underclassmen have done a great job of learning and adjusting to the speed of the high school level along with playing with the shot clock. It has been very impressive to see how many girls stay after practice on a daily basis to put in extra work and get some shots up. The varsity season started off with wins against Centennial, Sandy Creek, and Schuyler, followed by a tight two point loss against Elmwood Murdock. The jv season started with a tough loss against Centennial, a big comeback that fell just short against Sandy Creek, a fun win against Schuyler, and a cancelled game against Elmwood Murdock due to weather. The reserve team played one game against Columbus Lakeview with 4 more games left on the schedule. Before the home Holiday Tournament, the Scouts will travel to Clarkson-Leigh, newly added Fort Calhoun, and finally a much needed home game against Lakeview. Basketball season is a long season but the girls have shown already that they are willing to put the work in and improve. Basketball is all about learning from past mistakes and getting better each and every day. Being able to coach a group of girls that are willing to put in the work and that are consistently doing things "for each other" while being great teammates makes this group so much fun. It is very sad to see teams across the state not being able to field basketball teams, have to cancel/shorten jv games, and see the overall number of participants drop. If you have any interest in girls basketball, it is never too late to consider playing. This group of girls are such a tight knit group that will literally do anything for each other no matter what. That is what it means to be a teammate and a friend. There are so many life lessons these girls are learning all the time and will take with them in life. If you have a chance to come out and support the Lady Scouts, they would appreciate it, excited to see what this group can do the rest of the season!



2024 ROSTER	
Athlete:	Grade:
Boys:	
Ethan Behrens	7
Oliver Bruner	7
Gabe Burnett	7
Omar Diaz	7
Jaxon Farmer	7
Maddox Kobza	7
Brogan Martinez	7
Calvin Ruiz	7
Wyatt Schultz	7
Lane Smith	7
Juziah Vallejo	7
Hunter Claussen	8
Brodie Kastl	8
Jackson Moravec	8
Michael Rebeiro	8
Avi Regalado	8
William Saxton	8
Phillip Schardin	8
Colton Steager	8

Middle School Wrestling

By Travis Worm

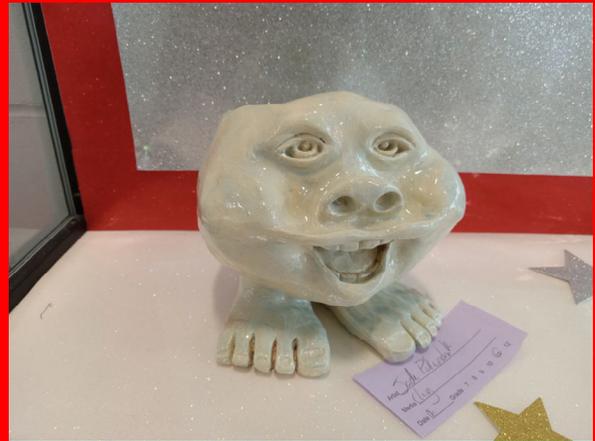
The 2024 middle school wrestling season has come to a close with an abundance of success. 40 medals were earned and an exceptional 125 individual wins were notched! The wrestlers' improvement not only showed in the wins that were collected, but in their skill development as well. We had many first-time wrestlers who had never stepped onto the wrestling mat before. Several seventh graders noticeably went from a basic setup, then takedown, to being able to move and control their opponent while also setting up that same takedown. Several eighth graders did the same, but with higher levels of intensity and aggressiveness. The concept I was pleased the most with was the wrestlers' ability to go out and compete regardless of who they were wrestling. Oftentimes wrestlers get intimidated by their opponent because of a multitude of things like, strength or what school they're from, but the David City middle school team did not hesitate and stepped out onto the mat with no fear. This served us well by the end of the season; we were attacking and looking to score in every position more often than our opponents. The fact that several on the team were beginners does not have me concerned whatsoever because of their ability to be coachable and get to work. This group can have a bright future ahead if they continue to look for ways to improve in everything they do. I look forward to next year to see what kind of growth we will have made in one year especially since we made a tremendous amount in just seven weeks of the season.



Invite	Champions
York Invite	Hunter C., Brogan M., Avi R.
David City Invite	Omar D., Michael R.
Crete Invite	Phillip S.
Norfolk Catholic Invite	Omar D.
Schuyler Dual	X
Schuyler Invite	Phillip S.
Scotus Dual	X
Boone Central Invite	CANCELLED

Artist of the Month

The "Artist of the Month" is Jade (Hannah) Pokrinchak. Jade is a Junior in Sculpture class and her parents are Joanna and Billy Jack. Sculpture students were tasked with creating a vessel with a face sculpted on the side of it. She named him "Douglas." She had this to say about it, "It was an incredibly fun piece to make especially the teeth. I really enjoyed the difficulty that came with giving him an expression, I was told that he looked like words should be coming out of his mouth which to me was instant success. I love everything about him and I can't wait to make more things like it."



NEBRASKA
SMART
SUCCESS MADE ACCESSIBLE THROUGH RURAL TUTORING

**FREE VIRTUAL
TUTORING
FOR K-12
STUDENTS**

QUALIFIED TUTORS
FROM CHADRON,
PERU, AND WAYNE
STATE COLLEGES



LOCAL BUSINESS *Spotlight*

From rural farmland to commercial spaces, Kobza Ag and Home is committed to helping buyers and sellers navigate the real estate market with confidence. Their experience and passion for the industry make them the go-to resource for our community's property needs. DCHS would like to recognize Kobza Ag and Home and extend our sincere thanks to them for offering valuable job shadowing opportunities to our high school students, allowing them to gain valuable insights into the real estate industry and explore potential career paths.



KOBZA AG AND HOME

The best place for the most up-to-date information, including the official district calendar of events, is the district website:

www.davidcitypublicschools.org



- DCHS and AQHS School Counselors Present:

Senior Parent FAFSA Meeting

Get valuable information on how and why to fill out the FAFSA - Federal Application for Student Aid

Date/Time

● January 8th

● 6:00 PM - 7:00 PM

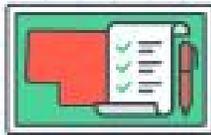
Location

● DCHS Commons - Use the Activity Entrance

Pizza will be provided!!!



NEBRASKA EVERY DAY COUNTS!



INFORMATION FOR PARENTS

Why absenteeism matters:

- Absenteeism in the first month of school can predict poor attendance throughout the school year. Half the students who miss 2 to 4 days in September go on to miss nearly a month of school.
- Absenteeism and its ill effects start early. One in 10 kindergarten and first grade students are chronically absent.
- Poor attendance can influence whether children read proficiently by the end of third grade or are held back.
- By 6th grade, chronic absence becomes a leading indicator that a student will drop out of high school.
- Research shows that missing 10 percent of the school year, or about 18 days in most school districts, negatively affects a student's academic performance. That's just two days a month and that's known as chronic absence.
- Students who live in communities with high levels of poverty are four times more likely to be chronically absent than others, often for reasons beyond their control, such as unstable housing, unreliable transportation, and a lack of access to healthcare.
- When students improve their attendance rates, they improve their academic prospects and chances for graduating.
- Attendance improves when schools engage students and parents in positive ways and when schools provide mentors for chronically absent students.



Strategies for Parents:

- Set a regular bed time and morning routine.
- Lay out clothes and pack backpacks the night before.
- Find out what day school starts and make sure your child has the required shots.
- Introduce your child to her teachers and classmates before school starts to help her transition.
- Don't let your child stay home unless she is truly sick. Keep in mind complaints of a stomach ache or headache can be a sign of anxiety and not a reason to stay home.
- If your child seems anxious about going to school, talk to teachers, school counselors, or other parents for advice on how to make her feel comfortable and excited about learning.
- Develop back-up plans for getting to school if something comes up. Call on a family member, a neighbor, or another parent.
- Avoid medical appointments and extended trips when school is in session.

For more information, visit attendanceworks.org



Source: Attendance Works



Chad Lindsley
Board Report
1/8/2024

The past two weeks of winter break have been a great opportunity to re-charge and spend some quality time with family. During the break I did spend five days covering different athletic competitions but the rest of the time was spent with my family. I know it will be a very busy second semester and we will hit the ground running so that time off was needed and greatly appreciated. The professional development day on Jan. 3 hosted by the ESU was great. I appreciated the opportunity to choose sessions that I felt would benefit my position. This report I wanted to focus on a little data from the first semester. Below I am going to highlight some specific points related to data specifically related to tardies. We expected some increase in tardies this year as we have implemented the pass restrictions and a focus on consistency across the board.

There were a total of 388 tardies during the first semester with 49.7% of those being to 1st hour. 235 of our students received 1 or 0 tardies with 176 of those students with none at all. In the fall of 2023 there were a total of 298 tardies with 47.7% of those being to 1st hour. There were a total of 79 served detentions for tardies this fall and 62 served detentions for tardies in the fall of 2023.

A couple more items to take note of are highlighted below.

- The December newsletter has been mailed out and I have attached a copy for your reference to this report.
- Scott Stemper from NDE is going to come work with our Crisis team during our upcoming PD day on Jan. 24.
- I have been setting up several attendance meetings with families to go over any possible attendance barriers and look for solutions prior to truancy.

David City Elementary January 2024-25 Board Report

Second Quarter Attendance

Currently, there are 308 PreK-6th grade students enrolled, but we are only required to report K-6 attendance to the state. DC Elementary's chronic absenteeism is down by 3.7% compared to last year.

- Average daily attendance for 2nd quarter
 - 2023-24 School Year - 95.0%
 - 2024-25 School Year - 95.3%
- Chronic Absenteeism (Missed 10% of the school year so far)
 - December of 2023 - 13.7 % of K-6 students considered chronically absent (34/249 students)
 - December of 2024 - 10.0% of K-6 students considered chronically absent (26/259 students)

The flu and other illnesses were significant in November and December, causing many students and staff to stay home. Over Christmas break, attendance meetings were held for students who have been identified as chronically absent. Improvement plans were also developed to help identify and address barriers. Hopefully, our attendance will continue to improve during the second semester.

Preschool Christmas Program

On Monday, 12/16/24, at 8:15 a.m., all three preschool classrooms sang for a large crowd of proud parents and grandparents. All the teachers and paraprofessionals did an amazing job of preparing the kids to perform their Christmas songs. The song choices were perfect, and the kids were precious!

Student Leadership (SLT) Food Drive

SLT hosted a food drive and collected 780 items. Mrs. Schmid's third-grade class won the competition and brought the most items. They celebrated with hot cocoa, popcorn, and a short Christmas movie. On Thursday, 12/19/24, families were invited to come "shop" for food and take any items they needed. A few families attended, and many others called in because they could not attend. Boxes were packed up for those families and delivered. We will host another evening in January to disperse any remaining items or deliver the remaining items to the food pantry. The entire food drive was successful, and I want to thank Mrs. Moravec and her Student Leadership Team for putting it all together. It feels great knowing that the donated food was used to support our DCE students and their families.

Bike Donations

Each year, Waste Connections purchases new bikes for students who need one. I want to thank them for donating ten new bikes again this year. The kids were so excited to get one! This will help kids not only get to school but promote a healthy lifestyle as well.

Communication

All classroom teachers use the REMIND app to communicate important information with parents. We encourage all parents to get signed up to receive information about tests, projects, field trips, menu changes, and all other important messages we frequently send out. We also ask parents to keep teachers and the office updated when their phone numbers or email information changes. A monthly newsletter is also sent home with students to help keep parents updated on events at the elementary school.

Two new televisions have been installed in the elementary cafeteria and office entryway. Mr. Ebbeka has helped us develop a slideshow to advertise different things each week. We will display birthdays, lunch menus, weather, and special events. The TV's can also be used during sporting events to watch games taking place at the high school.

PBiS Scout Day & Classroom Christmas Parties

After thirteen weeks of school, the staff continues to focus on building positive relationships and recognizing students for their Scout worthy behaviors and leadership. Three thousand three hundred twenty-nine positive tickets and twenty-five Future World Changer awards were handed out during the first semester. We are proud of the students working hard to earn these tickets and model the behavior we expect all students to display. Camp True was the winner for the second quarter, earning three hundred twenty positive tickets. Those students will enjoy a special reward with Mrs. Greenfield very soon! Third through sixth-grade students who met additional criteria also earned an extra positive behavior incentive day with their teachers!

School Safety

Over Christmas break, outdoor speakers were installed on the north side of the building where the playground is located. These speakers will help students and staff hear important announcements over the intercom system. This will be helpful, especially during medical emergencies when the school needs to remain on hold to keep hallways clear and preserve the dignity of the student or staff member.

Health Lessons

Nurse Fadschild is an important staff member who protects and promotes student health, which ultimately supports academic success. Besides organizing essential health screenings, she also does an excellent job providing crucial classroom lessons. Those lessons include: 5th-grade puberty talk (September), 4th-grade hygiene (October), 2nd-grade hygiene (November), Kindergarten/1st handwashing (December), Kindergarten/1st dental health (February), and Kindergarten/1st poison awareness education (April).

[January Newsletter Link](#)

Mrs. Greenfield,
David City Elementary Principal

Bellwood Board of Education Report
January 2025

We are now in our second semester of school. Therefore, I thought I would spend some time in this report reflecting on the 1st semester of the school year and highlighting some things that happened in December.

Reflection of the 1st semester

There have been some ups and downs this year, as in any year, but overall, we had a very positive 1st semester at Bellwood Elementary. Here are some things that I would like to highlight as positives for 1st semester.

- **1st Semester Highlights**

- **Student Achievement** - As always, student achievement is at the top of our list for students. In looking at the data from the first semester, we have made some good progress with many students during the 1st semester. We have had a lot of students who have shown a lot of growth, and we will be honoring these students soon at an upcoming Monday Morning Chat.
- **Student Behavior** - I don't like to put this in writing because I don't want to jinx myself. However, I can say that student behavior at Bellwood Elementary has greatly improved this year over my first two years here. We have had 10 office referrals this year compared to 24 last year. We have had one in-school suspension this year compared to the eight last year. Overall, I would say that we have a great group of students who choose to do the right thing on a regular basis. I also feel like we have a great staff with high expectations for students and do a great job of holding students accountable.
- **Staff** - As you know, many of our grade level staff were new during the 2023-24 school year, so this is their 2nd year at Bellwood Elementary. Year two for new staff members has been a good one. It is obvious that staff members are more comfortable with the expectations and how things work. We also have great non-certified staff as well. Overall, we have a great staff at Bellwood Elementary who does the right things for kids daily.
- **PBIS** - PBIS (Positive Behavior Intervention and Supports) continues to be a big part of some of what makes Bellwood Elementary special. We have added some good things this year that have kept it exciting and different for students and staff. It is evident that the new staff has bought into PBIS and invested in what it does for our students. This consistency in implementation helps.
- **Building Improvements** - A number of building improvements were made over the summer and during the 1st semester that have been great for the school. Thanks for continuing to invest in Bellwood Elementary. Having Mark Kobza at Bellwood full-time as our custodial and maintenance person has also been great in so many ways. He has been a big help and has done so much to keep the building clean and to fix any concerns we have.
- **Curriculum Coordinator** - What a huge asset Mrs. Laurel Valentine has been as the district's curriculum coordinator. She has been extremely helpful in our Triple C meetings. Overall, she has developed many significant documents for teachers, provided them with great resources, and has been willing to do what she could to assist teachers. I have seen a massive difference in having someone in this role, and I genuinely appreciate the district's investment in this position.
- **School Improvement** - I was very nervous about the school improvement visit at the beginning of this school year because I had not chaired an external visit before. With that now behind us, I am incredibly pleased with how it went. Our whole school improvement team did amazing work and did a great job of highlighting the great things happening in our district. There are things I would have liked to have done differently, but overall, I am pretty pleased with how things went, but am extremely glad that this is behind us for this school year.

- **1st semester challenges** As with any school year, there are ups and downs. There have also been many challenges this year and here are a few of them.
 - We had a situation at the beginning of the year and one in September that really had parents worked up and worried about school safety. Both of these situations created a lot of stress at Bellwood Elementary. Now that both of these situations are behind us, things have calmed down, and I feel that parent support has been very positive.
 - During the 1st semester, Miss Hein had to finish her student teaching for Wayne State College. As you know, we had an extensive plan in place for this to happen. Hats off to Mrs. Glodowski and Ms. Ockander who served as her cooperating teachers. They had to go above and beyond to support her as it was not a normal student teaching experience. It was also challenging for students throughout the experience, especially in preschool. It was difficult for students to see Miss Hein in the building but not have her in preschool. Miss Hein finished her student teaching right before Thanksgiving, and she graduated in December. It is nice to have this behind us and to have things back to normal in both kindergarten and preschool
- Even with these challenges, it has been an overall positive year at Bellwood Elementary, and I look forward to having a great second semester.

Attendance Challenge

As you know, attendance is something that I wanted to focus on this school year at Bellwood Elementary, so I thought it deserved its own section in this report. By the end of 1st semester during the 2023-24 school year, I could see that this was something we had to focus on. Last year, I started the class challenge for a pizza party during the 4th quarter. This year, I continued the class challenge for the pizza party. I also added the “Less Than 5 Will Help You Thrive” campaign, encouraging students to miss 5 days of school or less for the whole school year. Those who miss 5 days of school or less for the whole school year will be able to slime me at the end of the school year. Below is a look at a data comparison to last year. Overall, I am pretty pleased with the results for the first semester and feel like this has been a positive thing at Bellwood Elementary this year.

- Overall Attendance percentage
 - December of 2023 - 94.96% daily attendance rate
 - December of 2024 - 96.18% daily attendance rate
- Class Challenge
 - 5th grade has the overall best attendance as a class at 98.34%
 - They won the class pizza party for both quarters thus far
- Chronic Absenteeism
 - December 2023 - 18.8% of students, or 13 of 69, were chronically absent.
 - December 2024 - 4.3% of students, or 3 of 62, were chronically absent.
- Attendance Awards
 - When we returned to school on January 6th, we spent time at our Monday Morning Chat recognizing students with positive attendance for the 1st semester. We recognized students who had perfect attendance or stellar attendance (missing 1.5 days of school or less), and we had a drawing for prizes. Names of students who have missed 5 days of school or less this school year were entered into the drawing.

Perfect Attendance

Stellar Attendance (missed 1.5 days or less)

Attendance Prize Winners



January 3rd



Professional



Development Day

On January 3rd, all staff attended ESU 7 for a professional development day. Overall, I have heard positive comments from staff, and they thought it was beneficial. Personally, I know that I took things from every session that I could utilize, so I thought that was very good. Because this was the first time the ESU had done something of this magnitude, it was a great first effort, as there were lots of good sessions.

Student Teachers

We will have two student teachers from Concordia College at Bellwood Elementary this quarter. They start on January 14th.

- Ms. Julia Baker - Art
- Ms. Emma Shane - 4th grade

December Highlights

- **Holiday Concert** - The Bellwood Elementary Holiday Concert was held on December 13, 2024. All preschool through 5th grade students performed, and they did a great job. Mrs. Kozisek did a great job preparing the K-5 students for this event, and Miss Hein prepared the preschool students. We did have to move the concert up by 30 minutes due to the weather. I am glad that we did this rather than postponing. By the way, the sound system made a huge difference, which was evident during the concert. Thanks again for investing in this for Bellwood Elementary.
- **End of the Quarter Celebration** We spent the last day celebrating positive behavior during our PBIS Quarterly Celebration. The Student Leadership Team (SLT) worked with Miss Lenz to plan the day. We had a Pajama Day and watched The Polar Express as a school in the gym. The SLT hosted a Hot Chocolate Bar and a Popcorn Bar for the students. When this was completed, the students went carolling around Bellwood. Each class made two ornaments that they gave out to the houses that they carolled to. Students had class parties in the afternoon. Overall, it was a great day, and everyone had lots of fun.



HAL DAY

The first Elementary HAL Day for the 2024-25 school year was held on Wednesday, December 18th. Bellwood Elementary has five students participating in HAL this year. The students started the day at David City Elementary, where they got to know each other and learned what HAL was. Then, they travelled to the Kewit Luminarium in Omaha to engage in hands-on learning activities.

- There will be 3 HAL days in the second semester scheduled for the following dates from 8:00 to 11:00:
 - January 15, 2025
 - March 26, 2025
 - May 14, 2025



January Newsletter

- Here is a link to Bellwood Elementary's January Newsletter: [Link](#)

Please let me know if you have any questions.

Peggy Romshek
Bellwood Elementary Principal

1/8/25

School Board Report: Special Education

Submitted by: Kari Daniels

The professional development that was held at Columbus High on Friday, January 3rd, provided staff with multiple learning opportunities. In one session that I attended, the presenter stated that nearly 70% of the population has experienced trauma in one form or another. She encouraged staff to learn more about becoming trauma informed (TI) to help us better understand and support students of all ages. This is something I want to keep in mind moving into the new year. I was so pleased to see so many of our regular and special education teachers in this session.

You have heard me talk about special education and inclusion for a few years now, but I wanted to share with you an excerpt from an article that features a homegrown special education teacher. The full article was published on Dec 17, 2024 and can be found here:

<https://nebraskapublicmedia.org/en/news/news-articles/education-officials-encourage-the-inclusion-method-for-special-education-but-are-schools-equipped-to-make-it-work/>



Samantha Jacobson has been a teacher for about eight years and a special education teacher at Madison Senior High School for a little more than four years. She is a strong advocate for students with disabilities to be included amongst their general education peers. (Photo by Jolie Peal/Nebraska Public Media News)

The realities of co-teaching

Samantha Jacobson has taught special education at Madison Senior High School in northeast Nebraska for more than four years and is in her eighth year of teaching.

She has an inside perspective of what makes a strong special education teacher, because she was a student with disabilities in David City. As a student, she was not separated from her general-education peers. And that's something she adheres to as an educator.

"Being with my general peers, I didn't want to be away from them," Jacobson said. "I was very social. I liked being with my friends and so I think that helped me. It pushed me to want to be better and not just give up."

At Madison, Jacobson employs inclusion. So far, she has found it benefits both her students and fellow educators.

Ms. Jacobson went through our special education program here in David City. She took advantage of the specialized instruction that she received and is providing the same to the students that she serves. It was so nice to see a former student, who is now a special education teacher, speak positively about the education she received from DCPS. This article also talks about the struggles associated with inclusion. I believe it speaks to the issues facing regular and special education in Nebraska and around the country. I encourage you to read this article when you have the opportunity. DCPS continues to work very hard, particularly at the elementary level, to implement more inclusive practices, but it continues to be a work in progress. As a district, we have invested in additional training for our staff regarding inclusion with the support of ESU 7 and our attorneys. It is a mindshift for some, but it truly is what is best for all students. The special education department continues to be grateful for your support.

I hope that you all had a very happy holiday and I wish you, your family and friends nothing but health and happiness in the New Year!

All Scouts Have Power

Activities Director Weekly Report 1/6/25

Celebrations

Girls and Boys Basketball teams finished 3rd place at the David City Holiday Basketball Tournament.

Boys Wrestling finished 1st at the Valentine Invite and went 5-0 at the Pierce Wrestling Dual Tournament.

The following Students were selected as **NCPA Academic All-state**:

Softball - Meagan Jahde, Danica Watts(SRC)

Cross Country - Jaelyn Dvorak, Hannah Gangwish, Stanley Allen, Neil Olson

Volleyball - Hailey Glodowski, Addison Kuhlman

Football - Cohen Denker, Reese Svoboda

Play Production - Neil Olson, Garrett Small

Schedule:

Speech season is just getting started. They had a couple of work days over break.

MS Girls Wrestling began on 1/6/25.

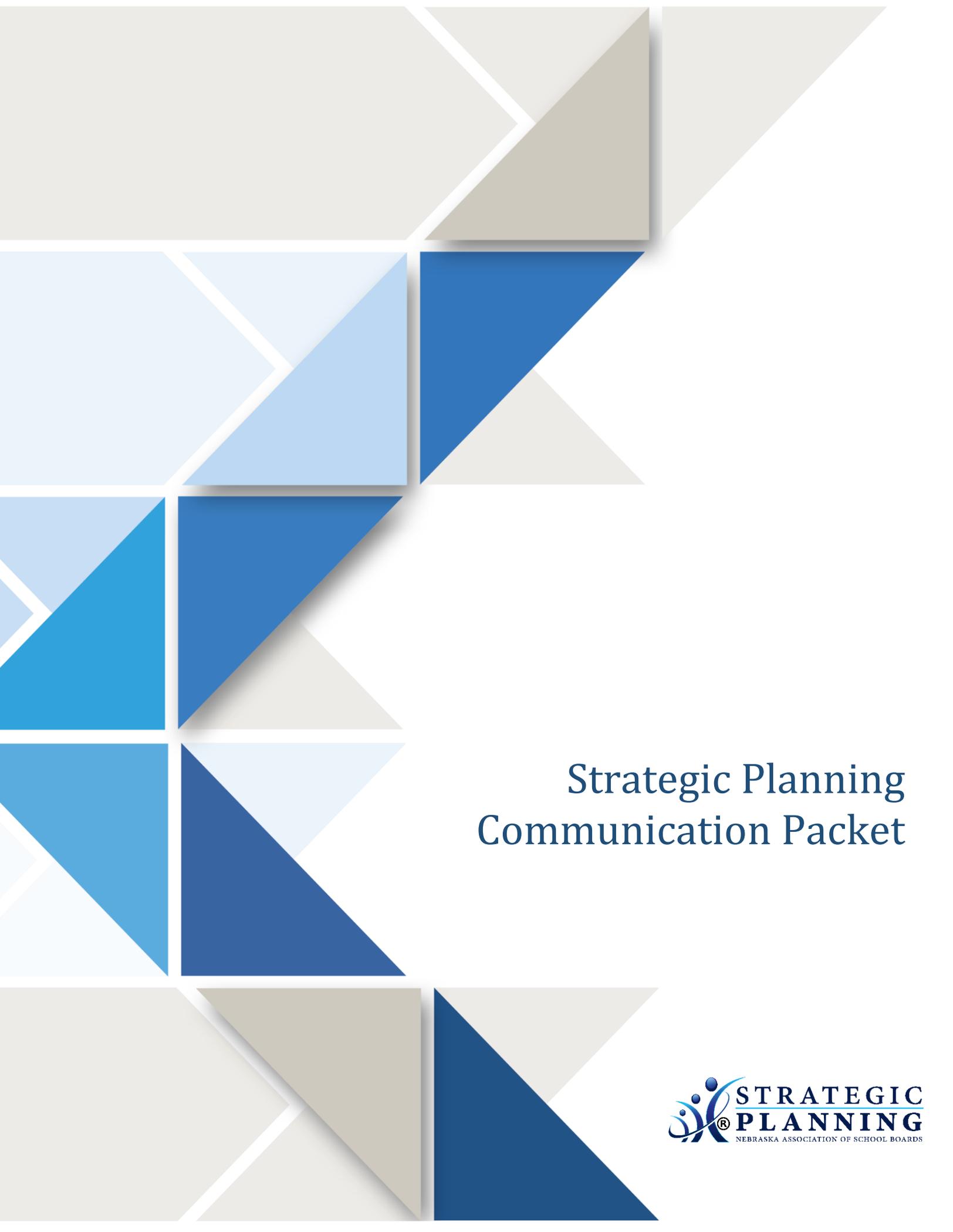
MS Boys Basketball began on 12/16/24.

Budget/ Staff/ Other:

I will send player surveys to the high school basketball and wrestling teams. This allows players an opportunity to provide anonymous feedback to the coach and myself about how the season is going. Once all surveys are completed, I will meet with the coaches to discuss the results.

ESU 7 PLD

- I was able to attend three sessions
 - 1) Emotional and Mental support and how it aligns with the MTSS process.
 - 2) Demoire Adams - Keynote speaker
 - 3) Teachers need more than jean days.
- Overall, I enjoyed the sessions that I intended, and I received positive feedback from others about how well they liked this opportunity to attend.



Strategic Planning Communication Packet

**NASB Strategic Planning
Stakeholder Communications Packet**

It is important that we engage our diverse community by building strategic partnerships and platforms for communication. ~The Board of Education

Communication is key to the work of every school district. The success of a strategic plan begins with communication from the top all the way down.

- When to begin communicating the district is undergoing the strategic planning process to develop long-term goals for the success of the district.
- How this process is communicated will determine the success or lack of engagement of all internal and external stakeholders.
- Where to share communications with all stakeholders to inform them of the process, results, and goals for the district.

To reach the district’s vision, administration, staff, students, parents, and other community members must feel they are well informed and involved and know that two-way communication is a priority for the leadership team.

A collaborative communication process is timely, clear information to all of those with an interest in the school district. The district leadership will seek input from students, families, and community members and clearly define ways in which they may provide their input. Through this developed partnership, district leadership may grow the trust, improve outreach to a population that has not been previously involved in the school district, and inform the community so that they may connect by receiving information and learning how to share information.

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Internal Communications (survey process)

The success of internal stakeholder engagement, through the survey process, is imperative to the strategic planning process. NASB Board Leadership team adopted protocols and procedures to ensure an effective stakeholder engagement process and return rate that provides thorough and complete information to validate needs and priorities to build a detailed strategic plan. If the district chooses to amend these procedures, the return rates of surveys may be influenced, and the quality overall may be compromised. Adherence to the procedures outlined by NASB Board Leadership team should result in the following return rates from stakeholders:

When the Superintendent and building administrators assist in the communication to staff, students, and parents, of when this engagement is going to take place, send reminders, promote it in a favorable manner, the response rate will be reflected. Just as importantly, are the certified staff communicating, reminding, and promoting this engagement with their students.

Stakeholder Group	Target Response Rate
Administrator/PSO:	100%
Board Members:	100%
Certified Staff:	100%
Classified Staff:	75%
Parents:	60%
Student:	80%

NASB will send reminders to all stakeholder groups participating in the survey engagement, but having the district assist in this communication process is vital.

External Communications (SOC Mtgs, Community Mtgs)

The engagement of external stakeholders is another key component of the strategic planning process. Gathering stakeholder engagement will be achieved by including business leaders in the survey process (if this option is selected), establishing a Strategic Overview Committee (SOC), and holding a community focus group meeting, referred to as the Community Engagement Meeting. Again, communication will be key for involvement and participation in these opportunities for external stakeholders.

Within this packet, you will find specifics about the three opportunities mentioned above as well as templates, itineraries, and question banks to ensure successful engagement of the district's external stakeholders.

If you have any questions after reading the Strategic Planning Communication Packet, please do not hesitate to reach out to the Board Leadership Department.

Strategic Overview Committee (SOC)

The Strategic Overview Committee represents a cross-section of both internal and external stakeholders. This committee will be tasked with:

- Reviewing and providing feedback regarding the district mission, vision, and beliefs.
- Engaging in a SOC analysis discussion pertaining to the:
 - Strengths of the district
 - Opportunities for growth in the district
 - Challenges of the district

Membership on the SOC will require participation in two meetings and encompass two responsibilities: discussing Strengths, Opportunities, Aspirations and Results (S.O.A.R.) that the committee identifies. The Strategic Overview Committee will also review and provide feedback pertaining to the qualities of the current District Mission and Vision Statements. Meeting II will enlist the review of the S.O.A.R Summary and Mission and Vision Statement feedback.

Most important will be to place an emphasis on the importance of timely and accurate communication of the dates and times of stakeholder engagement opportunities. It is not unusual for this representative group to exceed 30 to 40+ inclusive stakeholders. The development of the Strategic Overview Committee (SOC) is mandatory for the effective creation of a strategic plan. The committee members should be diverse and include representation of the district and community.

Fundamental purpose of the Strategic Overview Committee (SOC)

The Strategic Overview Committee (SOC) is critical to the success of the district's strategic planning process; therefore, the committee must:

- Be composed of individuals who represent a cross-section of the community and district
- Ensure diverse expertise, knowledge, and perspectives provide the collaborative representation necessary for the development of a quality strategic plan
- Vary in size and scope

Strategic Overview Committee (SOC) Communications

Effective communication, both written and oral is critical to the strategic planning process. This is most especially valid when building a committee comprised of volunteers. All participants value the information, feel acknowledged, comfortable with the process, and often more willing to actively participate.

To aid in communications:

- Provide proper time and notification of upcoming meetings including an agenda of the topics to be covered
- Select a meeting space with adequate tables and chair
- Prior to the start of the meeting, assign table numbers to attendees to create diverse groups at each table.
- Provide a list of invitees to Association Facilitators
- Start the meeting on time
- Be an active listener and aware of behavior of committee members
- Follow up immediately after the meeting thanking attendees and outlining next steps.

Identification of the Strategic Overview Committee (SOC)

Stakeholders—are those who may be affected by or influence the mission, vision, goals, and/or policies of the school district. They may include advocates who have a strong interest in the academic achievement of the school district even though they are not directly affected; however, the stakeholders may also include those who may be perceived as less than supportive. Identified stakeholders to consider:

External Stakeholders:

a. Community

- Parents (e.g., households with school age and non-school age children)
- Residents
- Retirees
- Community groups
- Neighborhood leaders

b. Business/Industry Representatives

- Chamber of Commerce
- Economic Development
- Developers
- Business owners/leaders
- Realtors
- Banking
- Preschool/Daycare providers
- Post-Secondary Institutions
- News media

c. Community and Youth Service Organization Representatives

- Ministerial/Faith Community leaders
- YMCA, Teammates, Boys and Girls Club (Optimist, Rotary, Kiwanis)
- Veteran organizations
- Community Based Programs
- Community Foundation/Local Family Foundations

d. Health Care

- Providers (Family Medicine, Mental Health Care, Wellness Providers)
- Social Services
- Health and Human Services

e. Local and State Government Representatives

- Mayor and/or City Council Members
- County Board
- Sheriff and Chief of Police
- State Legislators and/or Staff
- Minority Advocacy groups

Internal Stakeholders:

- Board
- Administrators
- Certificated/Classified Staff
- Students (Middle and High School)
- Advisory Councils
- Booster Club Officers/Members
- PTO
- Parents
- Organized Parental Support Groups
- Foundation
- Alumni

SOC Meeting Invitation Templates

Strategic Overview Committee (SOC) Invite

(Date)

Name

Address

Town/State/Zip

Dear

On behalf of the (Name) School District Board of Education, I am pleased to announce that the board and administration will begin the planning process to develop a long-term Strategic Plan to guide decision-making and a purposeful design to support the progress of education in our school district. A vital role of the Board of Education is to gather input and recognize the expectations of district and community stakeholders on issues related to the education of students, their academic achievement, and the environment in which they learn. While it is the board's responsibility to establish a vision as well as operational and instructional goals for the district, the board should regularly engage internal and external stakeholders to ensure that goals align with the community's values and aspirations for the school district. Strategic Planning presents the opportunity for the board to engage a broad stakeholder base for feedback and to help envision a path to improvement and growth of instruction and learning for all students.

The board has enlisted the support of the Nebraska Association of School Boards (NASB) to assist in the engagement of stakeholders to consider and discuss the mission, vision, beliefs, and data gathered throughout the process. The Strategic Overview Committee (SOC) made up of a diverse group of stakeholders will help to shape the strategic plan through focus group discussion of the district's mission, vision, and belief statements, complete the SOAR Analysis, discuss and consider community impact, parental involvement, essential student skills, knowledge, and abilities students need to be prepared for their future.

The board would like to invite you to serve as a member of the Strategic Overview Committee (SOC). The Association will facilitate the first 90-minute Committee on (day) (Month) (date) (year) at 6 p.m. Please R.S.V.P. your plans to attend by calling (name), Superintendent's Administrative Assistant and/or email (same name) at (email address).

If you have any questions, please do not hesitate to contact the number listed above.

Thank you in advance for your participation.

(Name), Superintendent of (Name) Public/Community Schools

(Name), President, (Name) Board of Education

Strategic Overview Committee Email for Those Agreeing to Participate

SOC Committee Member,

First of all ... Thank you!

I really appreciate your willingness to be a part of our Strategic Overview Committee (SOC) meetings on **<DATES FOR SOC >**! Your input in our district Strategic Planning process will be critical as we move forward with ideas and thoughts for the future of our district. Listed below is the schedule for both committee meeting nights:

SOC DATE:

Please note that all meetings will be held at <District Location>.

TIME (Doors Open)

- The doors to the building will be open on the west side of the building and at the high school entrance. We will plan to meet in the media center. The media center is located in the middle of the building on the second floor.

TIME (90 minutes) (SOC Meeting)

- Strategic Planning Overview Committee meeting #1 in the <LOCATION>. *As I have referenced before, the meeting will be facilitated by representatives from the Nebraska Association of School Boards (NASB). NASB will lead our group through a SOC (Strengths, Opportunities, and Challenges) analysis process and a review of our Mission/Vision, Value/Belief Statements. We will be working in small groups to share opinions and input. After our small group work, we will come together as a large group to summarize and share the summaries from each group.*

Optional (Dinner Break)

- Dinner will be served for the committee in the <LOCATION>.

TIME (90 minutes) (Community Meeting)

- The Community Engagement Meeting will be in the main gym or in the commons area just outside of the main gym. Please note: As SOC members, you are not required to stay for the Community Engagement Meeting, but you are welcome to stay if you would like.
- *as well.*

If you have any additional questions, please do not hesitate to contact me at your convenience.

Thanks again for being a vital part of this most important process and we look forward to seeing you on the <DATE>!

<Superintendent's Name>

Community Engagement Meeting

The community is invited to participate in one 90-minute focus group meeting held on the same night as one of the SOC Meetings, immediately following the SOC meeting. During the NSAB facilitated meeting, participants will be asked to share their perceptions, ideas, and opinions in response to three or four questions. The question bank below can be used to determine the feedback received during the meeting. However, the bank is just suggestions, the district can create their own questions.

Each board member should identify a list of community members who will receive a personal invite to the meeting. The community at large will also be invited through a press release and/or district newsletter/website communication; however, the personal invites distributed by the school district generate a positive, robust turnout. The community members should be diverse and include representation of all age levels and demographics of the district and community.

The district is responsible for creating a list of community members, inviting individuals to participate in the community focus group meeting, as well as promoting and encouraging attendance.

Community Question Bank:

1. Identify the points of pride, accomplishments, and achievements of the school district.
2. Identify the challenges that currently impact or may impact the district and community in the future.
3. Identify the knowledge and skills a student should possess as a graduate of this school district.
4. What more can the district do to attract students/families to the area to increase enrollment?
5. Identify what you believe are the most key areas the district might focus on to improve and expand learning facilities and grounds. (Functionality of learning space, Safety, and security, building access and parking, Capacity to support student enrollment, Building maintenance, Extracurricular facilities, and grounds, Other)
6. If you could implement one change to benefit student success, what would it be?
7. How can the Board/District improve communication to inform patrons of the district's needs and priorities?

Community Engagement Meeting Invitation Templates

Option I: Community Engagement Invite

(Date)

Name

Address

Town/State/Zip

Dear Community Member:

As the <District Name>'s Superintendent, it is my pleasure, on behalf of the school district, to invite you to participate in <District Name>'s Community Engagement.

The Board of Education and Administrative Leadership Team will embark on the process of stakeholder engagement to identify and address priorities and needs to support and grow learning for students. Effective Community Engagement involves key stakeholders working collaboratively to build consensus. A critical component of the process is to ensure a diverse representation of community and district stakeholders are empowered to share their personal perspectives, thoughts, and ideas in relationship to education in the <District's Name> School District. The identified stakeholders will include parents, community members, retired citizens, business leaders, teachers, support staff, and students.

We invite you to attend our meeting on Wednesday, September 25 at <insert location>. The meeting will begin promptly at <time>. Please be prepared to share your brief comments on the following:

- a. Question 1
- b. Question 2
- c. Question 3
- d. Question 4 - optional

We look forward to working with you on this initiative. Please contact <name and title> at the District Office at <phone #> to confirm your availability and/or interest in participating. We look forward to working collaboratively with you as we embark upon this most exciting endeavor to assist in shaping the future of <District Name>.

Working together, we can strengthen our students' learning experience and success. On behalf of the students of our community, we appreciate your contribution to this and other school support initiatives.

Thank you in advance for considering this opportunity to participate,

(Name), Superintendent of (Name) Public/Community Schools
(Name), President, (Name) Board of Education

Option II: Community Engagement Invite

(Date)

Name

Address

Town/State/Zip

Dear

Please join us on (day) (month) (date) 201__, at (location) from <TIME> to <TIME> (90 minutes) for the opportunity to provide community input into current and future initiatives as our school district looks for innovative and effective ways to meet the growing challenges facing public education in the 21st century.

While this meeting is an opportunity to discuss specific questions, it also reflects our ongoing commitment to ensuring that our district programs reflect the values and wisdom of our local community. As we look to prepare our students for college and career, we want to be sure we understand our community's perspectives as follows:

- a. Question 1*
- b. Question 2*
- c. Question 3*
- d. Question 4 - optional*

The input we receive from the community will influence all future, developing, and existing initiatives and innovations. We believe that when citizens deliberate about an issue and when a community is engaged in decision-making, the directions chosen are often better and more sustainable. We would very much appreciate your input, and hope you are able to attend.

Please let us know by <DATE> whether you will be able to attend. Call us at <PHONE NUMBER> or email us at <EMAIL> with your response or any questions.

Thank you in advance for your participation.

(Name), Superintendent of (Name) Public/Community Schools

(Name), President, (Name) Board of Education

Press Release for Community Engagement Meeting

(Name) Public/Community Schools – Community Engagement
(Name) Community Schools ([Website address](#))
(Name) President, Board of Education
(Address), City, State, Zip Code

(Name), Superintendent
District phone: (number)

(Date) For **Immediate Release**

(Name) COMMUNITY SCHOOLS BOARD OF EDUCATION
to host Community Engagement Meeting

(Name), Nebraska (**Day/Date**) – The (Name) Public/Community Schools Board of Education has scheduled a community meeting for (Day), (Month)(date), (year). The public session will take place at (**site name and street address**) beginning at (**time a.m. /p.m.**).

This community discussion is part of a larger Strategic Planning process and will give the Board of Education and district administration the opportunity to listen to community stakeholders. The results will help formulate a vision of the future and identify goals and strategies necessary to move the district forward to meet the challenges of the 21st century. We will be discussing the strengths, accomplishments, and challenges of our school district, the vision, and expectations for our schools and the goals and objectives necessary to design our future by discussing the following questions: (**insert the 3-4 questions selected**)

Specific community members have been invited by the district for two reasons: to ensure that a broad cross-section of interests, backgrounds and perspectives are included and to ensure that board members are able to hear from all participants in a purposeful and efficient manner. We are inviting staff members, parents, students, community leaders and other interested members of the public to work together with us – so that we may effectively plan for the future of our district and students. Any patron wishing to attend the session to be considered part of the process is encouraged to do so. Representatives of the Nebraska Association of School Boards will facilitate the community engagement process. For more information, please visit our school website at ([School Website Address](#)) and look for Community Engagement. –End—

Business Leader Online Survey (Optional)

Business leaders are also invited to complete an online survey reflecting the questions identified for this stakeholder group. Each board member may identify a list of business leaders who will receive a personal invitation to participate. The district is responsible in providing emails for the business leaders to NASB if the district chooses this optional survey.

Business Leaders Question Bank:

1. Identify the points of pride, accomplishments, and achievements of the school district.
2. Identify the challenges that currently impact or may impact the district and community in the future.
3. Identify the knowledge and skills a student should possess as a graduate of this school district.
4. What more can the district do to attract students/families to the area to increase enrollment?
5. If you could implement one change to benefit student success, what would it be?
6. How can the Board/District improve communication to inform patrons of the district's needs and priorities?
7. Identify what you or your organization could do to promote student achievement and assist the school district.
8. Identify specific ways your organization could collaborate with other businesses and organizations to enhance educational opportunities for students.
9. What role might a student, recent graduate, or post-secondary student serve in supporting your business? (Example: new project, improvement of process, problem solving a challenge, widespread support, etc.)
10. Are there processes or protocols and procedures within your business that suffer from lack of development and/or are outdated, and would benefit through a partnership with the school district?
11. What are the most pressing issues that your place of business is struggling to address?
12. What are the characteristics of a highly qualified employee?
13. If you had three new, highly qualified employees, what would you have them do to improve your business?
14. What are you doing to recruit new employees to your business?

Immediate Next Steps

- (1) **Schedule the initial Strategic Overview Committee (SOC) meeting and the Community Engagement meeting** - Note: SOC Mtg. I and the Community Engagement Meeting will be held on the same evening.
- (2) **Administrators will identify the stakeholders who will serve on the Strategic Overview Committee (SOC) and invite them to the SOC Meeting-** this will be an important next step. You may recall that this committee consists of the following stakeholder groups
 - Superintendent
 - Administrators
 - Board Members (All board members may participate; however, if there is a quorum you must advertise.)
 - Certified staff members (K-12)
 - Classified staff members
 - Secondary students
 - Parents
 - Community members
- (3) **Board and Administrators identify a list of business leaders to participate in the business leader survey.** (if this survey was selected)
- (4) **Email Ben Anderjaska, banderjaska@nasbonline.org , the selected business leader questions** (if this survey was selected)
- (5) **Board and Administrators identify an exhaustive list of patrons to invite to the Community Meeting.**
- (6) **District will mail-school letterhead/email the patrons identified a personal invite to attend the Community Meeting. The invite will include the selected 3-4 identified questions. See Item (7).**
- (7) **Select three to four community questions from the attached communication packet to embed into the invites** - this ensures that patrons understand what will be discussed at the Community Engagement meeting.
- (8) The provided press release (link can be found on page 7) may be used to extend an invitation to all parents and patrons to attend the Community Engagement meeting.
- (9) **Email the Board Leadership Facilitator, the selected community questions** – this will provide NASB the necessary information to be prepared for the meetings, and understand the nature of the meeting.
- (10) **Promote and advertise the Community Meeting**
 - Personal letters/emails to patrons
 - Press release to Local Media
 - Website
 - District Social Media
 - Text Alert system
 - Parent/District newsletter

James B. Gessford
Daniel F. Kaplan
Gregory H. Perry
Joseph F. Bachmann
R. J. Shortridge*
Joshua J. Schauer*
Derek A. Aldridge**
Justin J. Knight***
Charles Kaplan
Haleigh B. Carlson
Sara J. Tonjes
Kendall G. Oberheide



Of Counsel
Thomas M. Haase

*Also admitted in Iowa
** Also admitted in Kansas
***Also admitted in Colorado

Ernest B. Perry (1876-1962)
Arthur E. Perry (1910-1982)
R.R. Perry (1917-1999)
Edwin C. Perry (1931-2012)

MEMO ON MID-YEAR POLICY UPDATE

To: Nebraska School Boards and Superintendents
Date: December 30, 2024
RE: January 2025 Policy Updates

Required Mid-Year Policy Update

1. Policy 8342 - Designated Method of Giving Notice of Meetings. Last session, LB 287 changed the notice requirements for board meetings under the Open Meetings Act. These changes were designed to avoid requiring notices only to be published in a physical newspaper and, instead, allow notices to otherwise be published on a newspaper's website. To this end, beginning January 1, 2025, the Open Meetings Act now requires boards to give notice of their meetings by either: (1) publishing notice in the newspaper (if there is time to publish in the newspaper) and posting notice on the new statewide website; or (2) posting notice on the newspaper's website (if available) and posting notice on the new statewide website if the newspaper cannot publish its paper edition before the board meeting. The notices are to be placed in the newspaper and on the website "by the newspaper." Schools should coordinate directly with their usual newspaper to ensure that meeting notices will be promptly submitted to the statewide website. The statewide website can be found at: <https://www.nepublicnotices.com/>

If the board does not have time to publish notice in the newspaper (or if the newspaper cannot or does not print the timely notice), the board can forego the newspaper posting requirement but must still (1) post notice on the school's website, (2) post notice on the statewide website, and (3) post notice in a "conscious public place."

Policy 8342 has been updated to reflect these new changes.

One final note: the Open Meetings Act Poster from July 2024 remains the most current version of the Open Meetings Act, so you will not need to update your poster in your boardroom.

Optional Policy Update

1. New Policy 6701 – Authorized Security Personnel (and corresponding update to Policy 6700 – *Firearm Policy*) - Last year, LB 1329 authorized Class I and II school districts to adopt a policy to permit certain staff to carry firearms at school. As part of this process, LB 1329 directed the State Board of Education and State Patrol to adopt a “model policy” for applicable schools to consider. At its December meeting, the State Board adopted its model policy. We have since reviewed and slightly tweaked the State Board’s model policy. However, a few words of warning about this policy: First, this policy can only be adopted by Class I and II districts. Class III school districts (the majority of districts in Nebraska) are not permitted to adopt this policy. Next, each interested district will need to very carefully review and likely amend the policy before adopting it. Finally, any district seriously considering adopting the policy should share a copy of the policy with their insurance carrier to determine if any changes to the policy are needed for insurance purposes.

Other Policy Comments

1. Student Dress Code Update – Two years ago, LB 298 directed NDE to develop a model student dress code policy. NDE has since approved a model policy, but schools are not required to adopt a new dress code policy until July 1, 2025. Since a new dress code policy in the middle of the school year may not be practical, we will wait to send our recommended policy until this summer.

2. Possible Model Cell Phone Policy – There has been discussion about the State Board of Education adopting a model cell phone policy for schools to consider. To avoid any confusion: any school district may adopt a cell phone policy, but there is no legal requirement to do so. Each school board retains the discretion to consider and adopt its own policy on cell phones in school.

3. 2025 Policy Updates – The Unicameral will convene on January 8th and is scheduled to adjourn on June 9th. With this schedule, we are forecasting our annual summer policy updates to be distributed in early-to-mid June. We know schools are anxious to approve policy updates as soon as possible, but this long session will create a delay in the usual policy update timeline. Of course, if the Legislature adjourns early, we will be able to issue our updates sooner.

As always, please contact us with any questions or concerns.

Internal Board Policies - Methods of Operation

Current

Designated Method of Giving Notice of Meetings

The Board of Education will give advance notice of meetings by one of the following methods:

1. Publishing in a newspaper of general circulation within the District's jurisdiction, posting on the newspaper's website, if available, and posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers; or

2. Posting to the newspaper's website, if available, and posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of the newspaper will be finalized for print prior to the time and date of the meeting.

The Superintendent is delegated the authority to determine which method of notice to use for a board meeting.

~~publishing such notice in a newspaper of general circulation within the District's jurisdiction and, if available, on such newspaper's web site.~~ If a newspaper refuses, neglects, or is unable to timely publish such notice, then notice may be given by (1) posting on the District's website, (2) posting notice on the statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) posting such notice in a conspicuous public places within the District. The Board Secretary shall keep a written record of such postings.

Notice shall be given a reasonable time in advance of the meeting. Two (2) days advance notice shall be considered sufficient.

For an emergency meeting, notice shall not be required to be given; however, the Board will complete minutes for such an emergency meeting as required by law. An emergency has been defined as any event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; a sudden or unexpected happening; an unforeseen occurrence or condition.

The Secretary of the Board of Education, or the Secretary's designee, shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to such news media of the time and place of each meeting and the subjects to be discussed at the meeting.

Legal Reference: Neb. Rev. Stat. Sections 79-554; 79-555 and 84-1411

Date of Adoption: [Insert Date]

Internal Board Policies - Methods of Operation*updated*Designated Method of Giving Notice of Meetings

The Board of Education will give advance notice of meetings by one of the following methods:

1. Publishing in a newspaper of general circulation within the District's jurisdiction, posting on the newspaper's website, if available, and posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers; or
2. Posting to the newspaper's website, if available, and posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of the newspaper will be finalized for print prior to the time and date of the meeting.

The Superintendent is delegated the authority to determine which method of notice to use for a board meeting.

If a newspaper refuses, neglects, or is unable to timely publish such notice, then notice may be given by (1) posting on the District's website, (2) posting notice on the statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) posting such notice in a conspicuous public place within the District. The Board Secretary shall keep a written record of such postings.

Notice shall be given a reasonable time in advance of the meeting. Two (2) days advance notice shall be considered sufficient.

For an emergency meeting, notice shall not be required to be given; however, the Board will complete minutes for such an emergency meeting as required by law. An emergency has been defined as any event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; a sudden or unexpected happening; an unforeseen occurrence or condition.

The Secretary of the Board of Education, or the Secretary's designee, shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to such news media of the time and place of each meeting and the subjects to be discussed at the meeting.

Legal Reference: Neb. Rev. Stat. §§ 79-554; 79-555 & 84-1411.

Policy Adopted: Jan 8, 2025

Instruction

Current

Firearm Policy

It shall be the policy of the [Name] Public School District to undertake all reasonable efforts to prohibit the unlawful possession, the knowingly and intentionally selling, attempting to sell, providing, loaning, delivering, or in any other way transferring the possession of a firearm to a juvenile, and to prevent the unlawful possession of a firearm, including concealed firearms, in a school, on school grounds, in a school owned vehicle, or at a school sponsored activity or athletic event. This policy shall not apply to the issuance of firearms to or possession by members of the Armed Services of the United States, active or reserve, National Guard of the State, or Reserve Officers' Training Corps, peace officers, or qualified law enforcement officers or qualified retired law enforcement officers, as defined by and pursuant to state and federal law, and those individuals approved in advance as Authorized Security Personnel. Further, nothing in this policy shall be construed to require school action when a firearm is lawfully possessed by a person receiving instruction, or instruction under the immediate supervision of an adult instructor, or as to firearms contained within a private vehicle operated by someone other than a minor or prohibited person, as defined by law, and are enclosed in a case or inside the glove box, trunk, or other compartment of the vehicle, a storage box securely attached to the vehicle, or, if the vehicle is a motorcycle, other than an auticycle, a hardened compartment securely attached to the motorcycle while the vehicle is in or on such parking area.

Any unlawful use or possession of a firearm, including concealed firearms, as described in this policy and as described by statute shall as soon as is reasonably possible be reported to an appropriate peace officer. Nothing in this policy shall be construed to prevent the district from carrying out regular disciplinary procedures as have been adopted by the Board of Education or as otherwise authorized by law.

Legal Reference: Neb. Rev. Stat. Sec. 28-1204.04

Date of Adoption: [Insert Date]

Instruction*updated*Firearm Policy

It shall be the policy of the [Name] Public School District to undertake all reasonable efforts to prohibit the unlawful possession, the knowingly and intentionally selling, attempting to sell, providing, loaning, delivering, or in any other way transferring the possession of a firearm to a juvenile, and to prevent the unlawful possession of a firearm, including concealed firearms, in a school, on school grounds, in a school owned vehicle, or at a school sponsored activity or athletic event. This policy shall not apply to the issuance of firearms to or possession by members of the Armed Services of the United States, active or reserve, National Guard of the State, or Reserve Officers' Training Corps, peace officers, or qualified law enforcement officers or qualified retired law enforcement officers, as defined by and pursuant to state and federal law, and those individuals approved in advance as Authorized Security Personnel. Further, nothing in this policy shall be construed to require school action when a firearm is lawfully possessed by a person receiving instruction, or instruction under the immediate supervision of an adult instructor, or as to firearms contained within a private vehicle operated by someone other than a minor or prohibited person, as defined by law, and are enclosed in a case or inside the glove box, trunk, or other compartment of the vehicle, a storage box securely attached to the vehicle, or, if the vehicle is a motorcycle, other than an autocycle, a hardened compartment securely attached to the motorcycle while the vehicle is in or on such parking area.

Any unlawful use or possession of a firearm, including concealed firearms, as described in this policy and as described by statute shall as soon as is reasonably possible be reported to an appropriate peace officer. Nothing in this policy shall be construed to prevent the district from carrying out regular disciplinary procedures as have been adopted by the Board of Education or as otherwise authorized by law.

Legal Reference: Neb. Rev. Stat. Sec. 28-1204.04

Policy Adopted: Jan 8, 2025

Business Operations

new

Authorized Security Personnel

1. Purpose: The purpose of this Policy is to establish guidelines and requirements for an individual to be authorized by the Board of Education of David City Public Schools to carry a firearm on school grounds as an Authorized Security Personnel (“ASP”). Such authorization will allow the designated individual(s) to carry firearm(s) at school, on school grounds, in a school-owned vehicle, or at a school-sponsored activity in accordance with this Policy. This Policy aims to ensure the safety and security of students, staff, and visitors while maintaining a secure learning environment.

2. General Principles/Standards:

- A. Personal Qualifications: Individuals authorized to carry firearms as an ASP must, at a minimum, meet the following qualifications:
- i. Background Check: Must pass a comprehensive background check, including a criminal history check.
 - ii. Permit: Must have a valid Nebraska Concealed Carry Permit.
 - iii. School Personnel: Must be an employee or contractor in good standing with the District.
 - iv. Letter of Interest: Must submit a letter of interest to the Superintendent and the President of the Board of Education expressing an interest in carrying a firearm and explaining why the individual is interested.
 - v. Three Letters of Recommendation: Must submit three letters of recommendation from individuals not employed or contracted by the District attesting to the individual’s character and experience with firearms.
- B. Firearms Storage: An ASP may store their firearm on school grounds only under the following requirements:
- i. The firearm must be stored in a biometric safe;
 - ii. The biometric safe must be under cover from direct line of sight;
 - iii. Only the ASP has access to the biometric locking/unlocking mechanism or key; and
 - iv. The ASP must be physically present on the school grounds when their firearm is stored in the biometric safe.

- C. Concealment and Exposure of Firearm:
- i. An ASP may only carry a firearm in a holstered and concealed manner and may not display the firearm, except during an active threat.
 - ii. A firearm must never be visibly unholstered, except during an active threat. A firearm must never be placed down or left unattended at school, except when placed in the biometric safe while the ASP is physically present on school grounds. If the firearm needs to be unholstered and placed down the firearm must be placed in the biometric safe. (Example: Use of the restroom: place firearm in the biometric safe before going to the restroom if conceal carry holster is needing removed and placed down).
- D. Appropriate Firearm & Ammunitions: The ASP must only use a handgun approved in advance by the Board of Education. Once a handgun has been approved for an ASP, the handgun may only use ammunition recommended and approved by the firearm manufacturer.
3. Use of Force: The ASP must know and understand the appropriate use of force. The ASP is not a law enforcement officer and does not have the authority to act in that capacity. However, the ASP may take actions necessary to prevent or abate an active threat and temporarily detain an individual when the ASP has reasonable cause to believe the individual has committed or is about to commit a forcible act of violence that could cause serious bodily injury or death. The individual must understand deadly use of force as well as the potential of criminal and civil liability.
4. Required Documentation, Trainings, and Evaluations: The Board of Education must approve a signed Memorandum of Understanding with each ASP that includes all initial and annual required trainings and evaluations the ASP must complete. The trainings and evaluations will mirror the trainings and evaluations recommended by the Nebraska State Board of Education and Nebraska State Patrol. Each ASP will be required to attend a minimum of twenty hours (20) of training.
- The ASP candidate must also complete and pass a mental health screening and consultation with a psychologist.
4. Notification to Law Enforcement: The ASP must notify local law enforcement agencies of their position at school. The ASP is further expected to build a positive rapport with first responders, including local fire and rescue, local and state law enforcement agencies, and the regional emergency manager.

Legal Reference: Neb. Rev. Stat. 28-1204.04.

Policy Adopted: Jan 8, 2025



David City Public Schools

2023-2024 Annual Report

750 D Street www.davidcitypublicschools.org 402-367-4590

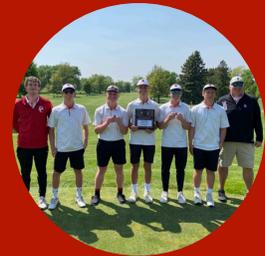
X: @DC_Scouts Facebook: David City Public Schools

David City Public Schools Staff Recognized

At David City Public Schools, teachers and staff who receive professional recognition are celebrated for their dedication, hard work, and profound impact on students and the community. Nebraska organizations award certified and classified staff who go above and beyond in fostering a love of learning, supporting student growth, and contributing to the overall development of the school environment. Whether through innovative teaching methods, community involvement, or unwavering commitment to student success, these individuals are recognized not just for their professional achievements but for the lasting influence they have on the future of Nebraska's youth. During the 23/24



school year, the following DCPS staff members received recognition: Jim Masek received the Distinguished Service Award from the Nebraska State Interscholastic Athletic Administrators Association. Jarod Ockander, English teacher, received the National Council of Teachers of English Nebraska English Teacher of Excellence Award. And Tiffany Heins, Special Education teacher, received the Nebraska Rural Community Schools Association Teacher of the Year Award, and was a finalist in the National Rural Teacher of the Year award. Dr. Chad Denker was awarded the 2023 Doane University Alumni Educator of the Year Award.



2024 Class C Golf District and SNC Team Runner Up



2024 Class C1 Speech State Runner Up



2024 Spring Division 3 Esports State Champions Rocket League

TEACHERS WITH MASTERS DEGREES OR HIGHER

David City: 43%
State: 59%



All Scouts Have Power

AVERAGE YEARS OF TEACHING EXPERIENCE

David City: 14
State: 14

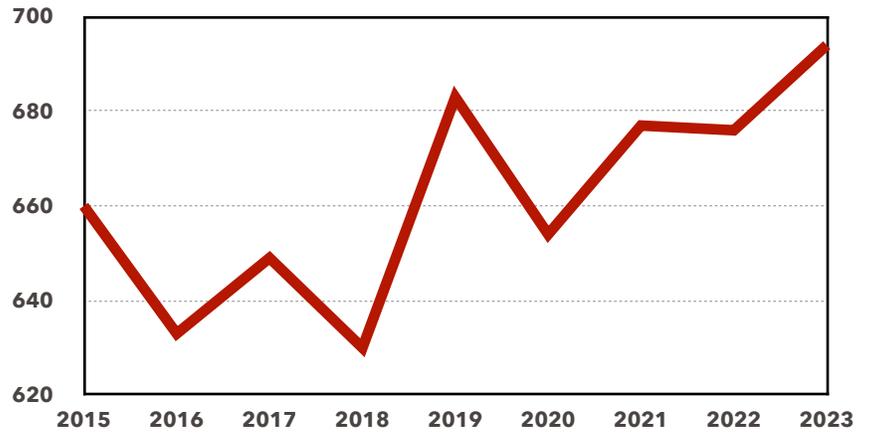
2023/2024 Enrollment

Grade	Girls	Boys	Total
PK	31	42	73
K	17	30	47
1st	18	17	35
2nd	33	24	57
3rd	21	22	43
4th	26	16	42
5th	23	22	45
6th	18	18	36
7th	18	29	47
8th	35	28	63
9th	30	28	58
10th	22	24	46
11th	30	21	51
12th	24	27	51



Class C1 State, District & South Nebraska Conference One-Act Champions

Enrollment Trends



Transportation

Year	Route Miles	Activity Miles	Total Miles
2023/24	84,043	84,884	168,927
2022/23	100,248	60,732	160,980
2021/22	108,625	48,116	156,741
2020/21	126,774	43,895	170,669



AQUESTT CLASSIFICATIONS		
EXCELLENT David City High School	GREAT David City Middle School David City Elementary School	GOOD Bellwood Elementary School

Student Population Characteristics

David City Peers State

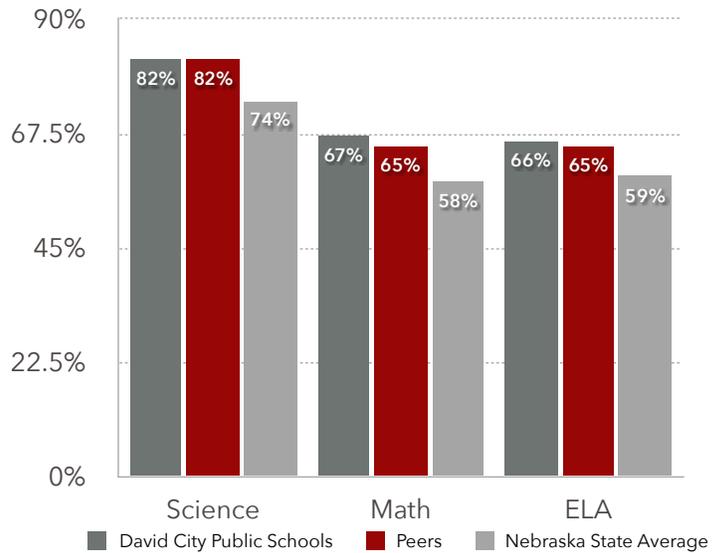
Students enrolled in SpEd*	25%	17%	17%
Free/Reduced Meals	49%	NA	52%
High Ability Learners	9%	10%	13%
English Language Learners	3%	6%	9%
High Mobility Rate	6%	NA	4%

*Including non-public school students served by DCPS

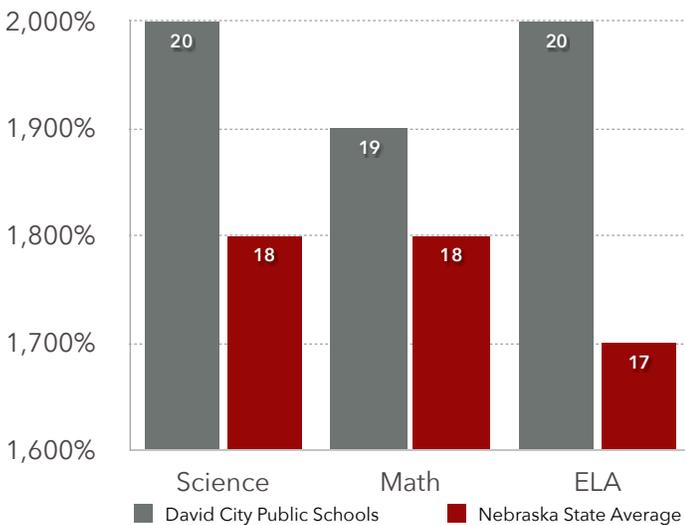
David City vs. State of Nebraska

David City		NE Average
94%	Attendance Rate	93%
94%	Graduation Rate	88%
67%	College-Going Rate	72%

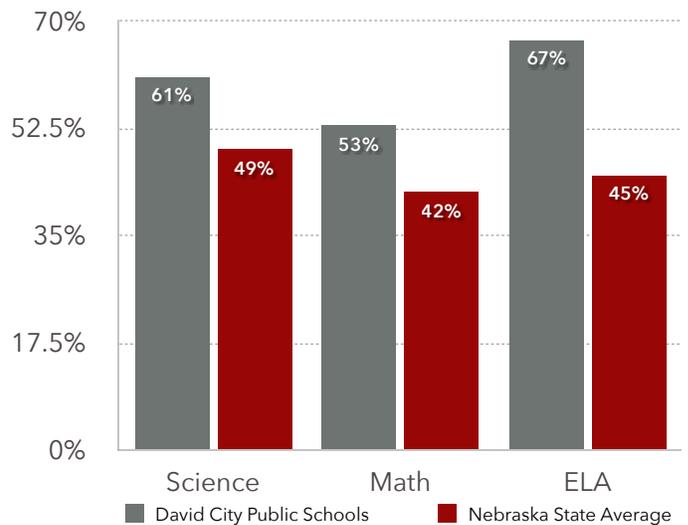
Statewide Assessment (Proficient Grades 3-8)



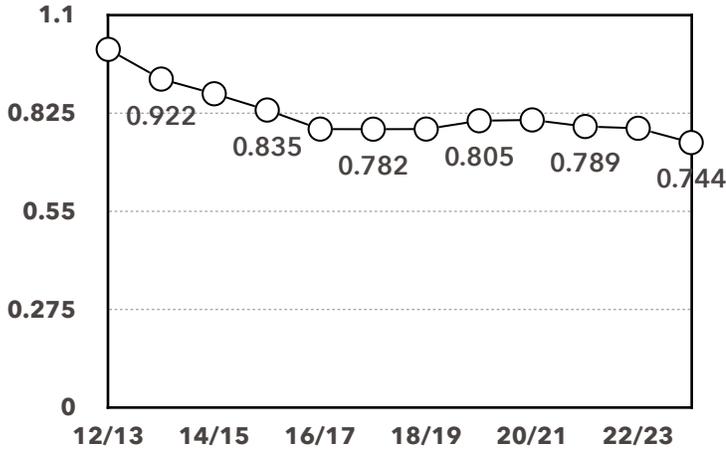
ACT Scale Score



NSCAS ACT (Proficient 3rd Year Cohort)

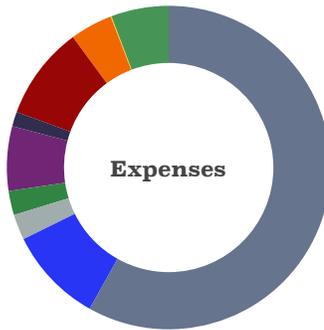
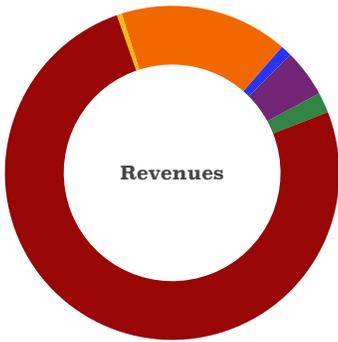


2012-2024 Tax Levy



District Valuation and State Aid

Year	Valuation	State Aid
2023/24	\$1,533,510,733	\$1,092,001
2022/23	\$1,397,154,511	\$130,944
2021/22	\$1,366,953,747	\$122,855
2020/21	\$1,332,923,317	\$123,700
2019/20	\$1,325,085,417	\$104,779



- Local Receipts
- Instruction Services
- County Receipts
- Student Support Services
- State Receipts other than TEEOSA
- Instruction Support Services
- State Aid (TEEOSA)
- General Administration
- Federal Receipts
- Office of the Principal
- Other Financing Sources
- Central Services
- Operation & Maintenance
- Transportation
- State Categorical Programs
- Total Federal Programs



Property Tax Request

Year	Building Fund	General Fund	Total
2023/24	\$1,443,687	\$9,745,440	\$11,403,773
2022/23	\$1,308,581	\$9,381,616	\$10,940,197
2021/22	\$1,308,581	\$9,193,703	\$10,752,284
2020/21	\$1,308,581	\$9,193,703	\$10,752,284
2019/20	\$1,182,828	\$9,294,191	\$10,652,776



DAVID CITY BOARD OF EDUCATION

- Stephanie Summers-President
- Marcus Thoendel-Vice President
- Kasey Kuhlman-Secretary
- Justin Krafka
- Don Moravec
- Aaron Rerucha
- Jonathan Sosa-Palencia-Student
- Catlyn Kratochvil-Student

**RECOMMENDATION FOR APPOINTMENT OF DIRECTORS
TO
DAVID CITY SCOUTS SCHOOL FOUNDATION**

The undersigned, on behalf of David City Scouts School Foundation (the "Foundation"), hereby recommend to the Board of Education of Butler County School District 12-0056, a/k/a David City Public Schools (the "School Board") the following individuals for appointment as the initial directors of the Foundation for the initial terms set forth next to their names:

<u>Director:</u>	<u>Initial Term Expiration:</u>
Stephanie Summers	Second Wednesday of January, 2026
Kory Kuhlman	Second Wednesday of January, 2027
Chad Denker	Second Wednesday of January, 2028
Leslie Neujahr	Second Wednesday of January, 2028
Nathan Olson	Second Wednesday of January, 2029
Darrell Allen	Second Wednesday of January, 2029

The Foundation requests that the School Board hold a vote to determine whether to appoint such individuals as the initial directors for such initial terms at the next meeting of the School Board and provide the Foundation with the results of such vote as soon as practicable thereafter.

Dated as of the 13th day of December, 2024.

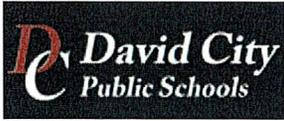
**DAVID CITY SCOUTS SCHOOL
FOUNDATION**

By: _____

Darrell Allen, President

Attest: _____

Leslie Neujahr, Secretary



Chad Denker <denker@dcscouts.org>

Letter of Resignation

2 messages

Justine Quintero <quinteroj@dcscouts.org>

Mon, Jan 6, 2025 at 3:52 PM

To: Peggy Romshek <romshekp@dcscouts.org>, Chad Denker <Denker@dcscouts.org>

To whom it may concern,

I regret to inform you that I will not be renewing my contract for the 25-26 school year. I have decided to move back to my hometown in Texas to be closer to family. I have enjoyed Bellwood and David City public schools for the past 2 years and am very sad to leave. I appreciate all the guidance as I transitioned into a new grade level and all the support from my peers and principal. Thank you again for everything.

Sincerely,
Justine Quintero

Chad Denker <Denker@dcscouts.org>

Tue, Jan 7, 2025 at 6:18 AM

To: Justine Quintero <quinteroj@dcscouts.org>

Cc: Peggy Romshek <romshekp@dcscouts.org>

Thanks. Good luck to you in the future.

[Quoted text hidden]

--

Dr. Chad Denker
Superintendent

David City Public Schools
750 D Street
David City, NE 68632

Phone: (402)367-4590

Fax: (402)367-3479

Cell: (402)641-0265

denker@dcscouts.org

www.davidcitypublicschools.org

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