

David City Public School Board of Education  
Regular Board Meeting  
Wednesday, November 12, 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
2. Student and Staff Involvement
  - 2.1. Student Board Reports
  - 2.2. Professional Development/Training Updates from Staff
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
  - 5.1. Policy Committee Meeting Date
6. Board Workshop/Conference Reports
7. Administrative Reports
  - 7.1. Dr. Denker
  - 7.2. Mrs. Athow

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 to accept the Bellwood HVAC and lighting project bid.

8.2. Discuss, consider, and take action to approve the 2026-2027 school calendar.

9. Personnel

9.1. Discuss, consider, and take action to approve the 2026-2027 negotiated agreement.

9.2. Discuss, consider, and take action to add a 6th-grade teacher to Bellwood Elementary for the 2026-2027 school year.

9.3. Discuss, consider, and take action on staff resignation(s).

9.4. Discuss the superintendent evaluation tool and annual evaluation process.

10. Future Discussion and Action Items

10.1. Superintendent Evaluation

11. Adjournment

The volleyball season ended a couple of weekends ago with a loss against Omaha-Concordia in the District Final game. There was a great turnout of people who attended and made the atmosphere very lively. The season ended with a record of 22-10.

Football ended a couple of weeks ago with a record of 6-2 and were district champs again this year. Their banquet was on November 3, to end the season.

The One-Act season has recently begun their season and placed third at the Norfolk meet, and also placed third on Saturday, November 8 in York.

The National Honor Society was able to collect a lot of money and donated food items from dressing up for Halloween to give to the Scare Away Hunger cause. They hosted a costume contest and picked winners from a variety of categories.

Stay-U just recently had Red Ribbon week last week and did a variety of activities to support it. High schoolers went and talked to the elementary's guidance classes, handed out bracelets, made puzzle pieces, tied red ribbons to cars, and participated in various dress-up days throughout the week. The local police department was even able to come in during lunch and allow students to try out goggles that simulated their vision if they were under the influence.

A couple of the students who are involved in FFA were fortunate enough to attend the National Convention in Indianapolis last week and partook in going to the zoo, the opening session, and even went to Louisville and went to Churchill Downs and the Louisville Slugger Museum.

Cheer and Dance will be putting on the annual Kid's Camp to perform during one of the basketball games next month. Elementary students will get the opportunity to learn a dance and cheers from the high school members of both cheer and dance teams, and get to experience a lot of what to expect of what being involved in Cheer and Dance would be like.

The marching band competed in the State event in Kearney a couple of weeks ago and was awarded a 2, which is an excellent rating.

The basketball season for both girls and boys will start in the next couple of weeks, and conditioning will begin this week.

The wrestling season will also start in a couple of weeks, with conditioning already having begun.

Student Council is planning on doing another fundraiser event around Thanksgiving time to pie a teacher in the face with whoever earns the most money to do so. All proceeds will be given to help the Backpack Program and buy food and supplies for families that are in need of them.

## Board Report

Volleyball brought its exciting season to an end on Saturday, Nov. 1st. The girls did very well this season, and the younger players were able to step up and support their varsity team.

The football team finished this year as back-to-back division champions with their win against Clarkson-Leigh on Friday, Oct. 17.

Caelan Olson and Justin Watts-Dinkleman are prepared for the esports state chess tournament.

Basketball Youth Camps are taking place Nov. 10-13. Both the boys' and girls' basketball teams are going to help teach the elementary students after school.

Wrestling preseason began on Nov. 10th. Everyone's excited to get started in their winter sport.

One Act placed 3rd at both the Norfolk and York festivals, and will compete again here at David City on Thursday, Nov. 13. Three teams will be performing.

Our National Honor Society helped serve food at the senior center to raise money for Christmas on the Bricks. We raised a good amount, and lots of people were grateful for our gesture.

The National Honor Society has also planned its Random Act of Kindness for the month of November, and they will put their plan into action from Nov. 13-17.

Stay-U's Red Ribbon Week was a success, and students are now informed on the consequences of drugs and the benefits of a healthy lifestyle.

FFA will be livestock judging in Wahoo on Wednesday, Nov. 12.

There was a Veterans' Day program at the high school on Tuesday, Nov. 11. Class periods were shortened to fit in the assembly.

DC Supt Monthly Board Report  
November 2025  
Chad Denker, Supt

Most of my time this month was spent on preparing items that are on the agenda for approval. Therefore, I don't have much to add at this time. It takes some time to run the numbers for teacher negotiations so several hours were spent comparing to others in our array. It also takes several hours to create a school calendar keeping in mind all of the NSAA activity dates, conference events, holidays, etc. Those two items consumed a lot of my time.

When I was not working on those items, I was helping our admin with their buildings. When you have fairly new admin in various roles, there are several conversations that need to be had in order to help them process various issues. They do a great job but sometimes need help talking through different scenarios. Situations can get fairly complex and can involve the help of outside agencies and legal counsel.

Our office staff are finishing the last state reports that are due this month. Most have been submitted so in many cases we are just correcting the errors. Sometimes, errors occur because another school has not coded a student correctly so it shows up as an error on our end as well. I cannot tell you how much I appreciate the staff that work tirelessly to make sure our data is accurate.

Next month, we will start thinking about next school year in terms of staffing so things will get hectic again. Our fall sports teams and activities in general were successful this fall so that made the weeks fly by. We get a short break and then will be into winter activity season.

Thank you for allowing me to spend some time at home to be with Cohen after his hip surgery. I may not be the best nurse but someone needed to help him maneuver around the house last week.

David City School Board Report: Athow

November 10, 2025

**November Newsletter (Communication Goal):** The Newsletter was sent to families with articles from Ms. Mohrmann, Mr. Brumm, Mr. Nerud and Ms. Didier. Use the link provided to read the articles highlighting our Greater Omaha Youth Leadership selections, being All In for our Scouts, Red Ribbon Week, Latino Summit Day, Marching Band and the business of the week-Ace Hardware: <https://5il.co/3s457>

**Communication with Staff (Communication Goal) :** The Daily Update last month focused on John Hattie's *Visible Learning* and high impact, research-based strategies to use in the classroom. The staff meeting for October focused on [ACCESS period](#). Staff worked on purpose and focus for the 30 minute period. The eventual goal is to move ACCESS to more of an intervention time, rather than a homeroom-based study hall for students. This will be continued throughout the school year as the MTSS decision rules are developed.

**MTSS and Tiered Approach:** The MTSS Conference in Kearney was attended by five School Improvement members, including Annie Chrisman (school psychologist), Tiffany Heins (special education) and me. We captured most of the sessions we attended on a notecatcher that we shared for future use. There were two keynote speakers on the two day agenda, including Shelley Moore and Katie Novak and Brent Conway. Dr. Moore and Dr. Novak focused on how to design a holistic MTSS program, and Dr. Conway outlined the systems into place to support literacy through the Science of Reading. Both keynotes outlined a blueprint for success. The breakouts were offered by schools implementing this practice and what has and has not worked for them.

Through this conference, I have made a connection with Scott Eckman (lead for MTSS at NDE) and Brooke Gebers (expert on MTSS implementation at NDE), and they are working with us to develop our MTSS team at DC Secondary. I have a team ready to learn, create decision rules and move toward a unified system. Our first [MTSS school team](#) will meet this Wednesday and will meet continuously every second Wednesday of the year, along with two half-day work sessions with Dr. Gebers in December and in February.

EduClimber training also continued with another session for our CIP team. The focus for this training was setting up an early warning system for each school and how to use the data to ensure students are identified through a system approach.

**Principal's Advisory Council:** We have assembled a group of 12 leaders in the building, including teachers, support personnel, a secretary and a custodian. The focus of the [Principal's Advisory Council](#) is to offer insight into the climate of the school, areas where we can improve and celebrations of success. They have a collective commitment to lead with positive intent and

focusing on what's best for students, even if it conflicts with what they would rather do as a teacher. The goal is to come with concerns and at least one solution to offer the group. Our first meeting was a success, and we focused on the Smart Pass and commitment as a team to use it with fidelity for the purpose of tracking students and ensuring safety in the building. The second area we discussed was HCT and what works and what does not. We will continue this conversation in December.

**Southern Nebraska Conference Principal Meeting:** I was able to attend my first SNC Principal meeting in York at the Country Club. The SNC principals discussed several possible changes to conference tournaments and awards for future competitions, as well as the possibility of expanding the conference in the future. The ultimate vote will be made by superintendents when they meet in November.

**Parent Teacher Conferences (Family and Community Engagement):** PTC's gives parents a valuable opportunity for families to connect with teachers and check on their students' progress. It was great to see so many of our families engaged and involved. Students benefit greatly from a team approach between home and school.

**First Blue Valley Career Fair Held at Butler County Fair Grounds** Mr. Bob Fish and fellow counselors from Shelby-Rising City and East Butler developed a career fair they intend to have each year. They had 17 businesses (7 of which were from David City) and juniors were given 6 breakout sessions based on their career survey choices. It was well organized, the students had excellent discussions with the business partners, and the event was a success. There are plans to expand it and include colleges next year, as well.

**Volleyball:** The absolute highlight of the month, and the best demonstration of our "All In" spirit, was the Volleyball District Finals. Our team was playing a tough opponent on their rival's home court. But if you were there, you wouldn't have known it. Our students, our community, our cheerleaders, and even our full marching band made the trip and packed the stands. We created a sea of black and red that not only energized our team but visibly outnumbered the home crowd. That moment—that unified, overwhelming show of support—is what being a David City Scout is all about. It was one of the proudest moments I've had as your principal, and I want to thank every single person who showed up and brought the energy. That "All In" commitment has produced outstanding results across our programs. I want to extend a huge congratulations to several of our groups for their recent accomplishments:

**Football:** What an accomplishment! The football team not only had a winning record, but they finished as District Champs for the second year in a row. We are so very proud of these young men.

**One Act:** One Act performed for the public, and it was well attended. The fundraiser that followed was successful. And they later competed and took third in their competition with several students receiving awards for their performances.

**Red Ribbon Week (Student Culture):** Our recent Red Ribbon Week was a major success, focusing on positive choices and community support. We appreciate all of the work Mr. Nerud makes it successful for our students. Students made a commitment to remain alcohol and drug-free. The dress up days were a lot of fun for the students, and it culminated on Halloween with the “Scare Away Hunger” food drive. A highlight of the week was an activity run by the Stay U students. They provided puzzle pieces to students and staff and asked them to write down one thing they struggle with. As the pieces were placed on the wall, it created a powerful visual demonstrating to our students that they are not alone in their struggles.

**Thank you for your continued support!**

DC Secondary Principal, Stacy Athow

Chad Lindsley  
Board Report  
11/12/2025

The past few weeks have been quite busy but with activities slowing down for a little bit I have been able to spend a little more time on some other things. Below are some of the key points from this past month that I would like to point out. I felt some of the data from my weekly report was worth including again so others can see the data so I have included it again below.

Since we finished up the quarter now I wanted to focus this weekly report on some comparative data from the 1st quarter last year to the 1st quarter this year. I will likely include some of this data in my monthly report also but thought the board would find some of this data interesting.

Attendance-Last year our students had a total of 707.41 absences in the first quarter and this year our students had a total of 508.78 absences in the first quarter. If my math is correct, that is a 28.1% decrease in absences from last year.

Tardies-Last year our students had a total of 230 tardies in the first quarter with 88 of those being to 1st hour. The 7th graders and 9th graders had the most tardies with 54 and 51. This year our students have a total of 168 tardies in the first quarter with 69 of those being to 1st hour. The 8th graders and 10th graders had the most tardies with 40 and 39 which is consistent with the same group of students last year and this year.

Discipline-Last year we had a total of 134 discipline events recorded in Infinite Campus in the 1st quarter last year. This year we had a total of 120 events recorded in the 1st quarter. Below is a breakdown of those event types.

2024/2025

Insubordination-45  
Chronic Tardiness-32  
Disorderly Conduct-18  
Disrespect-15  
Unexcused Absence-13  
Physical Attack-6  
Other-3  
Destruction of Property-1  
Harrassment-1

2025/2026

Insubordination-45  
Chronic Tardiness-24  
Unexcused Absence-20  
Disrespect-15  
Disruptive Behavior-9  
Drugs/Vaping-4  
Physical Attack-1  
Destruction of Property-1  
Threat-1

In addition, I have conducted several formal observations this month. I only have a couple left to complete and absolutely love seeing how great our teachers are. They do some great and creative things in their classes with students. Mr. Hermelbracht and I were able to take our middle school leadership team to the sportsmanship pep rally at Pinnacle Bank Arena. There were some great messages from Husker athletes and coaches.

Chad Lindsley  
Board Report  
10/8/2025

The first quarter is almost done already and seemed to fly by. It is hard to believe we will be starting the 2nd quarter already next week. This month I am going to focus on a couple main points for this report.

A few items I would like to point out from this past month.

- Picture day went really well. We were able to get all the staff and students through in just a couple hours.
- I continue to meet with attendance support regularly which allows me to collaborate with any possible attendance concerns. Last year through the same amount of time we referred 17 students to attendance support and this year we have referred 8.
- I continue to work on my observations both formal and walk-throughs. I enjoy getting into the classrooms as it allows me for some great conversations with teachers. I enjoy seeing the great ways our teachers reach students.
- Last year through Oct. 3 we had a total of 212 tardies with 80 of those for 1st hour. This year we have had 147 tardies with 56 of those to 1st hour.
- Local law enforcement has been a great partner for our school. They even showed up to hang out with kids during the homecoming dance.
- Standard Response Protocol continues to be something we have to continue to review and practice.

Chad Lindsley  
Board Report  
9/10/2025

Now that we are one month into the school I would like to focus on some of the highlights from this past month.

- Overall, student behavior has been great the first month of school. We have had a few minor incidents but our students are doing a great job.
- We are seeing a slight uptick in tardies in the past couple of weeks. We have had a total of 65 tardies so far this year with 22 of those being to 1st hour.
- Phones/Electronic Communication Devices- Teachers have done a great job of not allowing these in classrooms. We have had a total of 8 phone violations in the first month of school.
- MAP Testing-We have completed all the tests for the fall session except for one student that just enrolled on Thursday.
- With the addition of the DeepL program I hope to work with the admin team so we can start updating our website with some of our handbooks and other communications in Spanish. There will be a learning curve to utilizing this technology but it has the potential to help us immensely. I have taken this board report and put it in the program. The translation is posted directly below for your reference. This only takes a matter of a few seconds to complete.

Chad Lindsley  
Informe de la junta directiva  
10/9/2025

Ahora que ya llevamos un mes de clase, me gustaría centrarme en algunos de los aspectos más destacados de este último mes.

- En general, el comportamiento de los alumnos ha sido excelente durante el primer mes de clase. Hemos tenido algunos incidentes menores, pero nuestros alumnos están haciendo un gran trabajo.
- Estamos observando un ligero aumento de las llegadas tardías en las últimas dos semanas. Hasta ahora, hemos tenido un total de 65 retrasos este año, 22 de ellos en la primera hora.
- Teléfonos/dispositivos de comunicación electrónica: los profesores han hecho un gran trabajo al no permitir su uso en las aulas. Hemos tenido un total de 8 infracciones relacionadas con el uso del teléfono en el primer mes de clase.
- Pruebas MAP: hemos completado todas las pruebas de la sesión de otoño, excepto las de un estudiante que se matriculó el jueves.
- Con la incorporación del programa DeepL, espero trabajar con el equipo administrativo para que podamos empezar a actualizar nuestra página web con algunos de nuestros manuales y otras comunicaciones en español. Habrá una curva de aprendizaje para utilizar esta tecnología, pero tiene el potencial de ayudarnos enormemente. He tomado este informe de la junta y lo he introducido en el programa. La traducción se encuentra justo debajo para su referencia. Solo se tarda unos segundos en completarlo.

Chad Lindsley  
Board Report  
8/13/2025

I say this every year but summer sure has flown! Going into my 26th year in education and my 6th year at David City I am still excited to see our students coming back to school to kick off a new school year. I am energized whenever I see the students coming back and entering our doors.

A few thoughts as we come into the school year...

- The flooring in the FCS room was a great upgrade in that area.
- With new leadership there is always a learning curve for everyone. I am excited to work with Mrs. Athow and the ideas she brings to our school.
- The emergency operations plan has been updated and the updated pages are being disseminated to the staff to change out in their binders.. I will email a current copy to the board.
- AI continues to be a trending topic in education and was discussed at several sessions during the admin days conference in Kearney at the end of July again this year. I also attended several attendance sessions. It was evident that attendance is an issue everywhere and schools are struggling to make progress in this area.
- On the topic of attendance, Ms. Romshek, Mrs. Greenfield, and myself met with the assistant county attorney and the attendance support program. This meeting was to make sure we are all working together in collaboration to address and support students struggling with attendance.
- The first day of school went well. We conducted a lockdown drill, a tornado drill, a fire drill, and an evacuation drill. I also put together a slideshow focusing on the Standard Response Protocol focusing on the critical elements. This will be used by teachers with students to teach them how this is used and what it is used for.

We have chosen the shirt design for our incoming Kindergartners and 7th grade students. The t-shirt design is pictured below.



Chad Lindsley  
Board Report  
June 11, 2025

Now that school is finished for the summer the administration team can take some time to reflect on the school year and plan for the upcoming year. The 2024-2025 brought a lot of successes and challenges. Reflecting on what went well and opportunities for growth are the foundation of what we look at as we plan for next year. With the support of a great team of board members, administration, teachers, and support staff here at David City, we can always continue to work on improving our school to find ways to reach all students. Looking back it is great to see everything we accomplished as a school.

This past year there were a lot of great things that happened. I wanted to point out a few highlights from this past school year as sometimes we forget about some of the great things that happen in our school.

- Boys wrestling dual state runner-up
- The speech team state champions
- FFA and FCCLA both having national qualifiers
- Multiple E-Sports champions
- The school promo video was a hit
- Conference champions in softball for the first time

We have also spent a lot of time planning for next year. With the change in administration, there are not a lot of major changes. A few items of note that may look a little different next year include...

- New flooring in the FCS and Ag rooms
- New high school principal
- A heavy emphasis on MTSS and using the terminology
- We will try to publish the monthly newsletter in both English and Spanish
- We will continue building the alternative school

There are many great things going on here at David City Public Schools and I am proud to be a part of a district that is always looking for ways to improve.

Chad Lindsley  
Board Report  
5/14/2025

I can't believe the end of the school year is near and how fast the year has gone! This past month has been extremely busy as it is every year at this time of year. Below I have highlighted a few things of note below.

- The March/April newsletter has been published and mailed out to our families. I have attached a copy of it with this report for your reference. Thank you to all the teachers that have provided articles and content for our families.
- We are winding down MAPS testing with our 9th and 10th grade students. We only have a few tests to finish.
- With the certified observations completed for this school year I have started working on the few classified evaluations I have to do. Our classified staff does such a wonderful job making sure the needs of our students and district are met.
- The staff banquet was another great night to honor our awesome staff. It does not hurt that the food was fantastic.
- Our awards night is always a special night honoring our students and all their accomplishments. Our students are doing some great things!
- The band and choir put on a great show at their spring concert. Mr. Brumm always does a great job preparing our students and showcasing their talents.
- I am really looking forward to graduation on Saturday. It is an event I always cherish as I love seeing our students receive their diplomas.
- I have almost finalized everything for 6th grade transition day on May 20. The middle school leadership team will help that day by either helping the groups get from one place to the next or serve on the student panel.

Chad Lindsley  
Board Report  
4/9/2025

I can't talk about anything else until I give Jarod Ockander and the speech team a huge shout out for finishing the season as the class C1 state champions! This cannot be accomplished without the sacrifice from the students and coaches throughout the season. A few items I want to highlight are listed below.

- In years past we have done our middle school house trip to visit a college and then spend a couple hours of fun in the spring. Since we did the college visits in the fall already, we are looking at possible dates to take the middle school to the bowling alley in Columbus. A lot of this will be predicated on bus driver availability.
- 6th grade transition day is tentatively scheduled for May 20.
- Due to all the missed days from the weather we decided to combine the March and April newsletters to send out during the first week of May.
- All my observations have been completed for this school year and I will be finalizing the last of the summatives in the next week. It is an honor getting into the classrooms to see all the great things or teachers are doing. We really have some fantastic teachers here at DCHS.
- Congrats to Natalia Thoendel for earning her state FFA degree!
- David City was fortunate to have Abby Lindsley selected to serve on the NSAA student advisory committee for the next two years. *"The Student Advisory Committee helps to promote the mission of the NSAA, encompassing leadership, sportsmanship, and integrity. The focus is on providing education and leadership through open and honest communication with all member schools and their students, administrators and coaches. Duties and responsibilities are: discuss current student and Association issues; assist with various Association functions; help to maintain an avenue of communication between the Association and the student participants themselves; create and implement initiatives within schools, communities and/or school conferences. Additional responsibilities include:*
  - *Students provide input, help to develop, and attend the sportsmanship and leadership summits in conjunction with the Nebraska Coaches Association.*
  - *Students record public service announcements (PSAs), through our media partner STRIV.TV.*

Chad Lindsley  
Board Report  
3/12/2025

After a relatively calm winter weather wise, March came in and really disrupted our schedules. It has been a challenge with the multiple schedule changes due to hazardous weather. Fortunately, we have an outstanding staff that is flexible and will make any necessary adjustments. On the activity side, this particular time of year is a little less chaotic as we are between seasons and have a lot less activities.. With that being said, I have several things I would like to highlight in my report this month.

- I am excited that we are currently retaining most of our teachers next year as we have a great staff that will go the extra mile to help students succeed. Losing Mr. Couch will be a big loss for Scout nation but I am excited for him and his family. Most importantly, I am thankful for his mentorship and guidance. I am a better administrator today because of him.
- The February newsletter has been sent out and I have attached a copy for your reference to this report.
- I have almost finished all of my formal observations and my 3rd quarter walk-throughs. I have now started my last walk-throughs and will be completing the summative portion soon. I have truly enjoyed seeing the great things our teachers are doing in their classrooms.
- The speech team has had an outstanding season so far and won the conference championship again. We are fortunate to have the opportunity to host not only our district this month but also a class D district. Mr. Ockander always does a phenomenal job hosting these events.
- Thankful for the new cameras being installed outside the elementary entrance to the cafeteria. There have been times that I have needed to check on an issue in that area in the past and it was not an option.

Chad Lindsley  
Board Report  
2/12/2025

It is hard to believe that in just a couple weeks we will be in March and starting spring sports. I know I am looking forward to more daylight and warmer temperatures. The last month has been extremely busy with lots of activity coverage but it is always great to see our students representing our school in their various activities. I am thankful for all our staff stepping up to help cover the various needs we have when hosting events. This month the majority of my time has been spent working on attendance meetings, behaviors, and activities. I have been able to get into some classrooms but not nearly as many as I would have liked. Below I have highlighted a few key items from this past month.

- This past month we were fortunate to have Scott Stemper of NDE come present to our crisis team.
- On Feb. 12 I attended a level 2 threat communication training.
- The January newsletter has been completed and mailed out. I have attached a copy to this report for your reference.
- The girls wrestling team had 2 state qualifiers which are the first in program history.
- Congrats to the boys wrestling team for their state runner-up performance at the state dual tournament.

Chad Lindsley  
Board Report  
1/8/2025

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.

Chad Lindsley  
Board Report  
12/11/2024

First semester is almost over and our staff and students have been busy trying to finish out the first semester strong. Winter sports seasons are now in full swing along with several other activities still in full swing. We are looking forward to the upcoming break as we wind down the semester. Below I have highlighted a few items from this past month.

- Congrats to the one-act team for qualifying for state later this week. Hosting districts was a huge task that took a lot of people to pull off. We could not have done it without the flexibility of our teachers and students.
- The November newsletter has been sent out to all families. I have attached a copy to this report for your reference.
- The external team visit went extremely well. I was so happy to hear the team notice that our teachers, staff, and parents care about the school and the students. They used the word caring multiple times and hearing that just reinforced what we already know and why we invest so much into our students.
- The band and choir sounded great at the winter concert like always. Mr. Brumm does a great job preparing our students and developing musical talent.
- I have almost completed all my first semester observations and continue to be impressed with our teachers and what they do in their classrooms.

Chad Lindsley  
Board Report  
11/6/2024

These last few weeks have been extremely busy, especially in preparation for the external team visit. I want to give a shout out to Peggy Romshek and the rest of the school improvement team for all their work in making sure everything was ready to go. I really feel the external team learned what we all know here and that is David City is a special place and we do a lot of great things. Below I will highlight a few items of note from this past month.

- The 8th graders were able to visit Concordia university to see what the campus and programming is like at that college.
- I attended the school safety and security summit to continue to learn if there are things we can do to make our school as safe as possible.
- Scott Stemper of NDE will be coming to our PD day on January 24 to work with our crisis team. Having an outside influence to talk through our plan and give us scenarios to think about is invaluable.
- The October newsletter was completed and sent out to all families. I have attached a copy of it to this report too for your reference.
- The middle school leadership team went to the Life Skills Sportsmanship Pep Rally in Lincoln and heard messages from several UNL athletes and coaches.
- I had the opportunity to attend teacher recruitment fairs at both Wayne State and UNL.

Chad Lindsley  
Board Report  
10/9/2024

The first quarter has flown by and it is hard to believe we will be starting the 2nd quarter already next week. This month I am going to focus on a couple main points for this report.

One highlight this past month was the trip to CCC in Columbus with our 7th grade students. The college did a great job introducing our students to what is offered. Many students had lots of questions and made comments about how they knew there was a college but had no idea how big it was. The 8th grade students will be visiting Concordia this month.

A few items I would like to point out from this past month.

- The September newsletter has been sent out to all students. I have attached a copy to the report for you.
- Picture day went fairly smooth. We were able to get all the staff and students through in just a couple hours.
- I continue to meet with attendance support regularly which allows me to collaborate with any possible attendance concerns.
- I continue to work on my observations both formal and walk-throughs. This process allows me for some great conversations with teachers. I truly enjoy seeing the creative ways our teachers reach students.
- Through Oct. 5 we have had 212 tardies compared to the 137 we had last year in the same time frame with 80 of those for 1st hour.
- In cooperation with local law enforcement we had the drug dogs come again.
- New student shirts arrived and were given out to the students.
- As safety is always an important topic I made sure to review the Standard Response Protocol with all the staff with explanations and examples of when the different protocols could be used.

Chad Lindsley  
Board Report  
9/11/2024

We are now exactly one month into the school year so this month I want to focus on some of the key changes and highlights from this past month.

- We have seen a slight uptick in tardies so far this semester. We will continue to monitor this and see if we can find the root cause if necessary.
- Detention-The addition of the lunch detention table has helped tremendously. The majority of students have made sure to serve their detention the same day instead of losing their social lunch.
- Access-The mixed grades has been a positive in my opinion and there has been a lot less traffic during access. It has taken a little time for the students to get used to the new expectations but it seems to be going fairly well.
- Locker Rooms-Students have really adjusted well to the locker rooms being locked. This was a safety and security issue that we felt was an important area to focus on this year.
- Pass restrictions-I have not seen this as a huge issue so far. Administration has only had to follow up with kids a handful of times for "emergency" situations when they are out of passes.
- Phones/Electronic Communication Devices- Teachers have done a great job of not allowing these in classrooms.

Last month I was asked about AI and what we have been learning. I thought it would be interesting to add to this report an AI generated board report. Below is copied and pasted word for word the report given to me from ChatGPT from the prompt "Write a brief school board report from the assistant high school principal reflecting on the first month of school." Please know that most people would take this document and edit it where needed but what is below is the unedited response. I also learned that it is possible to teach the AI to write and speak more like you by providing it examples of your own writings to analyze your own style of writing. You then use that as a setting to write in that style. I have not done this myself so I do not know exactly how that works but thought it was interesting enough to share.

#### **"Subject: Monthly Report – September 2024**

Dear Board Members,

I am pleased to provide an overview of the first month of the school year at [High School Name]. The start of the year has been both dynamic and promising, with several key highlights and areas for ongoing focus.

**1. Enrollment and Attendance:** Our student enrollment numbers have met our projections, with a current total of [X] students. Attendance rates have been strong, reflecting both student engagement and effective communication with families regarding the importance of regular attendance.

**2. Academic and Extracurricular Activities:** The academic year has begun smoothly with the successful implementation of new curriculum updates in [specific subjects or programs]. We have seen

enthusiastic participation in extracurricular activities, including clubs and sports, which indicates a positive school culture and strong student involvement.

**3. Student Support and Well-being:** Our newly introduced wellness programs are off to a great start. The integration of additional mental health resources and peer support initiatives has been well-received. We are actively monitoring the impact and gathering feedback to ensure these programs effectively meet student needs.

**4. Facilities and Operations:** Facilities have been operating efficiently with minimal disruptions. Our recent upgrades, including [specific facilities or technology improvements], are contributing to an enhanced learning environment. We continue to address any maintenance issues promptly.

**5. Professional Development:** Our faculty has engaged in several professional development sessions focusing on [specific training areas], which have been instrumental in aligning instructional strategies with our school goals. Positive feedback from teachers indicates that these sessions are enhancing their classroom practices.

**6. Community Engagement:** Parent and community involvement has been robust, with successful turnout at our back-to-school events and active participation in the [specific parent group or committee]. We are committed to maintaining strong lines of communication and collaboration with our community partners.

**Looking Ahead:** As we move into the next month, we will continue to focus on enhancing student achievement, addressing any emerging challenges, and supporting our teachers and staff. We are excited about the opportunities the new year brings and remain dedicated to fostering a supportive and enriching educational environment.

Thank you for your continued support and commitment to our school. I look forward to updating you further as the year progresses.

Best regards,"

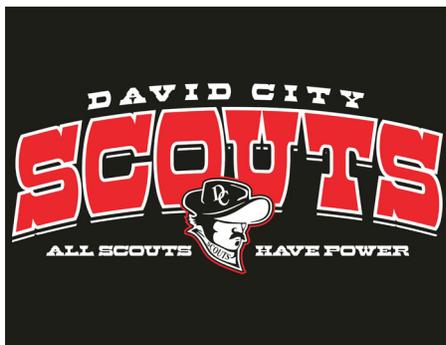
Chad Lindsley  
Board Report  
8/14/2024

I will continue to say this every year but summer sure has flown by but going into my 5th year in education I am still excited to see our students walking through the door to kick off a new school year. The excitement of the students coming back is always energizing as an educator. I always come into a new year wanting to make it the best year ever but more importantly hoping that I can make a difference.

A few thoughts as we come into the school year...

- The new tile and lighting in the old commons with the addition of some new lockers looks great.
- There will be a learning curve as we implement several changes for the school year but I believe these changes can help make DCHS even better.
- The updated crisis/safety plan will be going to the printers soon. The crisis team reviewed the document at the crisis team meeting and I am currently editing the final draft. Once they are printed I will have a copy for the board.
- AI continues to be a trending topic in education and was discussed at several sessions during the admin days conference in Kearney at the end of July.

We have chosen the shirt design for our incoming Kindergartners and 7th grade students. The t-shirt design is pictured below.



Chad Lindsley  
Board Report  
June 12, 2024

Now that school is dismissed for summer the administration team can take some time to reflect upon the school year and plan for the upcoming year. The 2023-2024 school year was both a difficult and a great year. We had many successes to be thankful for along with several challenges that have helped guide some of the changes we are looking to make next year. Thankfully we have a great team of board members, administration, teachers, and support staff here at David City that work together to make our school the best place possible for students and staff. I am grateful for the support provided from the admin team and the board. Looking back it is great to see everything we accomplished as a school.

This past year there were a lot of great things that happened. I wanted to point out a few highlights from this past school year as sometimes we forget about some of the great things that happen in our school.

- One-act state champions
- First year of girls wrestling coop
- The speech team state runner-up
- FFA and FCCLA both having national qualifiers
- Tiffany Heins and Jarod Ockander both being recognized at the state or national level

We have also spent a lot of time planning for next year.. A few items of note that may look a little different next year include...

- Addition of girls middle school wrestling
- Additional full size lockers in the industrial tech hallway
- New flooring on first floor of the 1916 building
- 7th and 8th grade college visits will occur in the fall
- Merged the crisis plan, safety plan, and emergency operations procedures into one plan
- Several changes with how passes, detention, and access will be handled next year

There are many great things going on here at David City Public Schools and I am proud to be a part of a district that is always looking for ways to improve. This cannot be accomplished without the support and foresight of the board.

Chad Lindsley  
Board Report  
5/8/2024

The end of the school year is near and I cannot believe how fast the year has gone. This past month has been extremely busy as we finish up the year. I have highlighted a few things of note below.

- Northeast Community College did a fantastic job hosting our middle school students on the house trip. I was very impressed with their accommodations and their campus. Next year we plan to change this up and have the 7th graders visit a 2 year college in September, the 8th graders visit a 4 year college in October, and then do the fun trip late in the school year.
- The April newsletter has been published and mailed out to our families. I have attached a copy of it with this report for your reference.
- With the certified observations completed for this school year I have started working on the few classified evaluations I have to do. Our classified staff does such a wonderful job making sure the needs of our students and district are met.
- The staff banquet was a great time and the food was fantastic. It is always a great night honoring our staff.
- Our teachers did a fantastic job following protocols when we went under a tornado warning a couple weeks ago.
- The band and choir put on a great show at their spring concert. Mr. Brumm always does a great job preparing our students and showcasing their talents.

Chad Lindsley  
Board Report  
4/10/2024

I want to start out by giving Jarod Ockander and the speech team a huge shout out for finishing the season as the class C1 state runner-up. All the coaches did a phenomenal job developing the team throughout the season and their individual growth from the beginning to the end was remarkable. A few items I want to highlight are listed below.

- The middle school house trip is scheduled for April 26. We will visit Central Community College in the morning prior to heading to the bowling alley for a couple hours that afternoon. The middle school leadership team and Mr. Fish have been a lot of help in planning this trip.
- 6th grade transition day is scheduled for May 14.
- The March newsletter has been published to our website and mailed out to all of our families. I have included a copy of it for you as an attachment with this report.
- All my observations have been completed for this school year and I will be finalizing the summatives in the next week. I have truly enjoyed getting into the classrooms as we have some fantastic teachers here at DCHS.
- Another shout out needs to go to Mr. Fish. He started the Scout student of the week along with his riddle of the week every Friday. I hear students often talking about the student of the week and it has really brought a positive culture to the building.
- The new phone policy has gone very well. We have had a few violations but not as many as I expected. We have had a total of 22 phone violations with only two of those being a second offense.

Chad Lindsley  
Board Report  
3/13/2024

March is here and it will be the end of the school year before we know it. This particular time of year is a little less chaotic as we are between seasons and have a lot less activities going. With that being said, I have several things I would like to highlight in my report this month.

- Although we are losing a few great teachers next year I am excited about the new staff members coming in. I have had the opportunity to be part of the interviews and feel like we are bringing in some excellent educators.
- The newsletter for January and February was combined and has now been sent out to all our families. I have attached a copy of the newsletter as part of my board report this month.
- I have finished all of my formal observations and my 3rd quarter walk-throughs. I have now started my last walk-throughs and will be completing the summative portion soon. I have truly enjoyed seeing the great things our teachers are doing in their classrooms.
- The speech team has had an outstanding season so far and won the conference championship. We were fortunate to have the opportunity to host not only our district on Monday but also a class B district. We are fortunate to have Mr. Ockander who does a phenomenal job hosting these events.
- I attended an active shooter training online which had some great information. The biggest takeaway was that the things we are doing in our crisis plan align well to what the training said to do.
- Mr. Brumm's students put on a great performance at the mid-winter concert.
- We will be taking our middle school house trip on April 26 by taking our students to visit Central Community College in Columbus followed by hopefully bowling that afternoon.

Chad Lindsley  
Board Report  
2/14/2024

In just a couple weeks we will be in March and starting spring sports. I am sure our students and staff are looking forward to more daylight and warmer temperatures that allows us all to be outside a little more often. January was a tough month with all the closings and cancellations. We have had a lot of events the past few weeks partially due to rescheduling that have kept us on the run but it is always great to see our students represent our school in their activities. I am thankful for all our staff stepping up to help cover the various needs we have when hosting events.

This past month we were able to bring in Crystal Vallee from Steered Straight to visit with our students about the dangers of vaping and drug use. She did two sessions with the students and then an additional optional professional development with the staff. A few more items I would like to highlight are listed below.

- Mrs. Backstrom was able to attend the Reveal math collaboration day at ESU 7 which allowed her to work with other teachers in the area using the same math curriculum we just adopted.
- Mr. Fish has done an outstanding job starting up the Scout of the Week recognizing our students that are doing great things.
- The January newsletter will be combined with February due to all the disruptions in January. Be on the lookout for the combined newsletter at the end of the month.
- The first season of the girls wrestling coop was a success. The team really worked well together and did a fantastic job in their inaugural season.

Chad Lindsley  
Board Report  
1/10/2024

It was nice to have a couple weeks over the holidays to spend time with family and relax a little. We have hit the road running now that we are into the second semester as we are always looking to make David City High School the best place it can be. I have shared a lot with the board this past month regarding the upcoming assembly. The assembly has been rescheduled to January 22, 2024. I have reached out to some of our local schools and community partners to invite them to send some representatives to any of the assemblies. Our goal is to continue to enhance our community partnerships and the topic on vaping is something we all can learn about. As part of my board report I have also attached information regarding the assembly and a copy of the December newsletter. A couple other items I would like to highlight are listed below.

- The middle school leadership team will be meeting this week to start planning the house trip.
- On Jan. 30 the secondary math teachers have the opportunity to spend a half day at ESU 7 collaborating with other teachers in the area that have implemented the new Reveal Math curriculum.
- At this point in the season the girls wrestling coop has been going great. Below is the current number of participants from each school.
  - David City-4
  - Shelby Rising City-7
  - East Butler-3

Chad Lindsley  
Board Report  
12/13/2023

I want to highlight the upcoming assembly we will have on Jan. 8 from Steered Straight. Board members are welcome to attend any of the sessions if they would like. We will also have information from the group to send out to parents. We plan to invite local stakeholders including but not limited to the local police, sheriff, and others to this event we are hosting.

10:00-11:30     9th-12 grade assembly in the gym  
1:30-3:00       6th-8th grade assembly in the gym  
3:45-4:30       Optional professional development for staff or stakeholders in the board rooms

I have also attached a copy of the November newsletter to this report. As you can see, we are trying to highlight different staff members each month as part of our action plan to recognize the teachers. This newsletter is only made possible with the contributions of our teachers.

I cannot turn in a monthly report without giving a huge shout-out to our one-act coaches and team for winning the state championship!

On the curriculum side of things our math and ELA teachers are working to become more and more familiar with implementing the new curriculum. The trainings have been helpful and I would expect to start some initial meetings this next semester to work through the curriculum process.

Chad Lindsley  
Board Report  
11/8/2023

This month will focus on the action plans based on the NASB survey. Mr. Couch and I have discussed some key focus areas to work towards

- Communication
  - I will provide overall behavior updates to the staff.
  - I will increase my visibility and check in with teachers regularly.
- All voices heard
  - Regular check-ins allow for open communication and input.
  - I have started a middle school leadership team to give those students a voice which will also help me better support teachers.
- Support and respect from admin
  - The increased communication and check-ins allow me to ask teachers if there is anything I can do for them.
  - Whenever possible I will solicit input from the teachers on school or student issues.
- Valued/appreciated/recognized
  - I have been giving hand-written notes to staff members with encouragement and Recognition for all the great things they do.
  - The monthly newsletter will include a section highlighting different staff Members. We have now put a link on our website for the newsletters and we will share them via social media each month.

-Mr. Couch and I are exploring options to bring someone in for an anti-vaping assembly.

-The October newsletter has been mailed out to all our families. We also have added the newsletters to our website.

Chad Lindsley  
Board Report  
10/11/2023

The first quarter has flown by and it is hard to believe we are almost to the end of it. I am going to focus on a couple main points for this report.

We have decided to start a middle school leadership team because at the current time there are no opportunities for our middle school students to have a voice as there are no class officers or middle school student council. We will utilize our middle school houses to select three students from each of the four houses for a total of 12. Each house must be represented by at least one male, one female, one 7th grader, and one 8th grader. I will meet monthly with the team and we will cover a variety of topics such as the house trip, 6th grade transition day, student concerns, conflict resolution, and school policies and procedures.

A few other items I would like to point out from this past month.

- The September newsletter has been sent out to all students. I have attached a copy to the report for you.
- Picture day went fairly smooth. We will see how this new process works for our families receiving only the proof and going online to order their pictures.
- I continue to meet with attendance support regularly which allows me to collaborate with any possible attendance concerns.
- I have now finished half of my formal observations and am working through walk-throughs on a regular basis. This process allows me for some great conversations with teachers. I truly enjoy seeing the creative ways our teachers reach students.
- Through Oct. 5 we have had 137 tardies compared to the 138 we had last year in the same time frame with over half of those for 1st hour.
- We are working on bringing the drug dogs in again this fall.

Chad Lindsley  
Board Report  
Sept. 13, 2023

This month I want to highlight some of the key things that have been accomplished up to this point. There are so many great things going on at DCHS I wanted to just point out a few of the highlights.

- Crisis plan has been updated and delivered to all staff. I also have a copy for each board member.
- Homecoming week is ongoing with a lot of student participation. Morgan Dredge, Morgan Styskal, and Brandy Barlean always do a great job organizing the week.
- All but 3 students have finished fall MAP testing.
- The August newsletter has been sent out to all our secondary families.
- New student shirts have arrived and been handed out to all 7th grade students and new students to our school.
- At our upcoming professional development the math teachers will have a follow up training. This will help with any questions and help they may need with the new math materials. The ELA training will be during our November professional development day for grades 6-12.
- On September 1, I was able to attend the Tallcop training in York learning about drug trends and what is being seen in Nebraska.

I find it hard to believe we are already a month into the school year. I am so appreciative of our admin team and our staff here at David City. Everyone is willing to step up and do whatever is necessary if it is good for our students.

Chad Lindsley  
Board Report  
August 9, 2023

I will continue to say this every year but summer sure has flown by but going into my 24th year in education I am still excited to see our students walking through the door to kick off a new school year. The excitement of the students coming back is always energizing as an educator. I always come into a new year wanting to make it the best year ever but more importantly hoping that I can make a difference.

A few thoughts as we come into the school year...

- The tile in the new commons and by the middle school locker rooms looks fantastic.
- I really appreciated our 6-12 ELA and Math teachers taking some time over the summer to come into some training on the new curriculum materials.
- We installed additional cameras on the west side of the high school behind the shop so there are no gaps in that area.

We have chosen the shirt design for our incoming Kindergartners and 7th grade students. The t-shirt design is pictured below.



Lastly, at the end of July the admin team attended the NCSA admin days conference in Kearney. One of the sessions that really opened my eyes was regarding AI. It was astounding to see how fast this technology has grown in the past year and the capabilities of the different programs. This technology is not going away so it is definitely something we need to try to learn more about.

Chad Lindsley  
Board Report  
June 12, 2023

Once school is dismissed for summer it provides an opportunity for administration to reflect upon the school year and plan for the upcoming year. The 2022-2023 school year was both a difficult and a great year. We had many successes to be thankful for along with some things we can look to improve on. Thankfully we have a great team of board members, administration, teachers, and support staff here at David City that will rally around each other to make our school the best place possible for our students and each other. Personally, I am grateful for all the support I receive from the admin team and the board. Looking back it is great to see everything we accomplished as a school.

This past year there were a lot of great things that happened. I wanted to point out a few highlights from this past school year as sometimes we forget about some of the great things that happen in our school.

- One-act state runner-up
- First year of girls wrestling
- The speech team winning state
- FFA and FCCLA both having national qualifiers
- FFA member elected as a state officer
- Highest number of students graduating with 12 or more college credits
- New electronic pass system was implemented
- Adopted new math and ELA textbooks to be implemented beginning 2023-2024
- New pads that cover the full length of the stage in the gym
- New lighting for the stage
- Additional cameras were installed to cover the west side of the building

We have also spent a lot of time planning for next year. Handbooks have been updated. Many of the changes we are looking at come from our teachers this past year. A few items of note that may look a little different next year include...

- Electronic Passes-utilizing the pass restrictions more
- Additional full size lockers on 3rd floor
- New flooring in the new commons

There are many great things going on here at David City Public Schools and I am proud to be a part of a district that is always looking for ways to improve. This cannot be accomplished without the support and foresight of the board.

Chad Lindsley  
Board Report  
May 8, 2023

At this time of year there are a lot of moving parts and events that we are working on. In less than one week we will celebrate our seniors at graduation.

- The new 6-12 ELA materials have been ordered and most of the materials have arrived. We are working on scheduling some initial training. We are trying to schedule a 2 hour virtual activation training early this summer and then an in-person training in November after teachers have had an opportunity to become familiar with the materials.
- All math curriculum materials have now been ordered and those materials should be arriving in the next few weeks. This includes some new textbooks for the upper level math classes (Precalculus, Calculus, and Algebra 3).
- All middle school students have completed the state NSCAS testing.
- The music concert this past week showcased all the talent we have in our school. Mr. Brumm did a fantastic job with his students in preparation for this event. To end the night we had a preview of the rock band concert. The full concert will take place on May 16 which includes a staff performance too.
- 7-12 awards night is May 9 at 6:30 pm in the gym where we will recognize all our students including the seniors.. I would encourage board members to come celebrate with our students.
- Mrs. Miriovsky has been hard at work preparing the master schedule and student schedules for next year. She also has been working with our seniors preparing for graduation, college applications, and scholarships.
- Congratulations to Mr. Ebbeka and the E-Sports team for winning another state title!
- Prom was great again this year. Thank you to Amy Backstrom and Amy Sander for doing a fantastic job with the event.

As we come to the end of the year and graduation I am excited to celebrate our senior class. This class did an outstanding job representing our school in athletics, activities, and fine arts.

Chad Lindsley  
Board Report  
April 10, 2023

As we wind down to the end of the year there we have been busy with lots of activities here at the high school. We are in the beginning stages of planning for 6th grade transition day, planning for awards night and graduation, along with many other activities. Before I go any further I must give a big shout out to Jarod Ockander and the speech team for winning the state championship!

I worked with Marla Schnell, the city police chief to bring in the drug dogs. She planned to have 4 dogs that day but due to an event in Seward we were only able to bring in one dog which limited the area searched. We hope to do this again in the future as the city police have done a great job partnering with the school. For example, they have come in before school to hang out with students and on the day of the Sandy Creek threat they had a presence outside the school and communicated with us consistently.

The math teachers met with the rep for Reveal that went through the materials this past week and everything that it comes with. We are putting together the number now and expect to get a quote in the next week. ELA teachers finalized their novels and that order will be placed this week.

We had an assembly with Mike Donahue that came in and visited with our students about valuing themselves. He did a great job connecting with the students and every student I have visited really enjoyed having him come in. Although this is something we cannot do all the time, it came at a great time and hopefully we can have him come back in the future.

Chad Lindsley  
Board Report  
March 13, 2023

I want to start this report giving a huge shout out to the coaches and students that participated in our winter activities. The mid-winter music concert showcased the musical talent of our students and I came away impressed with all the groups. Mr. Brumm does a great job developing these students and has great creativity with the pieces performed. The speech team won conference and districts and qualified 16 out of a possible 20 events for the state tournament. It amazes me how much time and effort those students and coaches put into the speech program. I do not want to leave out our basketball and wrestling programs both having great seasons representing David City.

Curriculum wise we are about ready to order ELA materials for grades 6-12 once approved. The meeting with the company went really well and even put to ease a few of the minor concerns the teachers had. Math is closing in on selecting their materials at least through Algebra 2. It may take a little more time to get the materials together for the advanced classes but we are still working on it.

I will be finishing up my last round of observations in the next couple of weeks and will be able to finalize at the beginning of April. It is a privilege to have the opportunity to see the great things our teachers are doing in the classroom. I am still waiting on some articles from teachers for the spring newsletter. Once those are received it will be finalized and mailed. I am excited about the new stage lights after the training. They have a lot of options that will help the one-act and music programs because there are so many things they are now able to program into the lighting.

Chad Lindsley  
Board Report  
Feb. 13, 2023

In just a couple weeks we will be in March and starting spring sports. I am sure our students and staff are looking forward to more daylight and warmer temperatures that allows us all to be outside a little more often. I am definitely a little worn out after covering events and coaching the women's wrestling team but it is always great to see our board members out at these events supporting our school and students. I know the women's wrestling team really appreciated all the support from the school and community.

I plan to start working on the winter newsletter at the end of the month so I would anticipate it going out in early to mid March. I will be asking for articles from staff and organizations so we can highlight all the great things going on at our school.

ELA teachers have reviewed curriculum materials and have come up with their preferred choice. We plan to have a meeting March 3 with the company and then will be able to know what we need to order prior to getting a quote for the board. Math teachers are still in progress and we hope to have something chosen by the May board meeting.

New stage lighting was installed on the stage last week and will provide our one-act and music program a lot more options. We were able to see a very small preview of the lights and the change is quite significant in terms of what they will be able to do and how vibrant the lights will be. The company will come out and train those of us that will be using the system.

Chad Lindsley  
Board Report  
Jan. 9. 2023

It is always nice to have the winter break for students and staff to recharge. January and February are always tough months for students and staff with all the weather, activities, short days, etc...Our staff does an excellent job focusing on the whole student and excels at making connections with our students that help them overcome some of the adversity we face.

A couple highlights from December I wanted to talk about. The holiday music concert was fantastic. Our middle school music students along with the high school band and choir put on a great show. Mr. Brumm does a great job with the music program. I also want to give a huge shout out to the one-act team for finishing the season as state-runner up! We have some extremely talented Scouts in our schools.

At our January PD meeting the ELA and Math teachers began evaluating potential curriculum materials for next year. Each group is looking at three different options and will make a recommendation based on what will best serve the students of our district. We are hopeful to have this completed with a recommendation no later than the April board meeting.

We have completed the Scout Power Crew data from the first semester. For students to be recognized they had to meet all the criteria. That criteria is no tardies, no discipline referrals, no HCT, and no behavior grades lower than a 3. Below I have listed the numbers by grade that have made the Scout Power Crew.

7th Grade-8  
8th Grade-21  
9th Grade-14  
10th Grade-8  
11th Grade-11  
12th Grade-17

Chad Lindsley  
Board Report  
Dec. 12, 2022

Winter has hit hard and fast this year but we are doing some great things here at David City. I first want to give a big shout out to the one-act team for coming home as the state-runner up! We have some incredibly talented students here and our cast and crew and they deserve all the recognition as they put in a lot of hard work and time.

I also wanted to give the board some information on girls wrestling as the board played a part in starting this program here at David City. Below I have listed a few historical data points for your reference.

First Team-Sidnee Busch, Carly Schmid, Savannah Gregory, Cadence Smaus, Grace Eickmeier, Jazmine Palencia, Cally Schmid, Laylani Kasik, Isabelle Wagner

First Competition-12/2/2022 O'Neil Invite

First match-Cadence Smaus

First win and pin-Sidnee Busch

First placers-Laylani Kasik (3rd at O'Neill), Sidnee Busch (4th at O'Neill) 12/3/2022

Attendance has been a struggle the past couple weeks as we have a lot of students out with sickness. Our teachers continue to work diligently to keep all our students caught up and not fall behind. The sickness going around is not isolated to just our building or district so I am hopeful that this is the only big wave we have this year.

I want to thank the board for stepping up and helping however they can. I consistently see our board members helping the school at events, activities, subbing, and in many other areas. It is great to know we have a board that is invested in our school and students.

Chad Lindsley  
Board Report  
Nov. 14, 2022

We have now fully transitioned into our winter season in both activities and school. Below I have listed some of the key points from this past month.

-Lisa Bales and our 8th grade students did a fantastic job with the veterans day assembly along with our high school band and choir. It is an honor to recognize our veterans in our building. The respect from our student body is something we can all be proud of.

-I have included the fall newsletter in this board report and will have a hard copy at the meeting even though you may have already received a copy.

-We will be hosting the conference one-act competition on Tuesday, Nov. 15. There will be a lot of logistics that have to be worked out that day but I am thankful for all the staff for their help and flexibility that day. I would encourage anyone that can get away to come support our students in this competition.

-We are looking forward to Mrs. Miriovsky is coming back after Thanksgiving but are thankful for all the help from Karla Brezina filling in. She did a great job working with our students and staff while cuning in the counselor's office.

-The cheer and dance room has now been set up to be a shared space with the girls wrestling team. Travis Hays, Matt Fleming, and Mark Kobza did a great job getting that room set up to be used by both the cheer/dance team and wrestling. At this point we have 13 girls that have said they are coming out for wrestling this year.

The ELA and Math groups have been working during the professional development days looking at the standards and developing a plan before we begin looking at textbooks. We hope to complete the preliminary steps soon so we can begin reviewing textbooks in hopes of finding something that will fit the needs of our district and the standards.

Chad Lindsley  
Board Report  
Oct. 10, 2022

We are now basically two months into school and the end of the first quarter. I have spoken previously about tardies this year. As of Oct. 6 there have been a total of 138 tardies combined for students grades 7-12. 88 of the 138 tardies have been to first hour. Overall, we are not seeing a lot of tardies between classes throughout the day but the main issue has been just getting to school on time.

Attendance has also been an area of concern for some students. We are working with attendance support to hopefully work through some of the barriers preventing some students from attending school consistently. We feel like if we can get those students here consistently we will be able to make significant gains educationally. We do not have many students at this point with attendance problems but the few that are have been referred to attendance support.

Our student body has been very active with several events lately. It is great seeing our students represent our school in such a positive manner in the arts, activities, and sports. One example is the marching band recently received a superior rating and the highest marks in all categories at the Pierce marching band competition.

I have now finished half of my formal observations and am working through walk-throughs on a regular basis. In this process I have had some great conversations with teachers and truly enjoy seeing the creative ways our teachers reach students. We have teachers that focus on reaching all students and will go the extra mile to do so.

Chad Lindsley  
Board Report  
Sept. 12, 2022

I first want to apologize for not being able to make it to the meeting this month. The primary focus for my board report this month is our crisis plan. The crisis team has been working on this plan and have now updated copies handed out to all staff members in the district. Each board member will also receive a copy of the plan at the board meeting. This plan will be continuously updated and adjusted as we see fit. I do know one area we want to develop to include in our plan is an updated reunification plan. That will be the primary focus of the crisis team this year.

A few other items I would like to highlight from the past month...

- We have started to receive some sample textbook materials for ELA and Math which will help as we go through the curriculum process.
- We had a great homecoming week with a lot of student participation. Morgan Dredge, Morgan Styskal, and Brandy Barlean have done a great job organizing the week.
- I have finished administering all but a couple MAP make-up tests.
- The no backpack policy has not appeared to cause any issues with tardiness.
- Electronic passes are getting better every day as we have worked through most of the minor issues now.

I find it hard to believe we are already a month into the school year. I am so appreciative of our admin team and our staff here at David City. Everyone is willing to step up and do whatever is necessary if it is good for our students.

Chad Lindsley  
Board Report  
August 8, 2022

Summer has flown by but I am excited to see our students walking through the door in a few days to kick off a new school year. The excitement of the students coming back is always energizing as an educator. I always come into a new year wanting to make it the best year ever but more importantly hoping that I can make a difference.

A few thoughts as we come into the school year...

- The renovated classrooms look fantastic which will give those teachers and students a great space.
- I am excited about the electronic passes we will be implementing this year. Any tool that will help us account for all students is invaluable when it comes to safety and security.
- Room number signs and class descriptions will be in soon. Having correct and current signage that is consistent throughout the building will not only aid our students but also help with safety and security in case of an emergency.
- We installed additional cameras in the gym so there are no gaps in that area.

We have chosen the shirt design for our incoming 7th graders and new students. Our incoming 7th grade class is already at 62 students and approximately 23 new students are transferring to DC. The t-shirt design is pictured below.



Lastly, I had the privilege of representing our school at the NCSA summer conference sharing our experiences with Safe 2 Help at the end of July. It was a great conference that allowed us to network with other school administrators and as an admin staff ourselves. I appreciate the support of the board and our professional growth.

Chad Lindsley  
Board Report  
June 13, 2022

Once school is dismissed for summer it provides an opportunity for administration to reflect upon the school year and plan for the upcoming year. I must admit the 2021-2022 school year was one of the most difficult years in my 22 years working in education. I read a quote that said one of the biggest reasons this year was tough in education was "it is the urgency of adults wanting to return to "normal" and the kids don't even know what "normal" is." Thankfully we have a great team of board members, administration, teachers, and support staff here at David City that will rally around each other to make our school the best place possible for our students and each other. Personally, I am grateful for all the support I receive from the admin team and the board. Looking back it is great to see everything we accomplished as a school.

This past year there were a lot of great things that happened. I wanted to point out a few highlights from this past school year as sometimes we forget about some of the great things that happen in our school.

- New addition opened
- Added girls wrestling
- The speech team winning state
- FFA and FCCLA both having national qualifiers
- Anatomage table gave us state of the art technology
- Highest number of students graduating with 12 or more college credits

We have also spent a lot of time planning for next year. Handbooks have been updated and we hope to send the district student handbook off to be translated into Spanish once it is approved. Many of the changes we are looking at come from our teacher PLC groups this past year. A few items of note that may look a little different next year include...

- MAP testing schedule changes
- Electronic Passes
- New full size lockers
- Stage will be re-finished
- Renovated wood shop and old science classrooms

There are many great things going on here at David City Public Schools and I am proud to be a part of a district that is always looking for ways to improve. Education is always evolving and we continue to seek ways to assist our students become 21st century learners. This cannot be accomplished without the support and foresight of the board.

Chad Lindsley  
Board Report  
May 9, 2022

The last couple weeks have been a blur with so many events and activities going on. I want to start out by giving Joe Brumm and Diane Noonan a shout-out for the show last week. The art work on display in the lobby by our students was incredible and both the choir and band did a fabulous job performing. I loved the excitement in the crowd for the couple rock band pieces that were performed at the end of the show. I would encourage you to come to the full rock band concert on May 16 at 7:00.

On May 4 we were fortunate to host the current 6th graders for a transition day visit. Those students had an opportunity to do sessions with Mrs. Miriovsky, Mr. Couch, a student panel of current middle school, students, Mr. Ebekka, and myself. We utilized this time to prepare our incoming students and hopefully answer many of their questions.

Prom was a huge hit and our students did a fantastic job. Amy Backstrom and Amy Sander do a phenomenal job organizing and planning this event for our students. Their efforts go a long way in making it a memorable experience for everyone.

Mrs. Miriovsky has been hard at work preparing the master schedule and student schedules for next year. She also has been working with our seniors preparing for graduation, college applications, and scholarships. We will be recognizing all our students at the awards ceremony on May 10 at 7:00 including our seniors.

We are all looking forward to the end of the school year as it is an exciting time for both students and staff. I always enjoy celebrating our seniors as they graduate and what their future plans are. It is also great to see the excitement in our students as they prepare to move up another grade. This has been a very exhausting school year but also one of the most rewarding.

Chad Lindsley  
Board Report  
April 11, 2022

It seems like every school year once April gets here the days fly by. There are a ton of activities going on for both our students and staff that keep us all extremely busy. I know many of the staff and students are looking forward to the upcoming long weekend. It comes at a great time to allow everyone to catch their breath as we hit the homestretch. A couple highlights in the past month include the speech team winning the state championship and several members of our FCCLA chapter qualifying for nationals this summer in San Diego.

I am really excited about the new website as it allows us to showcase all the great things going on here in our schools. We have all been learning how to update the system and working on creating content. Soon our staff will be able to create posts for the live feed and social media under the moderation of administration.

I have finished all my teacher evaluations for this school year. I will continue to say that we have some incredible teachers that consistently go above and beyond to educate our students. The innovative methods our teachers find to educate our students continues to amaze me when I visit classrooms. Recently I visited Mr. Thiem's construction trades class and they were designing putt putt holes for the Christmas on the Bricks event for the city. Watching the design come from a drawing and into action has been incredible. I am excited to see these bring joy to people in our community.

The English Language Arts teachers were able to meet on April 11 to begin the process of reviewing the new standards and updating our curriculum. I am thankful to ESU 7 for spending the day with us to work with our teachers as we navigate through the process. We also expect the updated math standards to be released soon so we will soon be working through the same process with our math teachers.

Chad Lindsley  
Board Report  
March 14, 2022

Spring is just around the corner which is an exciting time but also an extremely busy time for all schools. I am looking forward to all our student activities coming up this spring and enjoying a little warmer weather. We do have some winter activities winding down including our Speech team that qualified every member of the team for the state tournament.

Spanish curriculum is finalized and has been shared in the agenda at this meeting. I have also shared the document with each board member to allow for easier access to see all the documents tied to the scope and sequence. Social studies teachers will continue working on their curriculum and we still plan to bring the completed process to the board in the early fall. We now plan to move to start working through the ELA standards with an initial meeting planned on April 11.

This past week we started organizing the middle school house trip which has not been able to take place the past two years. The plan is to take our middle school students on a college tour to CCC in Columbus on May 2 and then go to the bowling alley for a couple hours before returning to school. I am excited to celebrate our middle school houses with this end of the year trip.

The winter newsletter has been finished and mailed out to our families. I have attached a copy for your reference. I really appreciate our students and staff that provided the content that goes into the newsletter which helps highlight some of the great things going on in our school. I have delivered a stack of the newsletter to Timpte since we highlighted them this time.

Chad Lindsley  
Board Report  
February 16, 2022

In just a couple weeks we will be in March and starting spring sports. I am sure our students and staff are looking forward to more daylight and warmer temperatures that allows us all to be outside a little more often. I am definitely a little worn out after covering events every weekend along with moving at the end of December but it is always great to see our board members out at these events supporting our school and students. We have such a strong community of supporters for our school that I am grateful to be a part of.

I am currently starting to work on the winter newsletter. I have asked for all the articles to be sent to me by Feb. 25 so I would anticipate it going out in early March. One new section we have decided is to do a local business spotlight. Each newsletter we will do a short spotlight on one of our local businesses to help highlight our community.

Social studies teachers have been working diligently to update their curriculum. We hope to have it completed to bring it to the board in September. Spanish curriculum is almost complete and we hope to bring it to the board at the March meeting. ELA will begin the curriculum update soon and our CTE classes just reserved the programs of study that will be reviewed and updated as needed.

Attendance meetings have been ongoing along with continuous communication and support from Tonia Soukup in the county attorney's office and the attendance support program. Thankful to have these partnerships that have been great to work with.

Chad Lindsley  
Board Report  
January 10, 2022

Now that we have returned from our winter break I am excited to get ready for 2022. January and February are always tough months for our students and staff with all the activities, long days, and cold weather. We must remember that although these months can be tough for the staff it is equally hard for our students.

In December I had the opportunity to head to Valentine to serve as the administrative representative at the wrestling tournament. There were several teams staying at the hotel and the David City team was by far the best behaved and respectful team I saw in the hotel. It is always great to know that our teams are representing the school in such a positive manner! On another note with the wrestling team, we plan to honor David City's very first state champion at our home dual Jan. 18 if everything goes as planned.

Middle school students have been competing in house competitions once a month again this year. Tracy Behrns has done an outstanding job organizing this and taking the lead. I enjoy being in the gym during these competitions as the students really seem to enjoy and get into the house competitions. So far this year the competitions have consisted of trivia, basketball, yahtzee, and volleyball.

Chad Lindsley  
Board Report  
December 13, 2021

It has been an extremely busy month as we prepare for the end of the semester. Winter activities, testing, attendance, along with winding down the first semester has made time fly by. Students and staff have been hard at work and are definitely looking forward to the upcoming winter break.

One major item to note is that we had a team go through the basic threat assessment and the safe 2 help training that now allows us to be a part of the Nebraska safety hotline. Students, parents, and staff can send in tips through the website, an app, or by phone call of any potential issue. Those tips go to the team members along with professionals that can chat with the person reaching out. We just recently launched this and shared the information out with our students and have already received a few tips through the system. Team members that currently are on the system are Dr. Denker, Sara Miriovsky, Amy Masek, Missy Glodowski, Deputy Marla Schnell, and myself. I have attached some resources with more information on this program.

I will continue to say that we have such an awesome staff here at David City. This past month I have observed our counselors absolutely going above and beyond to help reach students. I cannot underestimate how valuable they have been to us administrators and there is nothing quite like it when we start seeing the difference we are making in a student that has been struggling!

Chad Lindsley  
Board Report  
Nov. 8, 2021

The weather has definitely started turning colder as we are beginning to approach winter. This school year has absolutely flown by so far. JH has already started practices for the winter seasons, HS practices begin in a couple weeks, and one-act has been preparing for their upcoming competitions. Our students are very involved and busy with all the activities. I always admire our students' ability to find the balance to remain involved and stay on top of their school work.

One big change that has started is the tv monitors mounted around the school are starting to be connected. The main office is up and running and as long as it continues to function the others will be connected soon. It requires a small computer connected to each tv to enable the content. I am excited to see them all running in our hallways. Another change is the bulletin boards and trophy cases. Different groups have taken some of the boards and are highlighting their individual groups. The creativity of our staff and students is quite evident on the bulletin boards which have also added a lot of color.

The fall newsletter is close to completion and should be sent out hopefully by the end of the week. I really enjoy seeing articles written by our own students. The FFA and FCCLA spotlight articles were written by an officer in the organization. It is amazing what our students can do when we empower them!

Chad Lindsley  
Board Report  
Oct. 11, 2021

It is hard to believe that we are already about to wind down the first quarter. Students have settled into a routine now and have adjusted remarkably well. I have spent a lot of time communicating to families and working through barriers to attendance. I recently looked at some of the tardy data from last year and compared it to this year as we were curious what the impact of the larger square footage and same amount of time between classes would be. Last year there were 103 tardies compared to 90 tardies this year in the exact same timeframe.

I have really enjoyed the new edition and it is nice to finally feel a little bit settled. The construction has still been ongoing as they finish up. The disruption has been minimal to both the teachers and staff which is greatly appreciated. I have heard several students say how much they like the new classrooms with all the space and windows.

I have been in all the classrooms of the teachers I observe at least once already. The teachers are doing a great job with our student engagement and I am consistently impressed with how they each go above and beyond to reach all students. Curriculum work is ongoing with Business, Social Studies, and STS.

Middle school has started with their House competitions this year again. These activities and competitions have appeared to be a big hit amongst our middle school students. Tracy Behrns and Lisa Bales have taken the lead with the houses and organizing the activities. They have both done an outstanding job taking on this task.

Chad Lindsley  
Board Report  
Sept. 13, 2021

Summer flew by and it is great to see our staff and students come back to school. A new year always brings some excitement but the opening of the new additions has added to it. Our students have adjusted well to the building and all the amount of space it covers now. As with any new project there will be a learning curve as we go. We have a great staff and students that are great at adapting and being flexible. It is an honor to be a part of this school and community.

I was able to take part in the active shooter training a couple weeks ago at Aquinas with many local agencies involved. There was a team of six staff members from our school that participated in the training. I found the dialogue after the training extremely useful as the many different agencies involved were able to discuss areas that need improvement to help us be prepared. We had a local police officer stop by the school and I was able to show him around. He specifically mentioned that training made him realize he needed to make a point to get into the school to become more familiar with the building and the people.

Over the summer I was able to meet with Tonia Soukup and the attendance support program out of Seward to help us maintain open communication regarding attendance issues. We will meet on the first and third Monday of each month via Zoom to make sure our students do not fall through the cracks. Attendance is an area of focus and we are working to make sure we can provide our families local resources that can aid in addressing barriers in attending school.

Thanks to Travis Hays we have been able to work together to update the school map, exterior doors, and room numbers. We are in the process of re-numbering some of our classrooms to make it easier to understand in case of an emergency. I have attached a copy of the school map with my board report for your reference.

Chad Lindsley  
Board Report  
June 14, 2021

What an incredible and challenging year here at David City! As I look back over the school year I am extremely proud to say I am part of such an outstanding team. This year brought many challenges to each of us as we all were operating in a new environment. Below are just a few of the things I am most proud of from this past year.

- We managed to remain in school without closing for the entire year.
- Our teachers learning and utilizing new methods to reach kids.
- The students adapting and working together to overcome obstacles.
- The teamwork amongst the admin team working together and supporting each other.

I have heard many times people referring to this past year as one of trying to survive. David City was able to not just survive this past year but thrive in such unknown circumstances. I am thankful for all the support I have received this year transitioning into a new school and town. The people here have been incredible and it is easy to see what makes David City such a special place.

As we look into the upcoming year there are many things to be excited about. I am looking forward to hopefully a normal year and the opportunity to see how the school operates without the restrictions from Covid. The new addition is nearing completion and we are all excited for our staff and students to see the completed project. We know there will always be some unforeseen challenges that will come but if we learned anything this past year we learned how to adapt and be flexible.

\*As I was about to submit my report when we received some great news regarding our FCCLA. We had six students (three teams) notified that they have made top 3 in nationals in their competitive event. These students will be recognized on stage later this month at the national FCCLA conference in Nashville. In order to compete at nationals students had to first get through districts and state. I have listed below the message our students received.

*Chapter in Review Display Level 2*  
*David City Jr./Sr. High School FCCLA NE*  
*Kaydense Hansen*  
*Ava Neujahr*

*Event Management Level 2*  
*David City Jr./Sr. High School FCCLA NE*  
*Kaitlyn Palik*

*Chloe Zegers*

*Interior Design Level 2*

*David City Jr./Sr. High School FCCLA NE*

*Autumn Lindsley*

*Drew Whitney*

Congratulations! You are a 2021 STAR Events Top Three Finalist!

Chad Lindsley

Board Report

May 10, 2021

We have finally hit and May and time is flying by with all the events going on. Seniors are winding down and are extremely excited for graduation while Mrs. Miriovsky has done a phenomenal job working with them on scholarships, future planning, and preparing for graduation.

This past month we have had the privilege to have many great events at our school. The students did a great job at prom and made it a great success. It was truly remarkable seeing all the smiling faces enjoying the event after not being able to have prom last year. Amy Backstrom and Amy Sander deserve a lot of recognition for overseeing prom and making it such a great experience for our students.

Our students showed a lot of skill putting on the music performances. Both our elementary program and the secondary program highlighted the gifted musicians and teachers we have in this district. Our music teachers did a great job preparing our students for the performance.

On May 5 we were fortunate to host the current 6th graders for a transition day visit. Those students had an opportunity to do sessions with Mrs. Miriovsky, Mr. Couch, a student panel of current middle school, students, Mr. Ebekka, and myself. We utilized this time to prepare our incoming students and hopefully answer many of their questions.

As we wind down the year I am extremely thankful for all the wonderful people here. This year could not have happened without all the hard work, dedication, and sacrifices many have made. The school year has definitely been a test on our staff and students and together we have been able to accomplish what many said could not happen.

Chad Lindsley  
Board Report  
April 12, 2021

Spring is off and running and school is flying by with everything going on. Students are excited about Prom on the 24th and are looking forward to something that was not able to happen last year. April is a bust month with activities, scholarship applications, and school. We currently are in the middle of testing and scheduling for next year as well as continuously looking at ways we can improve.

I have finished up all my observations for the year and am thankful to have had the opportunity to see our great teachers in their classrooms. I am excited to see them teach when they are able to utilize more group work and different methods once we are past this pandemic. Our teachers have done an incredible job adjusting to the situation and making sure our students continue to grow.

We were fortunate to have ESU 7 come in a present on equity during our professional development day in April. They were able to do part one of the training which brought a lot of useful information to the staff. We have also been spending a lot of time reviewing data and processes to have discussions on how we can make improvements.

Lindsley  
Board Report  
March 8, 2021

March has finally come and thankfully the weather is starting to warm up. It will be nice for our students and staff to be able to enjoy the weather being outdoors. A little sunshine and outdoor time will hopefully bring some joy to the staff and students as we come down the homestretch of the 2010-2021 school year.

We have finished up most of the winter activities and are now transitioning into our spring activities, preparing for events such as prom and graduation, and looking at scheduling needs going into next school year.

In the past month I have spent a lot of time reviewing attendance and working through those policies and procedures. I have also spent time working with students making sure they are completing their work and making up any missing work. All the Social Studies materials have been ordered and the majority of it has already arrived. The teachers are working diligently going through the curriculum process to get everything updated.

We are looking forward to working with the staff during the upcoming professional development days. Those days will provide valuable time to review data and look into our needs moving forward. The information coming from the school improvement plan will be a useful tool as we continue to strive for excellence.

Chad Lindsley  
Board Report  
February 8, 2021

February and it feels like the theme of the past month has been snow. We have had a few disruptions due to the weather but our staff and students have been great about continuing to strive for excellence. Even with all the weather issues we still managed to take advantage of one nice day to get the February fire drill done.

Attendance has improved drastically this past month as we have had a lot less students and staff out on quarantine and isolation. We are hopeful this trend will continue as student attendance is one of the most critical components on student growth and proficiency.

Curriculum work is ongoing as there has been a lot of progress with Social Studies, World Languages, Business, and Ag. The high school social studies teachers have reviewed the textbook materials and preferred the same HMH materials already approved for the middle school. The materials had what they were looking for and most importantly aligned vertically with the previously purchased materials. I have been working to finish up my walk-through observations and hope to be completely finished by mid March. It has been a privilege seeing all the great things our teachers are doing for our students!

The month of January has been extremely busy with activities. In order to put on all these events it requires a dedicated staff. Our staff has stepped up and filled in whenever needed to make sure we are able to continue the standard of excellence in all we do from the classroom to the activities. I appreciate everyone stepping up to help!

Chad Lindsley  
Board Report  
January 11, 2021

Second semester has arrived and we have hit the floor running! The break seemed to bring some much needed rest and relaxation for our staff and students. We were able to overcome all the obstacles the first semester and succeeded in successfully completing the first semester without interruption. This in itself is remarkable and something most thought would not happen.

We come into the new semester having learned much from the first semester and with some hopeful optimism that the light is at the end of the tunnel. We are confident we can adjust to circumstances that

arise now that we have a better understanding. Most importantly we are confident we can do whatever is necessary to help our students succeed.

So far this semester I have spent a lot of time organizing our upcoming wrestling events. We will be hosting four tournaments and two triangulars within the next month. I have also completed the January newsletter that will be sent out with grades. I have also attached a copy of the newsletter here for your reference. The high school Social Studies teachers have received materials to review textbooks. We hope to have the high school recommendation at the February board meeting. This week we have started out study skills classes for our middle school classes. We are hopeful this is one tool we can use to help our middle school students transition better.

I know I have said this before but I want to continue to give recognition to our staff. We have a phenomenal staff here and they never cease to amaze me with the time and effort they put into our students!

Chad Lindsley  
Board Report  
December 14, 2020

It has been an extremely busy month! I want to make sure to give a lot of credit to our teachers, staff, and subs these past few weeks. These people really stepped up when we had several teachers out of the building. Whenever we face adversity our team does whatever it takes. I am proud to work alongside such an awesome team!

So far this winter we have had to limit spectators to our events with the new DHM. The ability to stream our activities has never been more important than it is now. I recently reached out to Striv and soon we will have the ability to have two Striv channels that will allow us to stream two events and that same time if needed.

I have completed all my formal observations and am in the process of finishing the last of my walk-through observations for the 2nd quarter. Our teachers are doing some great things in their classes!

Middle school transition has been a big topic of conversation this semester. We have had a committee meeting over the past couple of months reviewing what we can do to help our middle school students transition from the elementary. We have incredible students but we have learned there is a higher percentage of grade and behavior issues at the middle school level. We have decided to change our skills for success and engage classes to study skills. These classes will not be an academic grade but classes that will focus on behavior grades using the PRIDE scale below. We know there will likely be some tweaks to this model after we go through it for one semester but we are looking forward to making a positive impact on our students.



Chad Lindsley  
Board Report  
November 10, 2020

In a blink of an eye the first semester will be over. We have had our share of struggles along the way so far this semester but overall our staff and students have done an incredible job.

A team of six participated in a new Standard Response Protocol training funded by NDE. There will be a terminology change to one of the protocols we utilize that is being recommended nationally. Curriculum meetings are ongoing as the social studies department began the process alongside the 6th grade teachers and Mark Brady from ESU. There were some major changes to the standards which will require some changes in our program and materials. Ag, Business, and World Languages will be having a curriculum day this month to continue making progress.

The new winter sports guidelines have come out and there will be some changes with scheduling. I have been working a lot with the wrestling schedule to help provide opportunities for our student athletes to still continue to compete.

We had Kim Boyce come in for the professional development day on 11/2 to talk about mental health and the issues related to our students today. He is a LMHP and a Psychology professor at Concordia. He did a great job providing relevant information for our staff. He shared information about the iGeneration. I am happy to share his powerpoint with the board he used for the presentation.

*"I honestly could have listened to Kim all day. Concordia psychology students are lucky to have him as a professor. I found it interesting that the iGen kids don't feel connected to anyone and explain their weekends based on what they watch not do. Thanks for bringing this to us." -Amy Backstrom*

*"He was FABULOUS! I appreciated his down-to-earth and no-nonsense approach to talking with students. I could see many of our students in his descriptions, and what he had to say made a lot of sense.*

*I would definitely attend a workshop or lecture he is presenting (and I don't say that lightly. Almost never, in fact!) Thanks for bringing him in!" -Laurel Valentine*

*"I really enjoyed Kim's presentation. I was aware that today's generation of students is different than most, but his explanation of how they're different and how it affects their mental health was new information. I truly believe his explanation of it all will allow me to be a better teacher in regards to my relationship with students." -Morgan Dredge*

The change to three lunches has been smooth with very few issues. The change has allowed us to spread the students out more in the cafeteria. The three lunches has allowed us to have a maximum of six students per table each lunch. We also expect the students to stay at the same table group. The lunch numbers are listed below for your reference.

Early Lunch - 105-115 students

Late Lunch - 75-95 students

After the change

Early Lunch - 65-80 students

Middle Lunch - 50-60 students

Late Lunch - 65-70 students

## Board Report

October 7, 2020

Does not quite feel like it should be October already. Time has really been flying by and we are almost to the end of the first quarter. The first newsletter has been completed and should be arriving in mailboxes soon. I really appreciate the information and articles that were submitted by the staff.

Our students are really adjusting to the absence of normal and I feel we are beginning to have a sense of routine. We have had to make a lot of adjustments from day to day and at different events. Our teachers have really stepped up to make sure that any transition is as smooth as possible and have helped cover classes when needed. I cannot give enough praise to the staff for all they are doing. I have enjoyed having the opportunity to start visiting classrooms for observations and see our great teachers educating our students.

We are starting to wind down some of our fall activities and will soon be making the change to the next season. The one act play has started their practices with a lot of excitement from those students involved. It is great we have been able to do everything we have this fall and hopefully we can continue to have these opportunities for our students.

Board Report  
September 10, 2020

Can you believe we are already over four weeks into the school year! Time is going by extremely fast but I am extremely thankful to even have students. In the first month of the school year we have already had all the parents nights activities and homecoming.

I have started doing my teacher observations and walk-throughs. I am slowly learning the model and the process and each time I work with it it gets a little easier. Mr. Couch has been extremely helpful providing his guidance and experience in this area. On the same note I have started having coaching meetings with the teachers assigned to me. My main focus has been looking at what we can do to improve communication with each other and with parents. I feel effective communication can prevent many issues. I love the saying that “an ounce of prevention is worth a pound of cure.” If we can do a little work now it will go a long way later.

I have spent a lot of time on attendance issues as that has always been an issue in every school I have been involved with. This year it is particularly challenging as we deal with Covid absences on top of the others. Other than attendance our students really have done a nice job and we have had minimal issues.

Curriculum work is ongoing, with social studies set to begin soon. We will have Mark Brady from ESU 7 coming in to help kick start that process in mid October. I am working on cleaning up the curriculum files on the shared folder and making sure the most current information is on our school website.

I will continue to say that I truly love being a part of this district and Scout Nation!

Board Report  
August 14, 2020

I am so excited to finally be here working with students and staff again. The work the David Clty team did to prepare for students returning is now paying dividends. The staff have been incredible in their preparations and willingness to do what is needed to allow in person instruction. I have been blown away by the teamwork here!

My transition has been a bit of a whirlwind as I continue to learn my individual roles and responsibilities. Although I have already served as a principal in another school, every school

has to do what works best for them. I am becoming more and more familiar each day. I spent one day at ESU 7 learning about the Marzano model and will continue to learn. I have been slowly meeting with teachers individually so I can get to know the staff and for them to get to know a little about me. I also was able to complete the t-shirt order for the 7th graders and new secondary students. I hope to receive those shirts in the next couple of weeks and I put the design below.

The first thing I noticed about the students here is how respectful they are. I am impressed with how they interact with adults and each other. The vast majority of the students are wearing masks and although they do not like it there has not been much complaining. My own children have really enjoyed their first couple days of school and continue to tell me how nice everyone has been.

I know things will continue to be hectic and I will continue to learn the ways of David City but I can most definitely say there is no other place I would rather be.

Chad Lindsley  
Assistant Principal  
David City Secondary Schools



## **David City Elementary November 2025–26 Board Report**

### **Enrollment**

David City Elementary currently serves 241 students in grades K–6 and 47 students in preschool. This month, we welcomed two new students—one in first grade and one in third grade—while two students moved out of the district.

### **Attendance**

Our average K–6 attendance for the past month was 96.6%, up from 95.4% at this time last year. Students with five or more absences have received an initial attendance letter and were referred to the Attendance Support Program.

Our chronic absenteeism rate is currently 5.28% (16 students), a notable improvement from 8.82% (27 students) last year.

To celebrate strong attendance, students with 98% or higher attendance at the end of first quarter enjoyed a popsicle party on the playground. A photo of the group was featured in our TV announcements and school newsletter. We'll continue to promote good attendance through our Behavior Support Team and ongoing incentive programs.

### **Parent-Teacher Conferences**

We had an outstanding 89.4% attendance rate (255/285 students) for Parent-Teacher Conferences on October 23. Teachers contacted families who were unable to attend, resulting in nearly 100% participation in most grade levels. Some conferences were combined with recent IEP meetings to best support family schedules. During the day, SAT Coordinators also conducted nine student update meetings to ensure continued progress monitoring. Overall, it was a productive and positive day focused on celebrating growth and strengthening family partnerships.

### **Book Blast**

Our Book Blast Literacy Fundraiser concluded with remarkable success! Participation reached 71.48%, exceeding our 50% goal. A total of 1,509 books were distributed, ensuring every student took home at least three new books to enjoy. Contributions from families, friends, and community members totaled \$20,560.01, reflecting tremendous community support for literacy and reading at home.

### **Red Ribbon Week**

We launched Red Ribbon Week with a school-wide photo in the gym. Chief of Police Marla Schnell spoke to students about making healthy choices and leading a drug- and alcohol-free life. Students enjoyed themed dress-up days and activities throughout the week. One of the

highlights was a school mural made from student-designed puzzle pieces, symbolizing how every student contributes to a safe and supportive school community.

## **Halloween**

The Student Leadership Committee organized a Halloween Parade that filled the gym bleachers with families and community members. Students paraded by grade level, beginning with Kindergarten, and made three laps around the gym before returning to their classrooms for parties. Many staff members joined in the fun by dressing up, adding to the festive atmosphere. Parents shared overwhelmingly positive feedback about the sense of community and student joy.

## **Family Literacy Night**

On Tuesday, November 4, 2025, David City Elementary hosted our Fall Family Literacy Night with a circus theme full of fun! We were thrilled to have 68 families (194 people) join us for a night of reading games, circus-themed activities, and special guest readers who brought stories to life. Thank you to all the families, students, and staff who made the evening such a success.

## **Veterans Day**

Our Student Leadership Team led this year's Veterans Day Celebration, honoring local veterans and family members. The day included an assembly, a special video tribute, lunch, and classroom activities. It was a heartfelt and meaningful event for students and guests alike. A special thank you to Mrs. Moravec and her team for their thoughtful planning, decorating, and coordination of this memorable day.

## **Looking Ahead**

- **HAL Day:** November 19
- **No School:** November 26 – Thanksgiving Break
- **K–3 Christmas Concert:** Tuesday, December 2 at 6:30 p.m. (High School Gym)
- **6th Grade DARE Graduation:** Monday, December 8 at 11:00 a.m. (Elementary Gym)
- **Last Day Before Break:** Friday, December 19 – Full Day of School
- **School Resumes:** Tuesday, January 6, 2026

**November Newsletter [Link](#)**

Bellwood Board of Education Report  
November 2025

Another month of the school year has flown by. We will be halfway through the 2nd quarter as of this week. As always, a great deal has happened at Bellwood Elementary over the last month.

**1st Quarter Attendance**

Overall, as a school, we had 97.10% attendance. Last year, we were at 96.46% for the first quarter. With our attendance improving so much over the last year and a half, I am quite pleased with a .64% increase. The second-grade class has really worked on improving their attendance this year. They had the top attendance as a class with 98.9%, which is phenomenal! They enjoyed a pizza party as a celebration for their great attendance in the first quarter.



**Family Literacy Night**

Bellwood Elementary hosted its Fall Family Literacy Night on October 20th, and it was a very successful night. For the first half of the night, students rotated to different classrooms to play different outer space games. The kindergarten classroom was a sensory room, and students thoroughly enjoyed the moon sand we had in there. All families then met back in the gym for the egg naut competition. Families were asked to work together to create an Egg-Naut capsule and bring it with them to Family Literacy Night. [Link to Egg-Naut Directions.](#) We then dropped the containers from 4 different heights to see whose Egg-Naut survived. This really made the night exciting and fun for families and staff. It was great to see the creativity of families and how they worked together. We had several champions whose eggs never broke. Mrs Williams really did a great job organizing her first literacy night.



**Parent/Teacher Conferences**

Parent-Teacher Conferences were a great success at Bellwood Elementary with a 95% attendance rate. Teachers were able to have some great conversations with parents. I sat in on several conferences and meetings during this time. The Bellwood PTO provided a supper of soup, sandwiches, and desserts for staff. Overall, parent-teacher conferences were very successful.

**Red Ribbon Week**

Red Ribbon Week is always a fun week for students as they enjoy the different dress-up days. Mrs Glodowski does a nice job of planning activities that don't interfere too much with school. She also does a great job of teaching lessons during guidance about making healthy choices.



### **End of 1st Quarter Celebration/Fire Safety/Halloween**

Instead of celebrating these three events at different times during the month of October as has been done in the past, we celebrated all three of them on October 31st. Preschool and Kindergarten visited the fire station, and all students attended a fire demonstration in the gym. We then held our 1st Quarter PBIS celebration. The Student Leadership Team planned lots of fall and outer space events for students to do during the day. We ended the day with classroom Halloween parties and the Halloween parade on the tennis court. It truly was a great day for students and staff!



### **Book Blast**

Book Blast 2025 is now complete, and it was a huge success. 532 books were delivered to Bellwood Elementary Students, and each student received at least 3 books. To celebrate Book Blast Delivery Day on November 3rd, students brought stuffies to school. At the end of the day, they brought their stuffies to the gym and everyone opened their books at the same time. We then had Drop Everything and Read (DEAR) time, where students read their books with their stuffy. We then handed out the final prizes and the Epic Treasure Chest, which went to Kaija. Students were so excited for their new books, and our community showed great support for this event.



### **Special Guest at MMC**

Dillon Krueger, a local author, attended the Bellwood Elementary Monday Morning Chat on November 10th. He read his new book, "Why do We Pledge Allegiance?" to help prepare the students for the Veterans Day program the following day.



### **Veterans Day Program and Lunch**

Bellwood Elementary's Veterans Day Program will be held in downtown Bellwood at the Veterans Memorial if the weather permits. Ms Tachovsky has planned this program in collaboration with the Bellwood American Legion. The American Legion will be retiring flags as a part of this program, so we will be teaching students

what this means and how they do it. Students will also read essays they have written. The 5th grade class will lead this assembly. After this program, Veterans are invited to attend lunch at Bellwood Elementary. Here is a link to the event flyer and the event program(2nd page: [link](#)).

### **CLSD Year 2 Application**

Our Year 2 CLSD reading improvement grant has been submitted and approved. These are the things we will be doing with year 2 funds.

- Begin working with the UNL Words consortium starting in January of 2026, with Administrative overviews, staff overviews and staff and administrator interviews during the 2nd semester of the 2025-26 school year. The professional development and staff coaching will begin in the Fall of 2026.
- Our SPIRE order was adjusted to fill in the gaps of what we were not able to get in the first order, and to order future supplies for the levels we feel we will use the most.
- We have ordered Multisyllabic Routine Cards from 95 Percent Group to fill in a gap in our reading intervention library.

### **November Newsletter**

The Bellwood Elementary October Newsletter is linked here: [link](#).

If you have any questions, please let me know.

Peggy Romshek  
Bellwood Elementary Principal

11/7/25

School Board Report: Special Education

Submitted by: Kari Daniels

It is November already. There are several things that remind me that fall is officially here. There is the obvious change in temperature, the changing color of the leaves, daylight savings time and the annual Tri-State Regional Special Education Law Conference. This conference will be held Thursday and Friday, November 13-14, in Omaha. This is the most attended, special education focused, law conference in the Midwest. It was originally started as a joint effort between Iowa, Nebraska and Kansas, but has grown well beyond those borders. One of the best things about this conference is that it focuses on issues that are important to us in the Heartland. We are not often impacted by the same issues that occur in metropolitan areas. Obviously the law is the law, but the situations to which it needs to be applied are often quite different and cause different questions to arise.

This conference has been held in Omaha for as long as I have been keeping track. We are fortunate to have it so close to us. Another special education teacher and I will be attending it this year. In reviewing some of the topics, there are sessions that will address issues that our district is currently facing such as: chronic absenteeism, least restrictive environment (LRE), discipline, literacy, etc. All of these sessions however, will focus on what special education law says about these issues and what district responsibilities are in relation to them. The law does differentiate between regular and special education and we want to make sure that we are doing things correctly, from a legal standpoint, as that is how we are receiving our funding. We also, however, want to be sure that we are offering our students all of the support which they are legally entitled to so that they can reach their fullest potential.

At the end of the day, we are proud of the fact that...

**All Scouts Have Power**

# Activities Director Board Report

**Date:** November 7, 2025

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## Overall

Mr. Lindsey and I took 14 members of the Middle School Leadership Team to the Life Skills Sportsmanship Pep Rally on Monday, November 3rd, at Pinnacle Bank Arena. Current Husker volleyball, wrestling, football, and basketball players spoke about **Leadership, Perseverance, Teamwork, and Responsibility**. Students also attended the Nebraska Women's Basketball game vs. LSU.

Seven high school students were selected by coaches to attend the **NSAA Sportsmanship Summit** on November 21st at Lincoln North Star High School.

**Winter Youth Sports Camps** will be held November 10th–13th. Last year, over 70 students participated.

**Esports** is currently competing in postseason play. We believe all teams will qualify for the state competition.

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## Professional Development

I attended the NSIAA Fall Conference in Kearney, November 8th–10th. Sessions included Fundraising and Sponsorships, Parents' Roles in Activities, and Current Legal Issues in High School Activities. I also participated in Class C/D Caucus Discussions and networked with Activity Directors from across the state.

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## Fall Activities Recap

The fall season concluded on Saturday, November 1st, with a hard-fought, three-set loss to Omaha Concordia in the District Volleyball Final. We were able to take 50 students—including band members and fans—on an activity bus to support the team.

This fall has been one of the most successful in recent David City history:

- **Football:** 6–2 record; back-to-back District Champions
- **Volleyball:** 22–10 record; first District Final appearance in several years
- **Softball:** 20–8 record; back-to-back SNC Champions
- **Cross Country:** Added one new school record to the record board

There is much to be proud of across all programs.

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## Middle School Activities

- **Wrestling** began practice on October 27th with 24 participants.
  - **Girls Basketball** began on November 3rd with 8 participants.
  - The **One Act** team held their first public performance on October 30th and competed in Norfolk on November 1st, tying for 3rd place.
- 

## Ongoing & Upcoming

- **Coaching evaluations** for fall coaches are being completed.
  - **Goc's Photography** scheduled for:
    - November 6th – Middle School Basketball & Wrestling
    - November 24th – High School Winter Sports
  - **Winter Sports Parent Meeting:** November 17th
  - **NSAA Winter District Hosts Announced:**
    - Play Production – *Schuyler (Dec. 6th)*
    - Girls Wrestling – *Gering (Feb. 7th)*
    - Boys Wrestling – *Centennial (Feb. 14th)*
- 

## Student Recognition

### All-District Football Selections:

- **1st Team:** Gage Horak, Jason White, Jesse Divis, Cohen Denker, Daren Vodicka, Carter Nickolite
- **Honorable Mention:** Xavier Boss, Brayden Osantowski, Gerson Ceretto, Judd Nickolite

**Marching Band:** Earned an Excellent Rating at the State Marching Band Competition in Kearney.

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## Budget & Planning

- New high school football uniforms and middle school volleyball uniforms will be purchased for the 2026–2027 school year.



# **ENERGY FINANCING CONTRACT**

**Between**

**David City Public Schools  
Dr. Chad Denker, Superintendent  
Administration Office  
750 D. Street  
David City, NE 68632**

**And**

**Facility Advocates  
3738 S. 149<sup>th</sup> Street  
Suite 102  
Omaha, NE 68144**

**Contract # 251-193**

**November 12, 2025**

**David City Public Schools and Facility Advocates LLC****Facility Advocates Contract #251-193**

**This Agreement** (hereafter the "Agreement") is made and entered into as of this 12<sup>th</sup> of November 2025 between Facility Advocates LLC, (hereinafter "Facility Advocates") and David City Public Schools (hereinafter "Customer") for the purpose of furnishing certain services and work designed to improve the facility at the Premises (as defined below).

**ARTICLE A - THE SERVICES AND COMPENSATION**

**Section 1.01. Contract Price.** Subject to the terms and conditions hereof, as payment for Facility Advocates performance and furnishing of the Services (as defined below) at the Premises identified in Exhibit 3 hereto, Customer shall pay or cause to be paid to Facility Advocates, in accordance with the dates and amounts on Exhibit 1 pursuant to Section 1.04, the GMP sum of equal to or less than Seven Hundred and Thirty-Five thousand dollars (**\$735,000**), which Contract Price includes all sales, consumer, use and similar taxes (excluding income taxes) for the Services which are legally enacted as of the date of this Agreement.

**Section 1.02. The Services and Exclusions.** No later than ***SUBSTANTIAL COMPLETION DATE***, Facility Advocates shall have designed and substantially completed installation of the equipment and performance of the work and services described in Exhibit 2 (hereinafter, collectively, the "Services"). Facility Advocates obligation hereunder is limited to the Services as defined herein. Included in the Services are any modifications or alterations to the Premises that may be required by operation of the Americans with Disabilities Act or any other law or building code(s).

**Section 1.03. Construction Procedures and Changes to Services.** Facility Advocates shall supervise and direct the Services using its best skill and attention. Facility Advocates shall have exclusive control over construction means, methods, techniques, sequences, and procedures. Facility Advocates shall at all times have the right to replace, delete or substantially alter any item of equipment or part of the Services, correct any work, or revise any procedures included in this Agreement, provided, however, that Facility Advocates shall obtain Customer's prior consent to substantial deviations from the original scope of Services, said consent not to be reasonably withheld or delayed.

**Section 1.04. Payment Terms.** Customer shall pay Facility Advocates or cause Facility Advocates to be paid for the Services as follows:

(a) **Initial Payment:** Upon execution hereof, 25% of the Contract Price (for engineering, drafting and other mobilization costs incurred prior to on-site installation) shall be due; and

(b) **Progress and Final Payments:** Facility Advocates will invoice in accordance with Exhibit 1 for all materials and equipment delivered to the Premises (or, as applicable, to an off-site storage facility) and for all installation, labor and services performed during the billing period. Customer agrees to pay Facility Advocates for all undisputed amounts within thirty (30) days of receipt of invoice, provided that goods and services have been accepted by Customer as hereinafter provided, less retainage of 5%. All amounts outstanding thirty (30) calendar days beyond the due date shall bear interest payable to Facility Advocates at the maximum allowable legal rate, retroactive to the due date.

### **Section 1.05. Substantial Completion and Final Completion.**

**Substantial Completion.** When Facility Advocates considers that the Services, or a portion thereof, are substantially complete, Facility Advocates will submit to Customer a proposed “punch list” listing items of the Services to be completed prior to final completion. Customer and Facility Advocates shall inspect the Services (or portion thereof) to determine if the same is substantially complete. (Substantial Completion is defined as the stage in the progress of the Services (or designated portion thereof) when the Services are sufficiently complete so that Customer can occupy or utilize the Services for its intended use.) Customer and Facility Advocates shall add to the punch list any item of work that has not been completed. When the Services (or designated portion thereof) are substantially complete, Customer and Facility Advocates shall execute a Certificate of Substantial Completion in the form of Exhibit 4.a., setting forth the date of Substantial Completion and shall state the date by which Facility Advocates shall complete the items of work included on the punch list.

**Final Completion.** Upon Customer’s receipt of written notice from Facility Advocates that the installation work included in the Services is ready for final inspection and acceptance, Customer and Facility Advocates shall inspect the installation work and determine whether the same has been performed in accordance with this Agreement. If Customer considers the installation work to have been performed in accordance with this Agreement, Customer shall issue a Certificate of Final Completion and Acceptance, substantially in the form attached hereto as Exhibit 4.b., to be executed by an authorized representative of Customer. In the event Facility Advocates presents a Certificate of Final Completion and Acceptance to Customer for execution and, within fourteen (14) calendar days from the date noted in the Certificate as the date of such presentation, Customer fails to deliver an executed original of the Certificate to Facility Advocates and does not provide to Facility Advocates written objections to issuance of the Certificate, providing specific facts as to why the Services have not been finally completed, the Date of Final Completion shall be the date noted in the Certificate as the date the Certificate was submitted to Customer.

**Section 1.06. Delays.** If Facility Advocates is delayed in the commencement or completion of any part of the Services due to events beyond Facility Advocates control (including, but not limited to, fire, flood, labor disputes, unusual delays in deliveries, unavoidable casualties, abnormal adverse weather, and acts of God), or due to Customer’s action(s) or failure to perform its obligations under this Agreement or to cooperate with Facility Advocates in the timely performance of the Services, then Facility Advocates will notify Customer in writing of the existence, extent of, and reason(s) for such delay(s). Facility Advocates and Customer may extend the contract time and/or increase the Contract Price by Change Order for such reasonable time and/or amount as they shall agree.

**Section 1.07. Equipment Location and Access.** Customer shall provide, without charge, a mutually satisfactory location or locations for the installation and operation of the equipment and the performance of the installation work, including sufficient areas for staging, mobilization, and storage. Customer shall provide access to the Premises for Facility Advocates and its contractors or subcontractors during regular business hours, or such other hours as may be requested by Facility Advocates and acceptable to Customer, to install, adjust, inspect, and correct the installation work.

Facility Advocates access to correct any emergency condition shall not be restricted by Customer.

**Section 1.08. Permits and Governmental Fees.** Facility Advocates shall secure (with Customer’s assistance) and pay for building and other permits and governmental fees, licenses, and inspections necessary for proper performance and completion of the installation work and which are legally required when bids from Facility Advocates subcontractors are received, negotiations thereon concluded, or the effective date of a relevant Change Order, whichever is later. Customer is responsible for necessary approvals, easements, assessments, and charges for construction, use or occupancy of permanent structures or for permanent changes to existing facilities.

**Section 1.09. Utilities During Construction.** At no cost to Facility Advocates, Customer shall provide and pay for water, heat, and utilities consumed by Facility Advocates during performance of the Services hereunder. Facility Advocates shall install and pay the cost of any temporary facilities not already in existence, which will be required during construction for accessing such water, heat, and utilities.

**Section 1.10. Concealed or Unknown Conditions.** In the performance of the installation work, if Facility Advocates encounters conditions at the Premises that are (i) subsurface or otherwise concealed physical conditions that differ materially from those indicated on the drawings or (ii) unknown physical conditions of an unusual nature that differ materially from those conditions ordinarily found to exist and generally recognized as inherent in construction activities of the type and character as the installation work, Facility Advocates shall notify Customer of such conditions as promptly as practicable, prior to significantly disturbing the same. If such conditions differ materially and cause an increase in Facility Advocates cost of, or time required for, performance of any part of the Services, Facility Advocates shall be entitled to, and Customer shall consent by Change Order to, an equitable adjustment in the Contract Price, Contract Time, or both, or Customer may terminate this Agreement by delivery of written notice declaring termination, effective immediately.

**Section 1.11. Damage to Equipment; Casualty or Condemnation of Premises.**

(a) If any fire, flood, other casualty, or condemnation renders a majority of the Premises incapable of being occupied and the affected portion is not reconstructed or restored within ninety (90) days from the date of such casualty or condemnation, Facility Advocates may terminate this Agreement by delivery of a written notice to Customer, whereupon both parties shall have no further liability to each other, subject to Customer's obligation to pay to Facility Advocates for all parts of the Services, equipment and material furnished to the date of termination, including any specially manufactured or non-stock items, whether in production or delivered.

(b) If any significant item of equipment is irreparably damaged, destroyed, or stolen by Customer, its employees, agents or invitees, and if Customer fails to repair or replace said item within a reasonable period of time, Facility Advocates may terminate this Agreement by delivery of a written notice to Customer, whereupon both parties shall have no further liability to each other, subject to Customer's obligation to pay to Facility Advocates for all parts of the Services, equipment and material furnished to the date of termination, including any specially manufactured or non-stock items, whether in production or delivered. Any such termination shall not be considered any Event of Default on the part of either party.

**Section 1.12. Changes to the Services.**

(a) Customer, by written Change Order, may request that Facility Advocates perform work in addition to the Services. Facility Advocates shall be obligated to perform such additional work only pursuant to a Change Order agreed to and executed by Customer and Facility Advocates. The Change Order shall reflect the parties' agreement with respect to the scope of the additional work, the amount of any adjustment in the Contract Price, and the extent of any adjustment in the contract time.

(b) If a Change Order provides for an adjustment to the Contract Price, such adjustment shall be based on one of the following methods:

- (1) a lump sum agreed to by Customer and Facility Advocates;
  - (2) unit prices set forth in this Agreement or subsequently agreed to; or
  - (3) cost of the work ordered plus a fee agreed to by the parties.
- (c) The following types of costs, which listing is not all-inclusive, shall be included in the determination of the cost of the additional work:
- (1) The reasonable and actual costs of labor, including social security, old age and unemployment insurance, fringe benefits required by agreement or industry practice or custom, and workers' compensation insurance;
  - (2) The reasonable and actual costs of materials, supplies and equipment, including transportation thereof, whether the same is incorporated or consumed in the additional work;
  - (3) The reasonable and actual costs of renting machinery and equipment, except hand tools;
  - (4) The reasonable and actual premium costs for all bonds and insurance, permit or other governmental approval or inspection fees, and sales, use or comparable taxes relating to the additional work; and
  - (5) The reasonable and actual additional costs of supervision and field office personnel directly attributable to the additional work.

**Section 1.13. Adjustment to Contract Time.** Facility Advocates shall be allowed an equitable adjustment in the Contract Time for performance of additional Work that increases the amount of time required to perform the Services.

## ARTICLE 2 - CUSTOMER'S OBLIGATIONS

**Section 2.01. Representations and Warranties of Customer.** Customer hereby represents to Facility Advocates that:

- (a) Customer is the legal fee owner of the Premises and/or otherwise has all requisite authority to make the improvements to the Premises that will result from Facility Advocates performance of the Services;
- (b) Customer has provided Facility Advocates with all records heretofore requested by Facility Advocates and the information set forth therein is, and all information in other records to be subsequently provided pursuant to this Agreement will be, true and accurate in all material respects except as may be disclosed to Facility Advocates by Customer in writing;
- (c) Customer has disclosed in writing to Facility Advocates the existence and location of all known or suspected asbestos and other hazardous materials on the Premises; and Customer has no knowledge of any facts or circumstances that, but for the passage of time, would materially, adversely affect either party's ability to perform its respective obligations hereunder and, if Customer is a governmental entity or instrumentality thereof, Customer has complied with all laws and regulations relative to bidding or procurement.

**Section 2.02. Customer Default.** Each of the following events or conditions shall constitute a default by Customer and shall give Facility Advocates the right to, without an election of remedies: (a) proceed pursuant to Section 7.01; and/or (b) terminate this Agreement by delivery of written notice declaring termination, upon which event Customer shall be liable to Facility Advocates for all Services furnished to date, including any specially manufactured or non-stock items, whether in production or delivered, and any damages sustained by Facility Advocates, including anticipatory profits:

- (1) Any failure by Customer to pay or cause to be paid amounts due Facility Advocates more than thirty (30) days after the date of the invoice therefor;
- (2) Any representation or warranty furnished by Customer in this Agreement is false or misleading in any material respect when made;
- (3) Any default by Customer under any instrument or agreement related to the financing of all or any part of the Services or equipment hereunder;
- (4) Any failure by Customer to perform or comply with any material term or condition of this Agreement, including breach of any covenant contained herein, provided that such failure continues for ten (10) days after written notice to Customer demanding that such failure be cured or, if cure cannot be effected in such ten (10) days, Customer fails to promptly begin to cure and diligently proceed to completion thereof; or
- (5) The commencement of any voluntary or involuntary proceedings in bankruptcy or receivership by or against Customer, Customer shall become insolvent, make a general assignment for the benefit of creditors, or Customer shall fail to pay its debts as and when they become due.

### **Section 2.03 Termination.**

- (1) The Customer may terminate this Agreement in whole or part if funding from federal, state, or other sources is not obtained and continued at levels sufficient to allow for purchase of the good and/or services in the indicated quantities or term. The Customer shall notify Facility Advocates as soon as practicable if funds to meet the Customer's obligations become unavailable. The determination of the Customer as to the insufficiency of funds is conclusive.
- (2) Each party may terminate this Agreement if the other party breaches or is in default of any material obligation hereunder which default is incapable of cure, or which, being capable of cure, has not been cured within 30 days after receipt of written notice of such default or such additional cure period as the non defaulting party may authorize in writing.
- (3) Each party may terminate this Agreement by written notice if federal or state laws or rules are modified or interpreted

in a way that the services are no longer allowable or appropriate for purchase under this contract or are no longer eligible for the funding proposed for payments authorized by this contract.

(4) The Customer may terminate this Agreement, in whole or in part, by written notice to Facility Advocates and may regard Facility Advocates in default of this Agreement if Facility Advocates becomes:

- (a) Insolvent;
- (b) Makes a general assignment for the benefit of creditors;
- (c) Files a voluntary petition of bankruptcy;
- (d) Suffers or permits the appointment of a receiver for its business or assets;
- (e) Becomes subject to any proceeding under any bankruptcy or insolvency law, whether domestic or foreign;
- (f) Has wound up or liquidated, voluntarily or otherwise.

(5) The Customer may terminate this Agreement, in whole or in part, immediately, without notice, if Facility Advocates is debarred or suspended from performing services on any public contracts.

(6) The parties may terminate this Agreement without cause by mutual written consent.

(7) Upon the termination for any reason or expiration of this Agreement, Facility Advocates promptly must return to the Customer all papers, materials and other property of the Customer then in its possession, including but not limited to all work in progress as is appropriate in its then existing form to the Customer.

## **ARTICLE 3 - INSURANCE**

**Section 3.01. Facility Advocates Liability Insurance.** Facility Advocates shall purchase from and maintain, without interruption from the commencement of the Services until the date of final payment, a Commercial General Liability policy, Worker's Compensation and Employer's Liability policy and Commercial Automobile Liability policy, through a company or companies rated A VIII or better by A.M. Best Company.

### COVERAGES

Workmen's Compensation Insurance or self-insurance, including Employers Liability – Statutory

Commercial General Liability Insurance Comprehensive Automobile Liability Insurance - \$5,000,000 Per Occurrence \$5,000,000 Aggregate

The above limits may be obtained through primary and excess policies, and may be subject to self-insured retentions. Facility Advocates shall provide a certificate evidencing such coverage promptly upon Customer's request.

**Section 3.02. Customer's Liability and Property Insurance.**

(a) Customer shall be responsible for purchasing and maintaining Commercial General Liability Insurance of the type and amount Customer deems necessary and appropriate.

(b) Customer shall purchase and maintain until Final Payment property insurance for the installation work in progress at least in an amount equal to the Contract Price, as the same may be adjusted from time to time, for the installation work (including the equipment) on a replacement cost basis with a deductible at its normal and customary amount from an insurer reasonably acceptable to Facility Advocates. Such property insurance shall include the interests of Customer, Facility Advocates, and its subcontractors (at whatever tier) as additional insureds as their interests may appear. The property insurance purchased by Customer shall be on an all-risk policy form. The property insurance shall cover portions of the installation work stored off site after written approval of Customer at the value established in the approval. Customer, for itself and its insurance carriers, hereby waives all rights of subrogation against Facility Advocates and any of its subcontractors, agents, employees, and officers with respect to property insurance and any other insurance coverages maintained by Customer.

(c) A loss insured under Customer's property insurance shall be adjusted by Customer's Insurer as a fiduciary and made payable to Customer as a fiduciary for the insureds, as their respective interests may appear, subject to requirements of any applicable mortgagee clause. Facility Advocates shall pay its subcontractors their just shares of insurance proceeds received by Customer and remitted to Facility Advocates, and, by appropriate agreements, written where legally required for validity, shall require said subcontractors to make payments to their subcontractors in a similar manner. In its fiduciary role, Customer shall have the power to negotiate and settle a loss with insurers.

**Section 3.03. Customer's Loss of Use/Business Interruption Insurance.** Customer may purchase and maintain insurance to protect against loss of use of Customer's property or business interruption due to fire or other commonly insured hazards, however such fire or hazards may be caused. Customer acknowledges that Facility Advocates is not required to purchase or maintain such insurance against the loss of use of Customer's property or business interruption.

CUSTOMER HEREBY WAIVES ALL CLAIMS AND CAUSES OF ACTION IT MAY HAVE AGAINST FACILITY ADVOCATES AND ANY OF ITS SUBCONTRACTORS, AGENTS, EMPLOYEES, AND OFFICERS FOR LOSS OF USE OF CUSTOMER'S PROPERTY OR BUSINESS INTERRUPTION, WHETHER INSURED OR NOT, INCLUDING CONSEQUENTIAL, INCIDENTAL, SPECIAL, OR OTHER DAMAGES DUE TO SUCH HAZARDS, REGARDLESS OF CAUSE.

**Section 3.04. Evidence of Insurance.** Certificates of insurance acceptable to the Customer and to Facility Advocates shall be provided by each party to the other prior to commencement of performance of any Services. Such certificates shall contain a provision that coverages afforded under the policies will not be canceled or allowed to expire until at least thirty (30) days prior written notice has been given to the other party. If any of the insurance coverages are required to remain in force after final payment and are reasonably available, an additional certificate evidencing continuation of such coverage shall be submitted with the final application for payment. Certificates shall clearly name the other party as an additional insured with an endorsement containing no restrictions or limitations on the policy that do not also apply to the named insured. Neither the procurement nor maintenance of any type of insurance by a party shall in any way be construed or deemed to limit, waive, or release a party from any of the obligations and risks of a party under this Agreement, or to be a limitation on the nature and extent of such obligations and risks.

## **ARTICLE 4 - HAZARDOUS MATERIALS**

### **Section 4.01. Asbestos and Hazardous Materials.**

(a) Facility Advocates Services and other work in connection with this Agreement expressly exclude any work connected or associated with Hazardous Materials. Hazardous Material means any pollutant, contaminant, toxic or hazardous waste, dangerous substance, potentially dangerous substance, noxious substance, toxic substance, flammable, explosive, radioactive material, urea formaldehyde, foam insulation, asbestos, asbestos-containing materials ("ACM's"), polychlorinated biphenyl ("PCB"), or any other substances, the removal of which is required, or the manufacture, preparation, production, generation, use, maintenance, treatment, storage, transfer, handling, or ownership of which is restricted, prohibited, regulated, or penalized by any and all federal, state, county, or municipal statutes or laws now or at any time hereafter in effect, including but not limited to, the Comprehensive Environmental Response, Compensation, and Liability Act (42 U.S.C. §§ 9601 et seq.), the Hazardous Materials Transportation Act (49 U.S.C. §§ 1801 et seq.), the Resource Conservation and Recovery Act (42 U.S.C. §§ 6901 et seq.), the Federal Water Pollution Control Act (33 U.S.C. §§ 1251 et seq.), the Clean Air Act (42 U.S.C. §§ 7401 et seq.), the Toxic Substances Control Act, as amended (15 U.S.C. §§ 2601 et seq.), and the Occupational Safety and Health Act (29 U.S.C. §§ 651 et seq.), as the laws have been and may be amended and supplemented.

(b) Facility Advocates shall not be required to perform any identification, abatement, cleanup, control, or removal of Hazardous Materials. Customer warrants and represents that, except as expressly, and by reference to this Section, set forth in Exhibit 2 (Scope of Services) or Exhibit 3 (Description of Premises), there are no Hazardous Materials on the Premises that will in any way affect Facility Advocates Services and Customer has disclosed to Facility Advocates the existence and location of any Hazardous Materials in all areas within which Facility Advocates will be performing any part of the Services. The existence or location of any Hazardous Materials that have been so disclosed by Customer to Facility Advocates shall be the responsibility of Customer.

Should Facility Advocates become aware of or suspect the presence of Hazardous Materials, Facility Advocates shall have the right to immediately stop work in the affected area and shall notify Customer. Customer will be responsible for taking any and all action necessary to correct the condition in accordance with all applicable laws and regulations. Facility Advocates shall be required to resume performance of the Services in the affected area only in the absence of Hazardous Materials or when the affected area has been rendered harmless; if the area has not been or cannot be rendered harmless within thirty (30) days of discovery of the Hazardous Material, Facility Advocates may terminate this Agreement and Customer shall be liable to Facility Advocates for the Services completed to date of termination and anticipatory profits. Customer shall compensate Facility Advocates for any additional costs incurred by Facility Advocates as a result of work stoppage, including demobilization and remobilization. Under no circumstances shall Facility Advocates be obligated to transport or handle Hazardous Material, to provide any notices to any governmental authority or agency, or to inspect or examine the Premises for the presence of Hazardous Materials. In addition to any other indemnity obligation of Customer to Facility Advocates, Customer will indemnify, defend, and hold harmless Facility Advocates, its officers, directors, beneficiaries, shareholders, partners, agents, and employees (collectively referred to as "Facility Advocates" for purposes of this Article 4) from all fines, suits, procedures, claims and actions of every kind, and all costs associated therewith (including attorneys' and consultants' fees) arising out of or in any way connected with any deposit, spill, discharge, or other release or disposal of Hazardous Materials that occurs while Facility Advocates is performing in connection with this Agreement or the Maintenance Agreement, or from Customer's failure to provide all information, make all submissions, and take all steps required by all federal, state, county, or municipal statutes or laws now or at any time hereafter in effect.

## ARTICLE 5 - INDEMNIFICATION AND LIMITATION OF LIABILITY

**Section 5.01. Indemnification.** To the maximum extent permitted by law, Facility Advocates and Customer shall indemnify and hold each other harmless from any and all actions, costs, expenses, damages and liabilities, including reasonable attorneys' fees, resulting from death or bodily injury or damage to tangible physical property of the other, to the extent arising out of or resulting from the negligence of their respective employees or other authorized agents in connection with the Premises.

However, neither party shall indemnify the other against actions, costs, expenses, damages and liabilities to the extent attributable to the acts or omissions of the other party. If the parties are both at fault hereunder, then any obligation to indemnify shall be proportional to their relative fault. The duty to indemnify will continue in full force and effect, notwithstanding the expiration or early termination of this Agreement, with respect to any claims based on facts or conditions which occurred prior to expiration or termination.

## ARTICLE 6 - WARRANTY

**Section 6.01. Workmanship and Equipment Warranty.** Facility Advocates warrants that, for a period of one year from the date of Substantial Completion (the "Warranty Period"), Facility Advocates-manufactured equipment installed hereunder and the installation work (i) shall be free from defects in material, manufacture, and workmanship and (ii) shall have the capacities and ratings set forth in Facility Advocates catalogs and bulletins. Facility Advocates obligations of equipment start-up, if any are stated in the Proposal, are coterminous with the Warranty period. For Facility Advocates-manufactured equipment not installed by Facility Advocates the Warranty Period is the lesser of 12 months from initial start-up or 18 months from the date of shipment. Equipment and/or parts that are not manufactured by Facility Advocates are not warranted by Facility Advocates and have such warranties as may be extended by the respective manufacturer. If such defect in Facility Advocates-manufactured equipment or the installation work is discovered within the Warranty Period, Facility Advocates will correct the defect or furnish replacement equipment (or, at its option, parts therefor) and, if said Facility Advocates-manufactured equipment was installed pursuant hereto, labor associated with the replacement of parts or equipment not conforming to this warranty. Facility Advocates warranties expressly exclude any remedy for damage or defect caused by corrosion, erosion, or deterioration, abuse, modifications or repairs not performed by Facility Advocates, improper operation, or normal wear and tear under normal usage. Facility Advocates shall not be obligated to pay for the cost of lost refrigerant.

Facility Advocates warrants that its services or goods or both fit the Customer's need or purpose. Facility Advocates shall not disclaim these warranties.

## ARTICLE 7 - GENERAL PROVISIONS

**Section 7.01. Notices and Changes of Address.** All notices to be given by either party to the other shall be in writing and must be either delivered or mailed by registered or certified mail, return receipt requested, addressed as follows:

**If to Facility Advocates:** Facility Advocates  
Attn. David Raymond 3738 S. 149<sup>th</sup> Street Suite 102  
Omaha, NE 68144

**If to Customer:** David City Public Schools  
Attn. Dr. Chad Denker, Supt.  
750 D. Street  
David City, NE 68632

or such other addresses as either party may hereinafter designate by notice to the other. Notices are deemed delivered or given and become effective upon mailing if mailed as aforesaid and upon actual receipt if otherwise

delivered. All notices or other communications under this Agreement shall be in writing and may be delivered in person, or may be sent by receipted courier, facsimile transmission, express mail, e-mail, or postage prepaid certified or registered mail, addressed to the party for whom it is intended, at the addresses set forth in this Agreement. Either party may change its address for notice by giving written notice to the other party of the change. Any notice or other communication shall be deemed given no later than the date actually received. Notice by courier, express mail, certified mail, or registered mail shall be deemed given on the date it is officially recorded as delivered by return receipt or equivalent and, in the absence of such record of delivery, it shall be rebuttably presumed to have been delivered on the third business day after it was deposited, first-class postage prepaid, in the mails. Notices sent by fax or e-mail shall require tangible confirmation of receipt from the person to whom addressed.

**Section 7.02. Assignment.** Customer may not assign, transfer, or convey this Agreement, or any part hereof, or its right, title or interest herein, without the written consent of Facility Advocates. Subject to the foregoing, this Agreement shall be binding upon and inure to the benefit of Customer's successors and assigns. Facility Advocates shall not assign or otherwise dispose of this Agreement or any duty, right, or responsibility contemplated in this Agreement to any other person without the previous written consent of Customer.

**Section 7.03. Applicable Law and Jurisdiction.** This Agreement is made and shall be interpreted and enforced in accordance with the laws of the state in which the Services are to be performed. The parties hereby submit to the personal jurisdiction of the courts of the state and of the United States District Court in such state in which the Services are to be performed and to being sued in such jurisdiction.

**Section 7.04. Term of Agreement.** The term ("Term") of this Agreement shall commence as of the date first written above and shall end upon final completion of the Services, provided, however, that the warranty obligation set forth in Article 6 shall survive expiration of the Term.

**Section 7.05. Complete Agreement.** This Agreement and the Exhibits attached hereto, together with any documents expressly incorporated herein by reference, shall constitute the entire Agreement between both parties regarding the subject matter hereof. This Agreement may not be amended, modified or terminated except by a writing signed by the parties hereto.

**Section 7.06. Further Documents.** The parties shall timely execute and deliver all documents and perform all further acts that may be reasonably necessary to effectuate the provisions of this Agreement.

**Section 7.07. Exhibits.** The following Exhibits are attached hereto and incorporated herein by this reference:

Exhibit 1:	Payment Schedule
Exhibit 2:	Scope of Services
Exhibit 3:	Description of Premises
Exhibit 4:	Energy Baseline Information
Exhibit 5.a:	Certificate of Substantial Completion
Exhibit 5.b:	Certificate of Final Completion and Acceptance

**Section 7.08. Force Majeure.** Facility Advocates shall not be considered to be in default hereunder when a failure of performance is due to an Event of Force Majeure. An "Event of Force Majeure" shall mean any cause beyond the control of Facility Advocates. Without limiting the foregoing, "Event of Force Majeure" includes: acts of God; acts of the public enemy; flood, earthquake, tornado, storm, fire; civil disobedience, labor disputes, labor or material shortages, or sabotage; restraint by court order or public authority (whether valid or invalid), and action or non-action by or inability to obtain or keep in force the necessary governmental authorizations, permits, licenses, certificates or approvals if not caused by the fault of Facility Advocates. If Facility Advocates is rendered unable to fulfill any of its obligations under this Agreement by reason of an Event of Force Majeure, it shall give prompt written notice of such fact to Customer and Facility Advocates obligations shall be suspended until removal of the Event of Force Majeure.

**Section 7.09. Signatures in Counterpart.** This Agreement may be executed in several counterparts, each of which when executed shall be deemed to be an original, but all together shall constitute but one and the same Agreement. A facsimile copy hereof shall suffice as an original.

**Section 7.10. Severability.** If any term or conditions of this Agreement is invalid, illegal or incapable of being enforced by any rule of law, all other terms and conditions of this Agreement will nevertheless remain in full force and effect so long as the economic or legal substance of the transaction contemplated hereby is not affected in a manner adverse to any party hereto. Upon any such determination of invalidity, illegality or unenforceability, the parties hereto shall negotiate in good faith to modify this Agreement so as to affect the original intent of the parties as closely as possible in an acceptable manner, to the end that the transactions contemplated by this Agreement are consummated to the extent possible.

**Section 7.11. Bonds.** To secure the faithful performance of the Work and to satisfy all of Facility Advocates' payment obligations arising hereunder, Facility Advocates may provide a payment bond in an amount not less than 100% of the Contract Sum through a corporate surety company, conditioned for the payment of all laborers and mechanics for labor that is performed and for the payment for material and equipment rental which is actually used or rented in the performance of the Contract. Facility Advocates may provide a performance bond in an amount not less than 100% of the Contract Sum through a corporate surety company. In no event shall the Performance and Payment bonds cover any energy savings guarantees. Additionally, the bonds shall not cover any warranties beyond one year from completion of the installation. Customer may wave the need for such bonds if cost prohibitive.

**Section 7.12. U.S. Government Work.** If the Work is in connection with a U.S. Government contract, Customer certifies that it has provided and will provide current, accurate, and complete information, representations and certifications to all government officials, including but not limited to the contracting officer and officials of the Small Business Administration, on all matters related to the prime contract, including but not limited to all aspects of its ownership, eligibility, and performance. Anything herein notwithstanding, Facility Advocates will have no obligations to Customer unless and until Customer provides Facility Advocates with a true, correct and complete executed copy of the prime contract. Upon request, Customer will provide copies to Facility Advocates of all requested written communications with any government official related to the prime contract prior to or concurrent with the execution thereof, including but not limited to any communications related to Customer's ownership, eligibility or performance of the prime contract. Customer will obtain written authorization and approval from Facility Advocates prior to providing any government official any information about Facility Advocates performance of the work that is the subject of this offer or agreement, other than this written offer or agreement.

**Section 7.13. Drug/Alcohol/Tobacco/Weapons Free Work Place.** Facility Advocates and all Subcontractors, if any, shall not manufacture, sell, distribute, dispense, possess or use controlled substances or marijuana, as defined by Nebraska law, during the performance of this Agreement while on school premises or at school related functions. Facility Advocates and all Subcontractors, if any, shall not possess any weapons, as defined by Nebraska law and the federal "Drug-Free Schools Act," on school property or at school related functions. Facility Advocates and all Subcontractors, if any, also shall adhere to all Customer's policies and regulations that prohibit the possession, distribution, sale, dispensation, or use of any alcohol or tobacco products while on school premises or at school related functions. Failure to comply with this provision may be considered a material breach. Customer may suspend or terminate Facility Advocates, Subcontractor, or both if it violates these laws, regulations, or policies or this provision.

**Section 7.14. Nondiscrimination.** Facility Advocates and all subcontractors, if any, shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his race, color, religion, sex, disability, or national origin.

**Section 7.15. Employment Eligibility Verification.** Facility Advocates shall use a federal immigration verification system to determine the work eligibility status of employees hired on or after October 1, 2009 and who are physically performing services within the State of Nebraska. If Facility Advocates employs or contracts with any subcontractor in connection with this Agreement, Facility Advocates shall include a provision in the contract requiring the subcontractor to use a federal immigration

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

**Section 7.16. Fair Labor Standards.** Pursuant to Neb. Rev. Stat. § 73-102, Facility Advocates certifies that it is complying with, and will continue complying with, fair labor standards in the pursuit of its business and in the execution of this Agreement. For the purposes of this section, fair labor standards means a scale of wages and conditions of employment as are paid and maintained by at least fifty percent of the Facility Advocates in the same business or field of endeavor as Facility Advocates.

**Section 7.17. Unemployment Compensation.** Facility Advocates shall pay to the Unemployment Compensation Fund of the State of Nebraska and the State Unemployment Insurance Trust Fund unemployment combined tax and interest due under the Employment Security Law on wages paid to individuals employed in the performance of the Contract as required by Neb. Rev. Stat. § 48-657.

**Section 7.18. Injury or Damage.** If any party or person suffers physical injury or property damage which arises from or relates to the performance of the Work, any party which knows of such injury or damage shall immediately give written notice of such injury or damage to all other parties. The notice shall provide sufficient detail to enable the other parties to investigate the matter.

**Section 7.19. Subcontractors.** Facility Advocates shall not subcontract services or any part of this Agreement without the prior written consent of Customer.

**Section 7.20. Third Party Beneficiaries.** This Agreement does not and is not intended to confer any rights or remedies upon any person other than the signatories.

**Section 7.21. Badging, Identification, and Other Rules.** When present on Customer's property, the Facility Advocates and its employees and subcontractor or anyone directly or indirectly employed by or representing any of them, shall

- (1) wear company identification;
- (2) carry photo identification;
- (3) not smoke or otherwise use tobacco;
- (4) not use, or be under the influence of, alcohol or drugs;
- (5) not carry a firearm or other weapon; and
- (6) comply with all of the school district's rules, policies, procedures which are intended to protect the safety and health of its faculty, staff, students, and visitors

**Section 7.20. Background Checks.** Facility Advocates shall conduct a background check for all employees or subcontractors providing services under this Agreement in a manner approved by Customer. Customer will determine if the person is authorized to provide services, in accordance with state, federal and local policy.



**IN WITNESS WHEREOF**, the duly authorized representatives of the parties have each executed this Agreement, effective as of the date first above written.

**Facility Advocates LLC**

**David City Public Schools**

By: \_\_\_\_\_  
*(Signature)*  
\_\_\_\_\_  
*(Printed Name)*

By: \_\_\_\_\_  
*(Signature)*  
\_\_\_\_\_  
*(Printed Name)*

Title: \_\_\_\_\_

Title: \_\_\_\_\_

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

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

Facility Advocates state contractor's  
registration certificate # 17208-21



**EXHIBIT 1**  
**Payment Schedule**

Customer will receive invoices on the dates below and agree to approve payments at the monthly BOE meetings in the amounts set forth in the following schedule:

<b>Milestone</b>	<b>Payment Due</b>
December 1, 2025- Mobilization Upon Execution of Agreement by Customer	\$183,750
January 1, 2026 – Monthly Payment	\$73,500
February 1, 2026- Monthly Payment	\$73,500
March 1, 2026- Monthly Payment	\$73,500
June 1, 2026	\$73,500
July 1, 2026	\$110,250
August 1, 2026- Substantial completion payment	\$73,500
September 1, 2026- Final completion payment	\$73,500
<b>Total Contract</b>	<b>\$735,000</b>

<b>EXHIBIT 2</b> <b>Scope of Services</b>
--

The Services are defined as the following:

**Scope of Work:**

1. Bellwood Elementary HVAC and Lighting Improvement Project
  - a. Replace (10) air handlers and associated heat pump condensing units
    - i. Repair economizer dampers and controls for all systems
  - b. Replace (7) exhaust fans with new fans equipped with ECM motors
  - c. Replace multipurpose air handler with a new unit equipped with heating, cooling, and fresh ventilation air
  - d. Repair leaking exterior door #4 – replace sweeps and seals as needed
  - e. Replace all non-LED light fixtures in and outside of the building with new LED fixtures. Including classrooms, offices, restrooms, lockerrooms, hallways, commons areas, kitchen and storage areas.
  - f. Provide new building automation system compatible with existing systems at David City High School
    - i. Provide new controllers and route communications cabling to all new and existing HVAC equipment.
    - ii. Provide floor plan and equipment graphics, trend histories, and alarms.
    - iii. Integrate with existing automation system at the high school.

**Exclusions:**

- Bonds, permits, or allowances.
- All new equipment will be reconnected to existing fire alarm shutdown controls (if applicable).
- Repair, upgrade or replacement of existing fire alarm controls excluded.
- Any work outside of the listed scope above is excluded.
- All new equipment will be reconnected to existing ductwork, piping and electrical. Any currently unknown mechanical or electrical design deficiencies that are discovered during implementation of Scope of Work may require additional resources to correct.
- Temporary Heat, Ventilation, Air Conditioning.
- Asbestos, lead paint, or mold testing, removal, or abatement.
- Temporary Sanitary systems.

**EXHIBIT 3**  
**Description of Premises**

The Premises are described as follows:

Bellwood Elementary School  
612 Park  
Bellwood, NE 68624

<b>EXHIBIT 4</b> <b>Energy Baseline Information</b>
--

**EXHIBIT 4 – Energy Baseline Information**

**Agreement.** This agreement is an Energy Financing Contract, as defined in State Statute 66-1062.

**Section 2.00. Statutory Requirements per State Statute 66-1062 to 66-1066.**

- This Energy Financing Contract contains a Lease Purchase type agreement.
- If required a Nebraska-licensed professional engineers will provide design and construction phase services for projects that are regulated under the Nebraska Engineers and Architects Regulation Act.
- Energy Star® Statement of Energy Performance shall be used as a baseline for energy savings. Operational or capital savings or revenue enhancements may be included
- Estimated useful life of the energy conservation measures is, 20 years.
- Payments on the contract are to be made over time, within a period not to exceed thirty years after the date of the installation of the energy conservation measures provided for under the contract
- Facility Advocates is not providing the financing, and is not charging interest.
- This is a Lease Purchase type agreement, therefore energy savings bonding requirements are satisfied.

**Section 3.00. Energy Baseline.** Per State Statue 66-1062 – Energy Savings 3<sup>rd</sup> Party Energy Savings Review Document (Energy Star® Statement of Energy Performance) is on file.



**EXHIBIT 5.a.**  
**Certificate of Substantial Completion**

**Certificate of Substantial Completion**

**David City Public Schools**  
**Facility Advocates Contract #251-193**  
**Date Certificate Submitted to Customer:**

The Services performed pursuant to the ESCO Agreement (“Agreement”), by and between Facility Advocates LLC (“Facility Advocates”), and David City Public Schools (“Customer”), dated as of November 12, 2025, have been inspected by Customer, have been determined to be substantially complete and Customer accepts the same in accordance with the terms of the Agreement.

The Date of Substantial Completion is: \_\_\_\_\_

Punchlist items are listed on the attached, together with the date such items are to be completed.

The Warranty Period, pursuant to Article 6 of the Agreement, commences as of the date of Substantial Completion or the earlier dates stated below with respect to the following corresponding equipment or work:

Services: Description of Equipment or Work	Warranty Commencement Date

**Facility Advocates LLC**

**David City Public Schools**

By: \_\_\_\_\_  
(Signature)

By: \_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Printed Name)

\_\_\_\_\_  
(Printed Name)

Title: \_\_\_\_\_

Title: \_\_\_\_\_

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

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



**EXHIBIT 5.b.  
Certificate of Final Completion**

**Certificate of Final Completion and Acceptance**

**David City Public Schools  
Facility Advocates Contract # 251-193  
Date Certificate Submitted to Customer:**

The Services performed pursuant to the ESCO Agreement (the "Agreement"), by and between David City Public Schools ("Customer") and Facility Advocates LLC, dated as of November 12th, 2025, has been inspected by the undersigned Customer and have been determined to be finally complete.

The Date of Final Completion and Acceptance is hereby established as the the date Customer executes this Certificate, as noted below.

**Facility Advocates LLC**

**David City Public Schools**

By: \_\_\_\_\_  
(Signature)  
\_\_\_\_\_  
(Printed Name)

By: \_\_\_\_\_  
(Signature)  
\_\_\_\_\_  
(Printed Name)

Title: \_\_\_\_\_

Title: \_\_\_\_\_

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

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



**ESCO Proposal for**



# **David City Public Schools**

**Project to Include:**

**Bellwood Elementary HVAC & Lighting  
Improvements**

**November 7, 2025**

# David City Public Schools

## *Bellwood Elementary Proposed Improvements*



### Executive Summary

On behalf of Facility Advocates, thank you for the opportunity to submit this project summary. We have collected information at each building concerning the current state of your HVAC, lighting, and control systems.

### Scope of Work:

1. Bellwood Elementary HVAC and Lighting Improvement Project
  - a. Replace (10) air handlers and associated heat pump condensing units
    - i. Repair economizer dampers and controls for all systems
  - b. Replace (7) exhaust fans with new fans equipped with ECM motors
  - c. Replace multipurpose air handler with a new unit equipped with heating, cooling, and fresh ventilation air
  - d. Repair leaking exterior door – replace sweeps and seals as needed
  - e. Replace all non-LED light fixtures in and outside of the building with new LED fixtures. Including classrooms, offices, restrooms, lockerrooms, hallways, commons areas, kitchen and storage areas.
  - f. Provide new building automation system compatible with existing systems at David City High School
    - i. Provide new controllers and route communications cabling to all new and existing HVAC equipment.
    - ii. Provide floorplan and equipment graphics, trend histories, and alarms.
    - iii. Integrate with existing automation system at the high school.

### Project GMP:

Bellwood Elementary HVAC, BAS, & Lighting Project is

**\$735,000**



## Current Situation

### Bellwood Elementary School

- The building was built in the mid 1950's and was expanded and renovated in 1994. All HVAC equipment, doors, and windows were replaced at that time.
- The HVAC system design is an air-source heat pump system. Much of the equipment is original to 1994 construction but some air handlers and condensing units have been replaced as needed through the years.
  - There is a total of (16) air source heat pumps in various locations throughout the building. Each is equipped with an auxiliary electric heater and stand-alone thermostat.
    - Ten of the sixteen units are equipped with R22 refrigerant. All these units exceed 25 years of age, and most are at least 30.
    - Several units are equipped with outdoor air and return air dampers, so at one time they were set up to use outdoor air for cooling and ventilation. However, the control wiring to all the damper actuators has been disconnected. None of these dampers are in operable condition.
- The multipurpose room is served by one outdoor air ventilation unit equipped with staged electric heat. There is no mechanical cooling available, but it does have dampers that it can use to bring in outdoor air for cooling. This unit was installed circa 2007.
- Of the (10) exhaust fans on the roof, (7) appear to be original to 1950's construction. Most of them haven't worked in years.
- The kitchen hood exhaust and intake fans were replaced circa 2016, but the intake fan has no provisions to condition the makeup air in any way.

Nearly all light fixtures throughout all classrooms, restrooms, offices, kitchen, storage areas and exterior are T8 or T12 troffer or other style fluorescent fixtures.

  - The multipurpose room metal-halide light fixtures, and the commons area and corridor "can lights", were recently replaced with LED fixtures.
- There is no central building automation system in the building. The digital thermostats are not programmable, so they operate 24/7 with no setback.
  - All air handlers are equipped with magnetic starters that are interlocked with a central time clock in the electrical room. The time clock is very old, and it's unknown if it still works.
- The building is equipped with fire sprinklers, and the fire alarm panel has been updated recently.
- The exterior doors appear to be original to the 1994 renovation, but classroom windows were replaced in late 2019.
  - Northwest entrance door #4 leaks both air and water, which is especially noticeable during inclement weather. The electric heater in this area almost never turns off in the winter due to this issue.
- A new electric hot water heater replaced the original water heater within the last few months.
- Bellwood's Energy Star rating is 25 out of 100.



## Opportunity Recommendations

### Bellwood Elementary School

- Ten of the sixteen air handlers are more than 25 years old and use R22 refrigerant. Replace these units and their associated heat pump condensing units with new.
  - Refurbish the outdoor and return air dampers on all units to reestablish economizer functionality for free cooling and improved ventilation.
- Replace the multipurpose room air handler with a new system that provides fresh air ventilation, cooling, and more efficient heat. Provide new fabric duct down the center of the room for even air distribution and quiet operation.
- Repair or replace sweeps and seals for northwest entrance #4.
- Replace (7) exhaust fans with new fans equipped with ECM motors.
- Retrofit or replace all non-LED light fixtures with new LED light fixtures.
- Install a new building automation system to manage all HVAC systems. Network the new system to the existing high school and elementary systems for improved management and control.



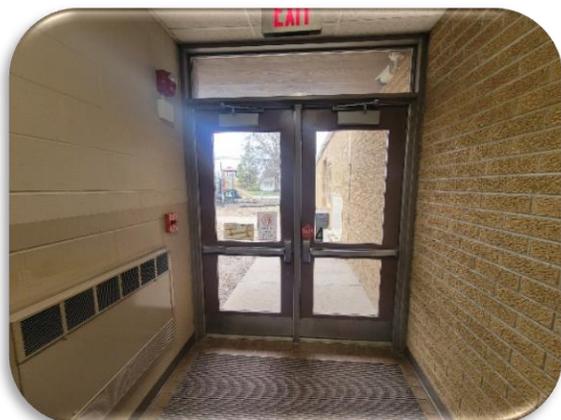
## Supporting Pictures – Bellwood Elementary



**Central Time Clock Control –  
Operation Status Unknown**



**Multipurpose Room Air Handler  
– Staged Electric Heat, No  
Cooling**



**Northwest Exterior Doors – Leak  
Air & Moisture**



**Typical Roof-Mounted Heat  
Pump Condensing Units**



**Typical Mechanical Closet –  
Economizer Dampers Disabled**



**Typical Thermostat – Non  
Programmable**

July							August							September							October						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4						1			1	2	3	4	5					1	2	3	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
26	27	28	29	30	31	23	24	25	26	27	28	29	27	28	29	30	25	26	27	28	29*	30	31				
							30	31																			

November							December							January							February									
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
1	2	3	4	5	6	7				1	2	3	4	5						1	2				1	2	3	4	5	6
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13			
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20			
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27			
29	30	27	28	29	30	31	24	25	26	27	28	29	30	24	25	26	27	28	29	30	28									
													31																	

March							April							May							June							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
					5	6					1	2	3							1				1	2	3	4	5
7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12	
14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19	
21	22	23	24	25*	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26	
28	29	30	31	25	26	27	28	29	30	23	24	25	26	27	28	29	27	28	29	30								
													30	31														

Reporting Periods	Student	Teacher
August 5 - October 13	44	49+
October 14 - December 22	44 88	46 95+
January 4 - March 12	46	48
March 16 - May 20	44 90	46+ 94+
Total Days in Session	178	190
Teacher Contract Days		186

Key	
22*	pK-12 P/T Conf 12noon-8pm; No School For Students
13	End of Quarter Oct 13, Dec 22, Mar 12, May 20
7	School NOT in Session
28	Staff Prof Dev Day; No School For Students
11	New Quarter Aug 11, Oct 14, Jan 5, Mar 16
11-	1:30 Dismissal Aug 11, May 19

- Aug 3 - New Teacher Training
- Aug 4 - New Teachers and Mentors Work Day
- Aug 5,6,7,10 - Staff Prof Dev Days; No School For Students
- Aug 10 - Open House; Elem - 5pm; HS - 6pm
- Aug 11 - First Day of School For Students; 1:30 Dismissal
- Sept 7 - Labor Day; School NOT in Session
- Sept 28 - Staff Prof Dev Day; No School For Students
- Oct 13 - End of 1st Quarter (44 Days)
- Oct 14 - 2nd Quarter Begins
- Oct 29 - pK-12 P/T Conf 12noon-8pm; No School For Students
- Oct 30 - School NOT in Session
- Nov 13 - Staff Prof Dev Day; No School For Students
- Nov 25,26,27 - Thanksgiving; School NOT in Session
- Dec 22 - End of 2nd Qtr (44/88 Days)
- Dec 23 through 27 - NSAA Practice Moratorium
- Dec 23 through Jan 1 - School NOT in Session

- Jan 4 - Staff Prof Dev Day; No School For Students
- Jan 5 - 3rd Quarter Begins
- Jan 22 - DC WR Inv; Staff Work Day; No School For Students
- Feb 12 - School NOT in Session
- Mar 5 - School NOT in Session
- Mar 12 - End of 3rd Qtr (46 Days)
- Mar 15 - School NOT in Session; Possible Dist Speech Host
- Mar 16 - 4th Quarter Begins
- Mar 25 - pK-12 P/T Conf 10am-6pm; No School For Students
- Mar 26 - School NOT in Session
- Apr 19 - Staff Prof Dev Day; No School For Students
- May 12 - Seniors Last Day
- May 15 - Graduation at 1pm
- May 19 - End of 4th Qtr (44/90 Days); 1:30 Dismissal
- May 20 - Staff Work Day 8am-12n; No School For Students

4 snow days already built into the calendar, however,  
 Mar 5 & Apr 19 could be student days if necessary

**APPENDIX E****2026-27 Teacher Contract Days****190 Days; 4 Snow Days****186 Per Contract****First Quarter****Second Quarter****Third Quarter****Fourth Quarter**

Aug 3 - New Teacher Only	Oct 14 (1)	Jan 4 - Teacher Only	Mar 16 (1)
Aug 4 - New Teacher Only	Oct 15 (2)	Jan 5 (1)	Mar 17 (2)
Aug 5 - Teacher Only	Oct 16 (3)	Jan 6 (2)	Mar 18 (3)
Aug 6 - Teacher Only	Oct 19 (4)	Jan 7 (3)	Mar 19 (4)
Aug 7 - Teacher Only	Oct 20 (5)	Jan 8 (4)	Mar 22 (5)
Aug 10 - 1.5 Teacher Only	Oct 21 (6)	Jan 11 (5)	Mar 23 (6)
Aug 11 - (1)	Oct 22 (7)	Jan 12 (6)	Mar 24 (7)
Aug 12 (2)	Oct 23 (8)	Jan 13 (7)	Mar 25 - Teacher Only
Aug 13 (3)	Oct 26 (9)	Jan 14 (8)	Mar 29 (8)
Aug 14 (4)	Oct 27 (10)	Jan 15 (9)	Mar 30 (9)
Aug 17 (5)	Oct 28 (11)	Jan 18 (10)	Mar 31 (10)
Aug 18 (6)	Oct 29 - Teacher Only	Jan 19 (11)	Apr 1 (11)
Aug 19 (7)	Nov 2 (12)	Jan 20 (12)	Apr 2 (12)
Aug 20 (8)	Nov 3 (13)	Jan 21 (13)	Apr 5 (13)
Aug 21 (9)	Nov 4 (14)	Jan 22 - Teacher Only	Apr 6 (14)
Aug 24 (10)	Nov 5 (15)	Jan 25 (14)	Apr 7 (15)
Aug 25 (11)	Nov 6 (16)	Jan 26 (15)	Apr 8 (16)
Aug 26 (12)	Nov 9 (17)	Jan 27 (16)	Apr 9 (17)
Aug 27 (13)	Nov 10 (18)	Jan 28 (17)	Apr 12 (18)
Aug 28 (14)	Nov 11 (19)	Jan 29 (18)	Apr 13 (19)
Aug 31 (15)	Nov 12 (20)	Feb 1 (19)	Apr 14 (20)
Sept 1 (16)	Nov 13 - Teacher Only	Feb 2 (20)	Apr 15 (21)
Sept 2 (17)	Nov 16 (21)	Feb 3 (21)	Apr 16 (22)
Sept 3 (18)	Nov 17 (22)	Feb 4 (22)	Apr 19 - Teacher Only
Sept 4 (19)	Nov 18 (23)	Feb 5 (23)	Apr 20 (23)
Sept 8 (20)	Nov 19 (24)	Feb 8 (24)	Apr 21 (24)
Sept 9 (21)	Nov 20 (25)	Feb 9 (25)	Apr 22 (25)
Sept 10 (22)	Nov 23 (26)	Feb 10 (26)	Apr 23 (26)
Sept 11 (23)	Nov 24 (27)	Feb 11 (27)	Apr 26 (27)
Sept 14 (24)	Nov 30 (28)	Feb 15 (28)	Apr 27 (28)
Sept 15 (25)	Dec 1 (29)	Feb 16 (29)	Apr 28 (29)
Sept 16 (26)	Dec 2 (30)	Feb 17 (30)	Apr 29 (30)
Sept 17 (27)	Dec 3 (31)	Feb 18 (31)	Apr 30 (31)
Sept 18 (28)	Dec 4 (32)	Feb 19 (32)	May 3 (32)
Sept 21 (29)	Dec 7 (33)	Feb 22 (33)	May 4 (33)
Sept 22 (30)	Dec 8 (34)	Feb 23 (34)	May 5 (34)
Sept 23 (31)	Dec 9 (35)	Feb 24 (35)	May 6 (35)
Sept 24 (32)	Dec 10 (36)	Feb 25 (36)	May 7 (36)
Sept 25 (33)	Dec 11 (37)	Feb 26 (37)	May 10 (37)
Sept 28 - Teacher Only	Dec 14 (38)	Mar 1 (38)	May 11 (38)
Sept 29 (34)	Dec 15 (39)	Mar 2 (39)	May 12 (39)
Sept 30 (35)	Dec 16 (40)	Mar 3 (40)	May 13 (40)
Oct 1 (36)	Dec 17 (41)	Mar 4 (41)	May 14 (41)
Oct 2 (37)	Dec 18 (42)	Mar 8 (42)	May 17 (42)
Oct 5 (38)	Dec 21 (43)	Mar 9 (43)	May 18 (43)
Oct 6 (39)	Dec 22 (44)	Mar 10 (44)	May 19 (44)
Oct 7 (40)		Mar 11 (45)	May 20 - 0.5 Teacher
Oct 8 (41)		Mar 12 (46)	Last Day
Oct 9 (42)			
Oct 12 (43)			
Oct 13 (44)			

44 Student  
46 Teacher46 Student  
48 Teacher44 Student  
46.5 Teacher44 Student  
49.5 Teacher88 Student  
95.5 Teacher90 Student  
94.5 Teacher

**NEGOTIATED  
AGREEMENT**

**BETWEEN**

**DAVID CITY PUBLIC SCHOOLS  
BOARD OF EDUCATION**

**AND**

**DAVID CITY EDUCATION  
ASSOCIATION (DCEA)**

**FOR THE**

**2026-2027**

**SCHOOL YEAR**

**Board Approved Wednesday, November 12, 2025**

## NEGOTIATED AGREEMENT

### PREAMBLE

This agreement made and entered into this 12th day of November, 2025 by and between the Board of Education of the School District of David City in the county of Butler, in the State of Nebraska (hereinafter referred to as the "Board") and the David City Education Association (hereafter referred to as the "Association"). This agreement shall be effective for the 2026-2027 school year. For purposes of this agreement, contract years shall be mean for compensation and benefit purposes the 2026-2027 fiscal year of the School District beginning September 1, 2026 and ending August 31, 2027, and for certificated employee employment purposes the 2026-2027 school year as set forth in the 2026-2027 school year calendar adopted by the Board of Education. Notwithstanding any of the provisions of this agreement, as used herein, the term teacher, certificated employee, or employee, means the David City Public School District's certificated employees as defined by Neb. Rev Stat. § 79-824, excluding administrators as defined in Neb. Rev Stat. § 79-101.

### I

#### RECOGNITION

The Board recognizes the Association as the exclusive and sole collective bargaining representative for all teachers employed by the District.

Teacher shall mean all certificated teaching personnel employed by the District and shall specifically exclude the Superintendent, principals, special services director, activities director, school psychologist, speech pathologists, school nurses, and full-time substitute teachers.

### II

#### SALARIES

The salary for the teachers shall be determined by the salary schedule attached as Appendix A to this agreement.

- A. A teacher wishing to move horizontally on the salary schedule must meet the following criteria:
1. All hours beyond the BA must be graduate hours. All hours beyond the BA must be earned after the bachelor's degree was completed and all hours beyond the MA must be earned after the master's degree was completed. Graduate credit must be in a college recognized to give graduate credit, and must be listed as graduate hours by the institution.
  2. Additional courses must be in the teacher's teaching assignment area or be a part of an approved program working toward an advanced degree in education.
  3. If a teacher wishes to take courses not meeting the criteria in parts (1) or (2) of this section, and wishes to count them toward advancement on the salary schedule, this may be done providing the Superintendent gives written approval in advance.
  4. Credits earned after the opening day of school will not be counted towards the salary schedule until the next contract year.
  5. It is a teacher's responsibility to notify the Superintendent's office in writing no later than October 15th if the teacher intends to move horizontally on the salary schedule for the coming school term. The information will be used for negotiations and budgeting purposes. If the teacher fails to notify the Superintendent's office by June 15th, the teacher may not be advanced horizontally for the coming school year.
  6. It is the responsibility of the teacher to see that complete transcripts of all college credit earned, which are pertinent to the teacher's placement on the salary schedule or pertinent to meeting state accreditation standard, shall be on file in the Superintendent's office.

7. If a teacher wants to move horizontally on the salary schedule, the official transcripts, or other official verification as approved by the Superintendent, must be in the Superintendent's office on or before September 1.
- B. Allowable experience must have been gained from a comparable position. In all cases, years of experience must be verified and be for full-time employment.
  - C. A teacher may make only one vertical step per year unless they were previously frozen. A teacher may move more than one column horizontally.

### III EXTRA DUTY PAY

The extra duty pay for the teachers shall be determined by the extra duty pay schedule attached as Appendix B to this agreement.

Allowable coaching experience must have been gained from a comparable position. In all cases, years of coaching experience must be verified and the administration/Board of Education will have final discretion in placement on the extra duty schedule for allowable coaching experience.

When moving up to a higher position in the same type of duty, no experience will be allowed. The exception to this will be when dollars will be lost by the individual when accepting a higher position. In this event, the individual will be placed on the schedule at the point where no dollars will be lost and will begin their experience at the first year on that step.

When moving from a higher position to a lower position in the same type of duty, all years of experience will be allowed but may result in lower pay. (Example: teacher moves from head football to junior high football.)

Experience will accumulate only from the time a duty became a paid position.

### IV MISCELLANEOUS

- A. All teachers will be required to work three (3) extracurricular events. For each extra duty assignment that a teacher fulfills, one event will be subtracted from the three-event requirement. For example, a teacher who coaches two sports would only be required to work one event instead of three. Compensation will be subject to Board Policy 4410. A teacher who helps with concessions will be paid and it will count towards the three-event requirement as long as they are not there as the sponsor **or committee member** of the organization. For example, if FCCLA is working concessions, the FCCLA sponsor could not count that towards the three-event requirement. **For example, if PBIS is working concessions, the PBIS committee members could not count that towards the three-event requirement.** Additional assignments to work an event will be made at the discretion of the Superintendent and/or their designee (Activities Director) and will be considered mandatory unless a suitable replacement can be found by the teacher assigned and it is approved by the Superintendent and/or their designee.
- B. The Association and its members shall be allowed to make reasonable use of the School District's communication system to conduct DCEA business. Such use shall not cause an interruption of the educational programs of the school.
- C. All teachers and their families (spouse and children in 12<sup>th</sup> grade or below) will be admitted to home extracurricular events free.

## V INSURANCE

### A. Health Insurance

1. The Board of Education will pay insurance equal to Blue Preferred--\$1050 deductible premium for full Employee, Employee and Children, Employee and Spouse, or Employee, Spouse and Children membership health insurance through Blue Cross/Blue Shield each month the contract is in force. Eligible employees may choose the \$3800 high deductible HSA plan instead of the \$1050 deductible plan and the District will contribute the 12-month difference in premiums (September through August) into the employees' HSA account in January of 2026. For example, with the current premium rates, an employee with single insurance would receive \$1739.04; an employee with employee and children insurance would receive \$3217.20; an employee with employee and spouse insurance would receive \$3651.72; and an employee with family insurance would receive \$4903.68. Employees who do not fulfill their contractual obligations would be required to return the prorated portion to the district upon their resignation or cancellation/termination of their contract. Single dental will be paid for PPO 100% A, 75% B, and 50% C coverage (Option 2). If both husband and wife are employed by the School District, the Board of Education will also pay family dental insurance.

2. For teachers who are employed less than full time, the Board will pay the pro rata share of the premium which equals the percentage employment.

3. For each teacher who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period.

### B. Disability Insurance

The Board will make available a long-term disability insurance program. All premiums will be paid by the employee.

## VI EXTRA COMPENSATION PAY AND TUITION REIMBURSEMENT

1. Upon successful completion of a Master's Degree, a one-time sum of \$500 will be paid to the teacher.
2. Teachers who cover another teacher's class during their prep period will be compensated at \$16.00 per 50-minute class period or \$8.00 per 25-minute class period covered. Assignments will be at the discretion of the administration and will be considered mandatory.
3. Teachers involved in writing curriculum will be compensated for "extra" time at the rate of \$20.00 per hour. The time involved must be pre-approved by the Superintendent or Superintendent's designee.
4. Teachers involved with school improvement projects, acting as a project leader or investing extended time in the development, data collection, or research will be compensated for "extra" time at the rate of \$20.00 per hour. The time involved must be pre-approved by the Superintendent or Superintendent's designee.
5. Teachers who cover detention duty after school or Saturday school will be compensated at the rate of \$16.00 per hour.
6. Teachers who supervise the weight room before or after school or during the summer will be compensated at the rate of \$16.00 per hour.
7. Teachers chosen to teach summer school, such as Jump Start or STEM Camp, will be compensated at the rate of \$30.00 per hour.

8. The Board of Education will allocate \$15,000 each contract year (August 1 – July 31) for tuition reimbursement to certified staff who take master’s level courses in a field of study that would allow them to teach dual credit courses. For example, a math teacher could take graduate level math courses so they could eventually teach a dual credit course such as college algebra or statistics. Teachers could also take graduate level courses so they could earn an endorsement in an area the district recognizes as a need. For example, an elementary teacher could take special education courses so they could eventually receive an endorsement and teach special education courses. Priority will be given to teachers willing and able to teach dual credit courses. In order to qualify for tuition reimbursement, the certified staff member would make a request to the Superintendent and seek approval prior to taking the course. Upon successful completion of the course, the certified staff member would bring a copy of the transcript and paid statement to the Superintendent who would submit the reimbursement request at the August school board meeting. Reimbursement is contingent upon the certified staff member teaching in the school district the following year. For example, a certified staff member asking for tuition reimbursement for a class taken in the fall of 2026, spring of 2027, or summer of 2027 would receive reimbursement in August of 2027 only if the certified staff member teaches in the district the 2027-28 school year. A certified staff member would be limited to 9 credit hours for reimbursement purposes each contract year. The application deadlines would be August 1st for the fall semester, December 1st for the spring semester, and May 1st for the summer term. Applications cannot be submitted more than 15 days in advance of each deadline.
9. Teachers who teach a distance learning course will be paid \$500 per course per section per semester.
10. Teachers who teach a dual credit course will be paid \$500 per course per section per semester.
11. Teachers who are newly hired for the 2026-27 school year will receive a \$1500 signing stipend in August of 2026 if they are new to the profession. Teachers who are newly hired for the 2026-27 school year will receive a \$750 signing stipend in August of 2026 if they are new to the school district but not new to the profession.
12. DCEA will allow the district to apply for grants targeted at attracting and retaining quality staff. For example, if the school district receives a grant from the Department of Labor or the Nebraska Department of Education, the funds can be paid to the eligible employees. DCEA President and Head Negotiator will be notified in advance of funds being distributed.

## VII PROFESSIONAL LEAVE

A certified school employee who is an officer or director of a state, regional, or national professional organization or who is appointed or elected as a delegate to the business meeting of such an organization in accordance with the rules or by-laws of such organizations, or who is appointed to serve on a work committee of such an organization, will be granted, not to exceed two days of leave annually, without the loss of pay from school duties to attend a state, regional or national meeting of the organization to fulfill such duties. But such leave with pay shall not occur more frequently than three years out of every five years while employed by the District.

A school employee who is requested by a recognized state educational agency, such as the State Department of Public Instruction, The State Department of Vocational Education, or a state teacher-education institution, to serve on a work committee may also be granted two days of leave annually.

Each certified teacher shall also be allowed two (2) days of non-cumulative professional leave per year. The professional leave is to be used at the approval of the administration. This leave is to be used for attending professional functions, observing other educational programs, or other programs which may reasonably be expected to enhance the employee’s professional capabilities.

## **VIII SABBATICAL LEAVE**

After a teacher has been employed by the District for a period of five (5) years, the teacher may apply for a leave of absence of up to one year with or without pay to do further study, to travel abroad, to teach in a college or university. The Board will carefully consider such a request, and if a suitable substitute teacher can be employed for the period of such absence, the request may be granted. Requests must be made in writing to the Superintendent no later than March 1 of the school year prior to the leave. Any teacher granted such leave shall be restored at request to their former teaching position at the completion of said leave.

## **IX SICK LEAVE**

At the beginning of the year, each contracted employee shall be credited for ten (10) days per year sick leave without loss of pay. The time granted under this leave may be used for personal illness, personal disability, or family health care that cannot be handled during non-school hours. Family health care is defined as parents, father-in-law, mother-in-law, children, grandchildren, brother, sister, spouse, grandparents, and great-grandparents. The unused portion of sick leave shall be accumulative from year to year up to a total of forty- five (45) days.

Once the maximum accumulation for sick leave is reached, unused sick leave days remaining from a prior contract year shall be subtracted from the number of sick leave days the employee is to be given for the following contract year, such that the total sick leave days at the beginning of each contract year be no more than the maximum accumulation (ex. if the employee has 40 unused accumulated sick days, the employee would get only 5 additional days in the subsequent contract year, and begin the year with 45 sick days). There is no pay for unused sick leave except as provided in the negotiated agreement.

If the Superintendent or School Board so requests, employees claiming sick leave privileges shall file a doctor's certificate attesting to such personal illness or personal disability, further attesting to the dates which such employee was medically unable to work. Also included is death in employee's immediate family defined as parents, children, grandchildren, brother, sister, spouse, grandparents, great-grandparents, brother-in-law, sister-in-law, uncle, aunt, cousin, niece, and nephew of employee and his/her spouse. Also included is attendance of a funeral of anyone else the employee has a relationship with and attendance would be reasonably expected (for example, but not limited to, a friend, neighbor, current or former coworker or colleague).

An employee who is temporarily ill or disabled from a medically determined condition relating to pregnancy, termination of pregnancy and child delivery, shall be considered personally ill or personally disabled under this policy.

Sick days will be granted in quarter-day (2 hour) increments ie. one-quarter (2 hours), one-half (4 hours), three-quarters (6 hours), or full-days (8 hours).

## **UNUSED SICK LEAVE**

In the event a teacher leaves the district, payment in the amount of \$25 per day for up to twenty (20) days of unused sick leave will be granted to the teacher if they have completed 5 to 10 years of employment with the district; \$25 per day for up to 25 days of unused sick leave will be granted to the teacher if they have completed 11 to 15 years of employment with the district; \$25 per day for up to thirty (30) days of unused sick leave will be granted to the teacher if they have completed 16 to 20 years of employment with the district; and \$25 per day for up to thirty-five (35) days of unused sick leave will be granted to the teacher if they have completed more than 20 years of employment with the district.

**X**  
**PERSONAL LEAVE**

Each certified employee shall be eligible for three (3) days of personal leave per year with no carry over to the next year. After ten years of continuous employment, a certified staff member shall be eligible for one (1) additional day of personal leave per year (total of four - 4) with no carry over to the next year. After twenty years of continuous employment, a certified staff member shall be eligible for two (2) additional days of personal leave per year (total of five - 5) with no carry over to the next year.

Restrictions are:

1. Principal (or in the absence of the principal--the Superintendent) is to be notified of the employee's intentions at least three (3) days in advance (except in case of emergency).
2. No more than two teachers per day-per building will be granted personal leave. In special circumstances, the administration has the authority to allow more than two (2) personal leaves per building.
3. Teachers should realize this is a privilege and that this leave should not be abused.
4. Teachers will not be granted personal leave on professional development days or parent-teacher conference days without unanimous approval from the Superintendent, building principal, DCEA President, and DCEA lead negotiator.

Personal days will be granted in quarter-day (2 hour) increments ie. one-quarter (2 hours), one-half (4 hours), three-quarters (6 hours), or full-days (8 hours).

**UNUSED PERSONAL LEAVE**

In the event a teacher does not use their personal leave, payment in the amount equal to the daily substitute teacher pay for up to five (5) days of unused personal leave will be granted to the teacher.

**XI**  
**GRIEVANCE PROCEDURE**

**PURPOSE**

The purpose of the grievance procedure is to secure, at the lowest possible level, equitable solutions to problems which may from time to time arise concerning the interpretation, application, or meaning of terms and conditions of employment in this School District.

**DEFINITION OF TERMS**

1. Grievance - claim based upon an event or condition which affects the welfare and/or terms and conditions of employment of a teacher, or group of teachers, and/or the interpretation, meaning or application of any of the policies, rules, or terms of this agreement.
2. Grievant - Teacher or group of teachers making the claim.
3. Party in Interest - Teacher or group of teachers making the claim, any person who might be required to act, or against whom action might be taken, in order to resolve the claim.
4. The term "days" shall mean days when school is in session except that when a grievance is filed on or after May 15, "days" shall refer to Mondays through Fridays, excepting legal holidays.
5. No grievance shall be recognized unless it is filed at the appropriate level within fifteen

(15) days after the occurrence of the event which is the subject of the grievance.

6. The inclusion of time limits in this policy is for the purpose of insuring prompt action. In circumstances where the grievant does not pursue the next step of the procedure within the time period specified, unless there is a mutually agreed extension of time, the grievance shall be deemed settled and no further action shall be required. In the absence of a written reply to a grievance by the appropriate administrator within the required time period, the grievance shall be considered to have been denied and the grievant may submit the grievance in writing to the next level.
7. No reprisals of any kind shall be taken against any employee who utilizes the grievance procedure.
8. All grievance meetings and hearings under this procedure shall be conducted in private and shall only include the administration's representatives and the grievant and their designated representatives. All parties shall have the right to record the proceedings of any hearing or meeting at all formal steps of the grievance procedure. Hearings before the Board of Education shall be closed, unless both parties agree to an open meeting.

## **PROCEDURES**

### *LEVEL ONE*

The grievant shall first make an appointment, within fifteen (15) days of the incident, to discuss the matter with his or her principal or immediate supervisor. Every effort will be made to resolve the grievance informally at this level. The principal or immediate supervisor shall give an oral response to the grievant within five (5) days after the initial discussion.

### *LEVEL TWO*

In the event the grievant is not satisfied with the disposition of the grievance at Level One, the grievant shall put the grievance in writing, sign it, and submit it to the principal or immediate supervisor within five (5) days after the oral response at Level One. The principal or immediate supervisor must submit a written answer within five (5) days after receipt of the written grievance.

### *LEVEL THREE*

In the event the grievant is not satisfied with the resolution of the grievance at Level Two, the grievant may submit the written grievance within five (5) days thereafter to the Superintendent. The Superintendent of Schools will respond in writing to the written grievance within five (5) days thereafter.

### *LEVEL FOUR*

In the event the grievant is not satisfied with the disposition of the grievance at Level Three, the grievant may submit the written grievance to the Board of Education who will convene a grievance committee. The grievance committee will consider all relevant evidence presented in connection with the grievance and may request individuals to testify before the committee. Within twenty (20) days after receipt of the written grievance, the grievance committee shall report to the Board of Education, and within five (5) days the Board of Education shall provide written response determining what action, if any, should be taken to resolve the grievance.

**XIII  
AGREEMENT**

This agreement shall be effective as of the beginning of the 2026-2027 school year and shall continue in effect until the first contract day for 2027-2028.

In witness whereof the parties hereto caused this agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signature to be placed hereon all on this 12<sup>th</sup> day of November, 2025.

\_\_\_\_\_  
Morgan Dredge, President  
David City Education Association (DCEA)

\_\_\_\_\_  
Stephanie Summers, President  
David City Public Board of Education

\_\_\_\_\_  
Jarod Ockander, Chief Negotiator  
David City Education Association (DCEA)

\_\_\_\_\_  
Stephanie Summers, Chief Negotiator  
David City Public Board of Education

The David City Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in any educational program or activity that it operates. The District is required by Title IX (20 U.S.C. § 1681) and 34 CFR Part 106 not to discriminate in such a manner. This requirement not to discriminate also applies to admission and employment. Any inquiries about the application of Title IX may be referred to the District Title IX Coordinator, to the Assistant Secretary of the Office of Civil Rights, or both.

Brian Hermelbracht, District Title IX Coordinator: 750 D Street David City, NE 68632  
Phone: (402)367-3187 Email: hermelbracht@dscouts.org

For information regarding the David City Public School District procedure for complaints of sexual harassment including the complaint process, how to file a report or a complaint of sexual harassment, how to file a formal complaint of sexual harassment, and how the District will respond to such complaints see Board Policy on the district website.

**Updated Wednesday, November 12, 2025**

Appendix A: 2026-27 Salary Schedule

Appendix B: 2026-27 Extra Duty Salary Schedule

Appendix C: 2026-27 Insurance Rates

Appendix D: 2026-27 School Calendar (not part of the negotiated agreement)

Appendix E: 2026-27 Teacher Contract Days

<b>APPENDIX B</b>							
<b>DAVID CITY PUBLIC SCHOOLS</b>						<b>Base</b>	<b>43,050</b>
<b>EXTRA DUTY SALARY SCHEDULE</b>						<b>School Yr</b>	<b>2026-2027</b>
Each employee shall be paid the following percent of the base salary for each extra duty assigned.							
	<b>1-5 YEARS</b>		<b>6-10 YEARS</b>		<b>11+ YEARS</b>		
<b>HIGH SCHOOL ATHLETICS</b>							
Head Coach FB, VB, BB, WR, TR	11.00%	\$4,736	13.75%	\$5,919	16.50%	\$7,103	
Head Coach SB, Golf, XC	9.25%	\$3,982	11.00%	\$4,736	12.75%	\$5,489	
Fresh/Assistant Coach	7.50%	\$3,229	9.25%	\$3,982	11.00%	\$4,736	
Assistant Golf	3.75%	\$1,614	4.75%	\$2,045	5.75%	\$2,475	
Strength & Condition Program Coord	7.50%	\$3,229					
Weight Room Supervisor	\$12 per hour		max 2 hrs school days; 4 hrs summer days				
<b>MIDDLE SCHOOL ATHLETICS</b>							
Head Coach FB, VB, BB, WR, TR	5.50%	\$2,368	7.50%	\$3,229	9.50%	\$4,090	
Head Coach XC (& Asst HS XC)	3.75%	\$1,614	5.50%	\$2,368	7.25%	\$3,121	
Assistant Coach	3.75%	\$1,614	4.75%	\$2,045	5.75%	\$2,475	
Additional 2% will be paid to middle school football coaches if a co-op with another school exists.							
<b>FINE ARTS DEPARTMENT</b>							
Secondary Music	11.00%	\$4,736	13.00%	\$5,597	14.75%	\$6,350	
Elementary Music	4.00%	\$1,722	6.00%	\$2,583	8.00%	\$3,444	
Speech	11.00%	\$4,736	13.00%	\$5,597	14.75%	\$6,350	
Assistant Speech	5.50%	\$2,368	7.25%	\$3,121	9.00%	\$3,875	
Junior High Speech	3.75%	\$1,614	5.50%	\$2,368	7.25%	\$3,121	
Play Production	9.25%	\$3,982	11.00%	\$4,736	12.75%	\$5,489	
Assistant Play Production	4.75%	\$2,045	6.50%	\$2,798	8.25%	\$3,552	
Yearbook & Scoop	6.75%	\$2,906	8.75%	\$3,767	10.75%	\$4,628	
Assistant Yearbook & Assistant Scoop	4.75%	\$2,045	6.75%	\$2,906	8.75%	\$3,767	
<b>CLUB SPONSORS</b>							
FFA & Assistant FFA	5.50%	\$2,368	7.50%	\$3,229	9.25%	\$3,982	
FCCLA	9.50%	\$4,090	11.25%	\$4,843	13.00%	\$5,597	
Dance	5.50%	\$2,368	7.25%	\$3,121	9.00%	\$3,875	
Assistant Dance	2.00%	\$861	3.00%	\$1,292	4.00%	\$1,722	
Cheer	8.00%	\$3,444	9.00%	\$3,875	10.00%	\$4,305	
Assistant Cheer	3.00%	\$1,292	4.00%	\$1,722	5.00%	\$2,153	
E-Sports	3.75%	\$1,614	4.75%	\$2,045	5.75%	\$2,475	
Quiz Bowl	3.75%	\$1,614	4.75%	\$2,045	5.75%	\$2,475	
High School Student Council	2.75%	\$1,184	3.75%	\$1,614	4.75%	\$2,045	
Elementary Student Council (BW 1 DCE 1)	1.00%	\$431	2.00%	\$861	3.00%	\$1,292	
STAY-U (Drug Free Group)	2.75%	\$1,184	3.75%	\$1,614	4.75%	\$2,045	
National Honor Society	2.75%	\$1,184	3.75%	\$1,614	4.75%	\$2,045	
Senior Class (2)	1.00%	\$431	2.00%	\$861	3.00%	\$1,292	
Junior Class	2.75%	\$1,184	4.75%	\$2,045	6.50%	\$2,798	
Assistant Junior Class	2.00%	\$861	3.00%	\$1,292	4.00%	\$1,722	
Sophomore Class	1.00%	\$431	2.00%	\$861	3.00%	\$1,292	
Freshmen Class	1.00%	\$431	2.00%	\$861	3.00%	\$1,292	
Ambassadors (School Unity Group)	1.00%	\$431	2.00%	\$861	3.00%	\$1,292	
EHA Reps (2)	1.00%	\$431	2.00%	\$861	3.00%	\$1,292	
SAT Coordinator (BW 1 DCE 2 HS 1)	4.00%	\$1,722	5.00%	\$2,153	6.00%	\$2,583	
Behavior Model Coordinator (BW 2 DCE 2)	1.00%	\$431	2.00%	\$861	3.00%	\$1,292	
School Improvement Member	5.50%	\$2,368	5.50%	\$2,368	5.50%	\$2,368	
New Teacher Mentor	2.00%	\$861	2.00%	\$861	2.00%	\$861	
<b>Extra 2% incentive for high school coaches and sponsors</b>							
FB if team qualifies for round of 16 in playoffs OR finishes in the top 12 in wildcard standings							
SB/VB/BB if team is district champion or district runner-up (top 16)							
XC/Golf if team qualifies for state (top 12)							
WR/TR/Speech if team finishes in the top 10 at state meet/tournament							
Play Production if team is district champion or district runner-up							

**APPENDIX A  
DAVID CITY PUBLIC SCHOOLS  
SALARY SCHEDULE**

		Base Salary		43,050						School Yr 2026-2027	
# of Years Experience	STEP	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
0	1	1.00 \$43,050	1.04 \$44,772	1.08 \$46,494	1.12 \$48,216	1.16 \$49,938	1.20 \$51,660	1.24 \$53,382	1.28 \$55,104		
1	2	1.03 \$44,342	1.07 \$46,064	1.11 \$47,786	1.15 \$49,508	1.19 \$51,230	1.23 \$52,952	1.27 \$54,674	1.31 \$56,396		
2	3	1.06 \$45,633	1.10 \$47,355	1.14 \$49,077	1.18 \$50,799	1.22 \$52,521	1.26 \$54,243	1.30 \$55,965	1.34 \$57,687		
3	4	1.09 \$46,925	1.13 \$48,647	1.17 \$50,369	1.21 \$52,091	1.25 \$53,813	1.29 \$55,535	1.33 \$57,257	1.37 \$58,979		
4	5	1.12 \$48,216	1.16 \$49,938	1.20 \$51,660	1.24 \$53,382	1.28 \$55,104	1.32 \$56,826	1.36 \$58,548	1.40 \$60,270		
5	6	1.15 \$49,508	1.19 \$51,230	1.23 \$52,952	1.27 \$54,674	1.31 \$56,396	1.35 \$58,118	1.39 \$59,840	1.43 \$61,562		
6	7	1.18 \$50,799	1.22 \$52,521	1.26 \$54,243	1.30 \$55,965	1.34 \$57,687	1.38 \$59,409	1.42 \$61,131	1.46 \$62,853		
7	8	1.21 \$52,091	1.25 \$53,813	1.29 \$55,535	1.33 \$57,257	1.37 \$58,979	1.41 \$60,701	1.45 \$62,423	1.49 \$64,145		
8	9	1.24 \$53,382	1.28 \$55,104	1.32 \$56,826	1.36 \$58,548	1.40 \$60,270	1.44 \$61,992	1.48 \$63,714	1.52 \$65,436		
9	10	x	1.31 \$56,396	1.35 \$58,118	1.39 \$59,840	1.43 \$61,562	1.47 \$63,284	1.51 \$65,006	1.55 \$66,728		
10	11	x	x	1.38 \$59,409	1.42 \$61,131	1.46 \$62,853	1.50 \$64,575	1.54 \$66,297	1.58 \$68,019		
11	12	x	x	x	1.45 \$62,423	1.49 \$64,145	1.53 \$65,867	1.57 \$67,589	1.61 \$69,311		
12	13	x	x	x	x	1.52 \$65,436	1.56 \$67,158	1.60 \$68,880	1.64 \$70,602		
13	14	x	x	x	x	x	1.59 \$68,450	1.63 \$70,172	1.67 \$71,894		
14	15	x	x	x	x	x	x	1.66 \$71,463	1.70 \$73,185		
15	16	x	x	x	x	x	x	x	1.73 \$74,477		

**All hours beyond the BA must be earned after the bachelor's degree was completed.  
All hours beyond the MA must be earned after the master's degree was completed.**

**Educators Health Alliance**  
**Renewal Rates for Health, Dental, and Dual Choice Options**  
**Effective September 1, 2026**  
**Standard Rates Only (Excluding Discounts or Surcharges)**

	Network	Renewal Rates -- Standard			
		Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
<b>Health Coverage - Active Employees</b>					
\$650 Deductible	Network Blue	\$978.00	\$1,809.31	\$2,053.79	\$2,757.72
\$850 Deductible	Network Blue	\$951.57	\$1,760.45	\$1,998.34	\$2,683.25
\$1,050 Deductible	Network Blue	\$927.31	\$1,715.56	\$1,947.37	\$2,614.83
\$1,200 Deductible	Network Blue	\$911.59	\$1,686.40	\$1,914.27	\$2,570.38
\$1,450 Deductible	Network Blue	\$896.04	\$1,657.75	\$1,881.69	\$2,526.67
\$1,900 Deductible	Network Blue	\$858.39	\$1,588.06	\$1,802.62	\$2,420.48
\$4,000 Deductible HSA-Eligible	Network Blue	\$695.47	\$1,286.68	\$1,460.53	\$1,961.09
\$2,500 Deductible (Dual Choice Only)	Network Blue	\$782.39	\$1,447.46	\$1,643.06	\$2,206.19
\$3,800 Deductible HSA-Eligible (Dual Choice Only)	Network Blue	\$782.39	\$1,447.46	\$1,643.06	\$2,206.19

	Network	Renewal Rates			
		Retiree Only	Ret & Child(ren)	Ret & Spouse	Ret, Spouse, & Child(ren)
<b>Health Coverage - Retirees</b>					
\$400 Deductible	PSBC/Blueprint Health	\$961.53	\$1,704.56	\$2,019.20	\$2,552.44
\$1,050 Deductible	Network Blue	\$1,038.74	\$1,841.40	\$2,181.33	\$2,757.39
\$4,000 Deductible HSA-Eligible	Network Blue	\$779.08	\$1,381.07	\$1,636.05	\$2,068.03
\$2,500 Deductible	Network Blue	\$876.44	\$1,553.64	\$1,840.47	\$2,326.47
\$3,800 Deductible HSA-Eligible	Network Blue	\$876.44	\$1,553.64	\$1,840.47	\$2,326.47

	Network	Renewal Rates			
		Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
<b>Dental Coverage</b>					
100% A, 75% B Coverage - Option 1	Network BLUE Dental	\$30.45	\$56.29	\$63.88	\$85.82
100% A, 80% B, 70% C Coverage - Option 3	Network BLUE Dental	\$64.63	\$119.58	\$135.72	\$182.25
PPO - 100% A, 75% B, 50% C Coverage - Option 2	Network BLUE Dental	\$32.79	\$60.62	\$68.81	\$92.45
PPO - 100% A, 80% B, 80% C, 50% D Coverage - Option 4	Network BLUE Dental	\$58.84	\$108.85	\$123.59	\$165.98
PPO - 100% A, B, & C Coverage - Option 5	Network BLUE Dental	\$64.39	\$119.14	\$135.25	\$181.64

**Greg Hansen**  
1518 Armory Dr.  
Columbus, NE 68601

Nov 2025  
Board Mtg

October 20, 2025

**Dr. Chad Denker, Superintendent**

David City Public Schools  
750 D St.  
David City, NE 68632

Dear Dr. Denker,

It has been a difficult decision to retire from teaching and coaching effective at the end of the 2025–2026 school year. While I had never intended to come to David City and retire after only two years, life events have made this the best situation for me and my family. With that said, please accept this as my formal resignation from the following positions:

- PE/Strength/APEX Teacher
- Head Football Coach
- Co-Head Basketball Coach
- Assistant Golf Coach
- Assistant Summer Strength Coach

I wanted to provide this notice early enough to allow sufficient time to advertise and attract strong candidates. As you know, the football program has been moving back in the right direction, and participation numbers have improved. Hiring the right coach will be essential to continuing that progress, and beginning the process early will be beneficial.

I have truly enjoyed my time at DCHS and want to thank you for giving me the opportunity to lead such a great group of young people. I will continue to teach and coach David City student-athletes with the same enthusiasm and high expectations for the remainder of the school year. I hope that I have positively impacted the students of David City at least half as much as they have impacted me. Go Scouts!

Respectfully,



Greg Hansen

AdministrationSuperintendent

The Board shall employ a Superintendent of Schools, who shall serve as the executive officer of the Board and as head of the school system.

The contract for the employment of the Superintendent shall be in writing.

The Superintendent must hold, at the beginning of the term of the contract, a valid certificate properly registered in the office of the county superintendent, and affirm that he is not under contract with another school board or board of education, of a school district in this state.

The Superintendent of Schools shall hold a Nebraska Professional Administrative and Supervisory Certificate.

The Board, at its discretion, may enter into contract with a Superintendent or principal for a period not to exceed three years. Such contract shall be deemed renewed and shall remain in full force and effect until a majority of the members of the Board of Education vote, or (on or before **April 15** to amend or terminate the contract) or until the contract is superseded by a new contract mutually agreed to by the Board of Education.

Legal Reference:       79-1254       Board of Education employment of administrators and teachers; renewal of contracts; termination of contracts; just cause; exceptions; procedures; nepotism prohibited

Policy Adopted:           January 10, 1983  
Policy Reviewed/Revised:   March 12, 2007; January 14, 2015; June 13, 2022

**Policy 2100 R1**

**A. JOB TITLE:** Superintendent of Schools

**B. GOAL:** The superintendent is the executive officer of the board of education and is responsible to the board for the execution of all school policies and for the faithful and efficient observance of these policies by the students and the teaching personnel of the school district.

**C. REPORTS TO:** Board of Education

**D. ESSENTIAL JOB FUNCTIONS:**

1. Perform Administrative Activities –
  - Overall supervision of all district business, educational, and operational functions
  - Basic operational skills for the district’s computer network and software
  - An ability to work with teaching staff and students in a positive, friendly manner
  - Supervise a variety of tasks at the same time
  - No history of child abuse or negligence
  - Good oral and written skills
  - Professional and poised
2. Communicate with Persons outside of Organization — Communicate with people outside the organization as well as represent the organization to customers, the public, government, and other external sources. This communication can be exchanged in person, in writing, by telephone, or e-mail.
3. Communicate with Board of Education, Administrative Staff, or Subordinates – Provide information to Board of Education, administrative staff, and subordinates by telephone, in written form, e-mail, or in person.
4. Get Information — Observe, receive, and otherwise obtain information from all relevant sources.
5. Provide Consultation and Advice to others — Provide guidance and expert advice to management or other groups on technical, systems-, or process-related topics.
6. Coordinate the Work and Activities of Others — Get members of a group to work together to accomplish tasks.
7. Train and Teach Others — Identify the educational needs of others, develop formal educational or training programs or classes, and teach or instruct others.
8. Establish and Maintain Interpersonal Relationships — Develop constructive and cooperative working relationships with others, and maintain them over time.
9. Staffing Organizational Units — Recruit, interview, select, hire, and promote employees in an organization.
10. Develop Objectives and Strategies — Establish long-range objectives and specify the strategies and actions to achieve them.
11. Organize, Plan, and Prioritize Work – Develop specific goals and plans to prioritize, organize, and accomplish your work
12. Update and Use Relevant Knowledge – Keep up-to-date technically and apply new knowledge to your job.

**E. SPECIFIC WORK ACTIVITIES:**

1. Prepares agenda in cooperation with the board president, attends and participates in all meetings of the Board of Education and its committees, except when own employment or salary is under consideration
2. Serves as ex officio member of all Board of Education committees and assigns administrative personnel to support committee activities when necessary
3. Administers as chief school executive officer, the development and maintenance of a positive educational program designed to meet the needs of all students of the community

and to carry out the policies of the Board of Education assuring the maintenance of a safe, healthy environment

4. Advises the Board of Education on the need for new or revised policies and ensures through delegation to staff that all policies of the Board of Education are implemented
5. Prepares and submits to the Board of Education recommendations relative to all matters requiring Board of Education action, placing before the Board such necessary and helpful facts, information, and reports as are needed to ensure the making of informed decisions
6. Acts on own discretion if emergency action is necessary in any matter not covered by Board policy, reports such action to the Board as soon as practicable, and recommends policy in order to provide guidance in the future
7. Informs and advises the Board about the programs, practices and challenges of the schools, and keeps the Board informed of the activities operating under the Board's authority
8. Supervises the implementation of all laws, regulations, and Board policies
9. Establishes procedures to ensure all administrative decisions necessary to the proper function of the school district are made.
10. Provides a leadership structure to ensure rules and instructions to school employees and students are in compliance with Board policy
11. Delegates at own discretion to other employees the exercise of any powers or the discharge of any duties with the knowledge that the delegation of power or duty does not relieve the superintendent of final responsibility for the action taken under such delegation
12. Formulates school objectives, policies, plans, and programs; prepares (or causes to be prepared) and presents facts and explanations necessary to assist the Board of Education in its duty of legislation for the schools
13. Conducts a periodic audit of the total school program, and advises the Board of Education on recommendations for the educational advancement of the schools
14. Recommends to the Board of Education for its adoption all courses of study, curriculum guides, and major changes in texts to be used in the schools
15. Presents to the Board of Education a calendar for each school year showing opening and closing dates, vacation periods, and other school related events assuring the time in school meets policies established by the Board and state attendance requirements
16. Delegates the timely revisions of all curriculum guides and courses of study
17. Prescribes rules for the classification and advancement of students, and for the transfer of students from one building to another in accordance with published policies
18. Communicates directly or through delegation all actions of the Board relating to personnel matters to all employees and receives from employees communications to be made to the Board of Education
19. Directs staff negotiations with professional and nonprofessional personnel
20. Secures and nominates for employment the best qualified and most competent persons for positions, as may be necessary within the limits of budgetary provisions
21. Assigns and transfers employees as the interest of the district may dictate and reports such action to the Board for information and record
22. Holds such meetings of teachers and other employees as necessary for the discussion of matters concerning the improvement and welfare of the schools
23. Supervises methods of teaching, supervision, and administration in effect in the schools
24. Approves leave schedules for salaried district employees under direct supervision
25. Takes appropriate disciplinary actions with employees and reports, as necessary, to the Board
26. Recommends to the Board for final action the promotion, salary changes, demotion, or dismissal of any employee

27. Submits to the Board explanation of any proposed procedure that would involve either departure from established policy or the expenditure of substantial sums
28. Directs the preparation of the annual budget for adoption by the Board of Education and administers the budget as enacted by the Board, acting at all times in accordance with legal requirements and adopted Board policies
29. Establishes and maintains efficient procedures and effective controls for all expenditures of school funds in accordance with the adopted budget including procedures for the purchase of books, materials, and supplies
30. Works with the District Treasurer to invest excess District funds in interest bearing accounts based upon the advise of financial advisors and providing rate of return information to the Board of Education
31. Provides suitable instructions and regulations for staff to govern the use and care of school properties
32. Approves applications from outside individuals or agencies for the use of school property, and collects rental in accordance with the established policy of the Board of Education
33. Prepares and preserves all school records and reports and maintains a complete, continuous inventory of all school-owned supplies, materials, equipment, and vehicles including buses
34. Recommends to the Board of Education sales of all property no longer required by the Board and delegates the proper execution of such sales through staff and legal advisors
35. Maintains directly or through delegation such personnel records, pupil accounting records, business records, and other records that are required by law and by Board policy
36. Ensures that all reports required by statute or regulation are filed by the district
37. Monitors the risk management program for the District through a comprehensive program of insurance
38. Recommends the establishment or alteration of attendance boundaries for all schools in the interest of good administration of the instructional program and approves special transfer of students within the district and recommends to the Board action on the transfer into the district of students requesting transfer into the school district
39. Makes recommendations with reference to the location and size of new school sites and of additions to existing sites; the location and size of new buildings on school sites; the plans for new school buildings; all appropriations for sites and building; and improvements, alterations, and changes in the buildings and equipment of the district
40. Represents or delegates a representative for the district in its dealing with other school systems, institutions, agencies, and community organizations
41. Attends such conventions and conferences as are necessary to keep abreast of latest educational trends
42. Confers periodically with professional and lay groups concerning the school program and transmits to the Board suggestions gained from such conferences
43. Represents the schools before the public and establishes and maintains a program of public relations to keep the public well-informed of the activities and needs of the school district, effecting a wholesome and cooperative working relationship between the district and the community
44. Keeps the public informed about modern educational practices, educational trends, and the policies, practices, and problems in the district
45. Performs such other tasks as may, from time to time, be assigned by the Board of Education.

**F. Required Employee Characteristics:**

1. Cooperation — Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.
2. Attention to Detail — Job requires being careful about detail and thorough in completing work tasks.
3. Dependability — Job requires being reliable, responsible, and dependable, and fulfilling obligations.
4. Integrity — Job requires being honest and ethical.
5. Concern for others — Job requires being sensitive to others' needs and feelings and being understanding and helpful on the job.
6. Self Control — Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.
7. Stress Tolerance — Job requires accepting criticism and dealing calmly and effectively with high stress situations.
8. Adaptability/Flexibility — Job requires being open to change (positive or negative) and to considerable variety in the workplace.
9. Independence — Job requires developing one's own ways of doing things, guiding oneself with little or no supervision, and depending on oneself to get things done.
10. Initiative — Job requires a willingness to take on responsibilities and challenges.

**G.** Contract established by the Board of Education under legal guidelines.

**TERMS OF EMPLOYMENT:** Salary and work year to be established by the Board of Education.

Policy Reviewed/Revised: March 12, 2007; January 14, 2015; June 13, 2022

# Policy 2230R1 Superintendent Evaluation and Appraisal

Prior to the Board members input to the Superintendent's evaluation, the Superintendent shall complete a yearly self-evaluation which is to list the accomplishments and progress made toward personal and district goals. Board members will receive the self-evaluation and a Superintendent evaluation form which is to be completed by each individual Board member and sent to the Board President. After all of the evaluation forms have been collected and tabulated by the Board President, the Board will collectively arrive at the final evaluation which will be presented to the Superintendent by the Board President. The final evaluation will be a compilation of each Board member's ratings for every area evaluated. The final evaluation will also include all comments listed by Board members. The Superintendent and Board will review the evaluation in executive session.

The intent of the evaluation process is to:

- Contribute to the harmonious working relationship between the Board and the Superintendent
- Clarify the role of the Superintendent and the Board for all Board members
- Inform the Superintendent of strengths and of areas of concern
- Provide an understanding of the differences in ideas and expectations of individual board members
- Provide the highest quality and effective leadership for the school district

Each Board member shall use the ratings scale in assessing and evaluating the Superintendent's performance in each area:

- Exceeds Expectation
- Meets Expectation
- Needs Improvement

In addition to the rating scale, each board member is encouraged to comment on specific areas, to offer suggestions for improvement, and to provide specific examples.

The Board will meet the Superintendent in executive session at which time the Superintendent will share their annual self-evaluation. Finally, the Board and the Superintendent will discuss the evaluation and the process.

## Board-Superintendent Relations

	Exceeds Expectations	Meets Expectations	Needs Improvement
Informs and advises the Board about the programs, practices, and problems of the schools; and keeps the Board informed of the activities operating under the Board's authority.			
Assists the Board by providing helpful facts by means of informative reports to aid the Board in reaching decisions.			
Administers the policies, either personally or by assuring the implementations of policies and regulations through delegation to appropriate staff, and advises the Board on the need for new and/or revised policies.			
Has a harmonious working relationship with the Board, maintains open line of communication with Board, staff and public.			
Accepts responsibility for maintaining liaison between the Board and personnel, working toward a high degree of understanding and respect between the staff and the Board.			
Feels free to maintain his/her opposition to matters under discussion by the Board until an official decision has been reached, after which time they abide by whatever decision is reached.			
Actively and continuously encourages Board development by seeking and communicating learning opportunities.			

## Community Relations

	Exceeds Expectations	Meets Expectations	Needs Improvement
Cooperates with other community agencies while representing the best interest of the District.			
Solicits and gives attention to problems and opinions of all groups and individuals.			
Participates in or is present at school and community functions.			
Is open and sensitive to community concerns and desires about the educational system.			
Drives to build a strong, positive community attitude toward the school system.			
Is respected and held in high esteem by the community.			
In conjunction with Administration team, develop strategies to involve family and community members in the educational process.			
Builds and maintains a safe, caring, and healthy school environment.			
Identifies ways to invite the community into the Districts schools for programs, activities, and events.			

## Staff-Personnel Relations

	Exceeds Expectations	Meets Expectations	Needs Improvement
Organizes staff so that appropriate decision-making may take place at various levels; contrasted with most decisions being made at the Superintendent's level.			
Periodically reviews and reorganizes staff duties and responsibilities to take full advantage of the staff's special abilities.			
Recognizes, develops, and utilizes leadership abilities of staff.			
Provides for the systematic evaluation of the Administration and staff that report directly to the Superintendent, which is revealed to the employee.			
Delegates authority to staff members appropriate to the position each holds.			
Maintains communications with staff by various well-defined and periodic means; promoting understanding of and support for district policies.			
Supervises administration of the collective bargaining agreement and serves as a resource in negotiations.			
Conducts regular visits to buildings and classrooms. Consistently attends special activities.			
Encourages and empowers principals to make decisions on behalf of their buildings and to implement innovative programs and services in their buildings.			

## Educational Leadership

	Exceeds Expectations	Meets Expectations	Needs Improvement
Understands and keeps informed regarding all aspects of the instructional program.			
Organizes a planned program of curriculum evaluation, textbook purchasing and improvement with state requirements/standards in mind.			
Expects/inspires others to uphold high professional standards.			
Ensures that the District has a process to identify students in need of additional academic, social, or emotional support and that staff implements appropriate intervention programs when necessary.			
Gives priority to the education of the students.			

## Operations

	Exceeds Expectations	Meets Expectations	Needs Improvement
Ensures school buildings, grounds, and equipment are well maintained and in proper working order.			
Has developed a deferred maintenance plan for school properties such as buildings, grounds, transportation, technology.			
Performs a risk management assessment to determine safety and security requirements.			

## Business and Finance

	Exceeds Expectations	Meets Expectations	Needs Improvement
Keeps informed on needs of the school program; plant, facilities, equipment and supplies.			
Evaluates financial needs and makes recommendations for adequate financing.			
Oversees the detailed budget, it's interpretation, and presentation to the Board for adoption.			
Understands and works to improve the financial planning of the district.			
Employs technology to improve the quality and efficiency of operations and management.			
Seeks and recommends new sources of revenue (grants, loans, donor contributions) appropriate for the District.			

## Personal Qualities

	Exceeds Expectations	Meets Expectations	Needs Improvement
Maintains high standards of ethics, honesty, and integrity in all personal and professional matters.			
Earns respect among their professional colleagues and staff.			
Demonstrates their ability to work well with individuals and groups.			
Possesses and maintains health and energy necessary to meet the responsibilities of his/her position.			

	Exceeds Expectations	Meets Expectations	Needs Improvement
Speaks well in front of large and small groups, expressing their ideas in a logical and forthright manner.			
Thinks well on his/her feet when faced with an unexpected or disturbing turn of events in a large group meeting.			
Maintains his/her professional development by reading, course work, conference attendance, work on professional committees, visiting other districts, ESU meetings and meeting with other Superintendents.			

Significant Achievements:

Areas for Growth:

District goals and/or areas of focus:

Superintendent's comments:

My signature below indicates that I have read the above evaluation and discussed it with the Board of Education. It does not indicate if I agree or disagree. I have had the opportunity to include written rebuttal to any or all parts of this evaluation.

Superintendents Signature

Date

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President-Board of Education

Date

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Vice President-Board of Education

Date

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Secretary-Board of Education

Date

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