David City Public School Board of Education
Regular Board Meeting
Wednesday, August 12, 2026 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. Introduce Student Board Members
    2.2. Introduce New Teachers
3. Public Forum
4. Consent Agenda
    4.1. Approve Minutes of the Previous Meeting(s).
    4.2. Approve Claims Against the District
    4.3. Financial Reports
5. Board Committee Reports
6. Board Workshop/Conference Reports
7. Administrative Reports
    7.1. Dr. Denker
    7.2. 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. Presentations from superintendent search firms.

8.2. School Improvement Presentation

9. Personnel

10. Future Discussion and Action Items

11. Adjournment

David City Public School Board of Education
Regular Board Meeting
Wednesday, July 8, 2026 7:00 PM
Board Meeting Room at the High School
750 D St.
David City, NE 68632-1724

Notice of the meeting was given in advance by publication and posting to meet the legal requirements for public notice of meeting. The meeting notice was published in the Banner Press and/or Columbus Telegram, publications established for general circulation within the district and posted on the front door of each school building and at the David City Post Office. Notice of this meeting was given in advance to all members of the Board of Education. A current copy of the agenda for said meeting was available in the Superintendent's office and on the district's website. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

1.Call Meeting to Order
Stephanie Summers called the meeting to order at 7:00pm.
1.1. Pledge of Allegiance
Stephanie Summers asked all attendees to stand and recite the Pledge of Allegiance.

1.2. Open Meetings Statement
Stephanie Summers informed all attendees that a copy of the Nebraska Open Meetings Law was posted and available for inspection.

1.3. Attendance/Absence Approval
Stephanie Summers, Marcus Thoendel, Klay Kasik, Justin Krafka, Kasey Kuhlman and Dr. Chad Denker were in attendance. Marcus Thoendel made the motion to approve the absence of Donnie Moravec. Kasey Kuhlman seconded the motion. Motion passed 5-0.

2. Student and Staff Involvement
None to report.

3. Public Forum
No speakers during public comment.

4. Consent Agenda
4.1. Approve Minutes of the Previous Meeting(s).

4.2. Approve Claims Against the District
Dr. Denker discussed this month's claims with the district as provided.

4.3. Financial Reports
Dr. Denker discussed the financial reports as provided. Klay Kasik made the motion to approve consent agenda items 4.1-4.3 with the correction to the June 10th minutes of Donnie Moravec making the motion on item 4 and not Marcus Thoendel. Marcus seconded the motion.

5. Board Committee Reports
Policy Committee and Facility Committee both met on June 18th.

6. Board Workshop/Conference Reports
Area meeting in September.

7. Discussion and Action Items
7.1. Discuss, consider, and take action on the updated policy 4025 professional boundaries.
Stephanie Summers made the motion to approve the updated policy 4025 professional boundaries. Kasey Kuhlman seconded the motion. Motion passed 5-0.

7.2. Discuss, consider, and take action on the updated policy 5421: Use of Restraints and Seclusion.
Stephanie Summers made the motion to approve the updated policy 5421: Use of Restraints and Seclusion. Klay Kasik seconded the motion. Motion passed 5-0.

7.3. Discuss, consider, and take action to move the September board meeting due to board member conflicts.
Kasey Kuhlman made the motion to approve to move the September board meeting to Monday, Sept. 14th due to board member conflicts. Justin Krafka seconded the motion. Motion passed 5-0.

7.4. Discuss the district's future facility plans.
The districts future facility plans were discussed.

7.5. Discuss, consider, and take action to purchase the properties located at 673 E St in David City, 695 E St in David City, and 457 7th St in David City (Parcel IDs 120001253, 120001246, 120001267), and authorize Dr Chad Denker, Superintendent, to sign all related paperwork on behalf of the district.
Kasey Kuhlman made the motion to approve to purchase the properties located at 673 E St in David City, 695 E St in David City, and 457 7th St in David City (Parcel IDs 120001253, 120001246, 120001267), and authorize Dr Chad Denker, Superintendent, to sign all related paperwork on behalf of the district. Marcus Thoendel seconded the motion. Motion passed 5-0.

7.6. Discuss, consider, and take all necessary action with regard to selecting the Construction Manager at Risk method of construction delivery for a proposed multiple school facility additions and renovations project under the Political Subdivisions Construction Alternatives Act.
Stephanie Summers made the motion to take all necessary action with regard to selecting the Construction Manager at Risk method of construction delivery for a proposed multiple school facility additions and renovations project under the Political Subdivisions Construction Alternatives Act. Marcus Thoendel seconded the motion. Motion passed 4-0. Klay Kasik abstained.

7.7. Discuss, consider, and take all necessary action with regard to adopting the Construction Manager at Risk selection criteria and the evaluation point values for a proposed multiple facility

additions and renovations project.
Kasey Kuhlman made the motion to take all necessary action with regard to adopting the Construction Manager at Risk selection criteria and the evaluation point values for a proposed multiple facility additions and renovations project. Justin Krafka seconded the motion. Motion passed 4-0. Klay Kasik abstained.

7.8. Discuss, consider, and take all necessary action with regard to appointing members to the Construction Manager at Risk selection committee for a proposed multiple school facility additions and renovations project.
Marcus Thoendel made the motion to take all necessary action with regard to appointing members to the Construction Manager at Risk selection committee for a proposed multiple school facility additions and renovations project. Kasey Kuhlman seconded the motion. Motion passed 4-0. Klay Kasik abstained.

8. Personnel
None.

9. Future Discussion and Action Items
Presentations from superintendent search firms.

10. Adjournment
Kasey Kuhlman made the motion to adjourn at 7:52pm. Klay Kasik seconded the motion. Motion passed 5-0.

CASH RECEIPTS
July 2026

01-1110	***Local Property Taxes***	
7/6/26	Seward County	$432.82
7/14/26	Saunders County	$1,017.81
7/15/26	Butler County	$120,203.75
01-1370	***PreSchool Tuition***	
7/2/26	Ternus/Hernandez	$175.00
01-1510	***Interest***	
7/31/26	Bank of the Valley	$581.78
01-2210	***ESU Receipts***	
7/23/26	ESU #7	$1,903.95
01-4512	***IDEA Proportionate Share***	
7/26/26	State of NE	$15,440.00
01-4708	***Medicaid in Public Schools (MIPS)***	
7/26/26	State of NE	$1,323.20
01-5300	***Sale of Distict Property***	
7/14/26	Students - Chromebooks	$1,560.00
01-5690	***Other Non-Revenue Receipts***	
07/02/26	Romshek (BCBS Reimbursement)	$1,671.98
07/10/26	Students (Laptop Usage/Repair)	$115.00
07/10/26	Students (Fines)	$121.00
07/23/26	GreenTek Recycling	$1,760.00
01-9000	***Non Program Receipts***	
7/23/26	Lunch PR Reimburse	$6,831.82
	TOTAL	**$153,138.11**

DC Supt Monthly Board Report

August 2026

Chad Denker, Supt

Bellwood HVAC and LED Lighting

By the time you read this email, the Bellwood HVAC project should be complete. They were here earlier this week making sure the various units were tied into the control system. We need to leave the current setup alone for 30 days and then we can make individual room adjustments. It will be nice to have A/C in the gym in early fall and late spring and not just heat in the winter. The LED lighting portion of the project is finished.

Other Summer Projects

HS Music Rm, HS E-Sports Rm, HS 2nd Floor Classroom

Elem Media Center, Elem Reading Rm, Elem Front Entry

Bellwood Media Center, Bellwood 6th Grade Rm, Bellwood Sped Rm

If you have time after the board meeting, I would like to show the board the renovations we did this summer in the high school and elementary buildings. In October, I will then show you the renovations we did this summer in Bellwood.

Admin Days

The admin team met for a few hours on Tues July 38 and then we attended the admin conference in Kearney. Most of the sessions I attended were related to school finance and school law. I also visited with two sped reps with NDE to get some questions answered.

Prof Dev Days

Staff received most of the required training during the past few days. Some of the mandatory sessions included suicide prevention, CPR, Title IX, behavior awareness and strategies, and transportation safety. Several committees met as well including wellness, crisis, and safety/security. Mr. Hermelbracht talked with coaches and sponsors about extra-curricular district policies and procedures. Angie Moore and I met with new teachers regarding HR related topics including contracts, negotiated agreements, and benefits. New teachers met with their mentors and covered the logistics like using the copier and beginning-of-the-year protocols.

David City School Board Report: Athow

August 2026 Board Report

Admin Days in Kearney

As we maintain literacy as our #1 strategic goal at DCPS, our secondary team is diving deeper into actionable strategies to ensure our students meet our target of 75% proficiency by 2030.

This focus aligns directly with our recent NDE Day keynote presented by Dr. Kockner and her research team, which highlighted critical insights into improving reading proficiency for students in grades 5–10. While early literacy (K–3) often receives the majority of attention, current research firmly debunked the misconception that reading growth plateaus after 4th grade. Adolescent readers continue to make significant gains when supported by systematic, high-quality instructional practices.

Our secondary staff is laying a strong foundation by aligning High-Quality Instructional Materials (HQIM), building consistency across English/ELA classrooms, and structuring targeted reading supports.

New Teachers

New teachers were given a general overview of resources at David City and met their mentors for some one on one time and assistance.

We are excited to welcome our new teachers to DC Pub:

Kate Millington (9th grade English and ELA Support) comes to us as a first-year teacher. She will also assist Mr. Ockander and Ms. DeMers-Sahling with One Act and Speech.

Doug Stephens (JAG 9-12) has a teaching background in Omaha and served in and retired from the military recently. This is a new grant-funded position that we are excited to have at David City.

Jordan McBride (STS and Mechatronics) has 2 years of previous experience and is also certified to teach Mechatronics at college credit through Central Community College. Mr. McBride will also assist with wrestling and football.

Zachary Moerer (Paraeducator) is new to education, but not new to coaching, as he previously coached basketball at Raymond Central. He will work with our special needs students and be an assistant basketball coach.

Professional Development and Setting the Tone

School Improvement Update: The School Improvement Team outlined the progress made last year and the roadmap for this school year. We discussed end of year data, areas of celebration and plans for continuous improvement. The two strategic goals for the district are in the areas of Reading and MTSS:

Goal #1: All David City Public Schools students will demonstrate growth in reading proficiency across all content areas. By the 2029-30 school year, at least 75% of students

will meet or exceed grade-level expectations in reading as measured by statewide accountability assessments, district benchmark assessments, and classroom-based evidence of learning.

MTSS Goal: By November 2029, the district will both establish and apply a cohesive Multi-Tiered System of Support (MTSS) by defining tiered expectations, adopting a districtwide framework, training all staff for shared understanding, and delivering consistent implementation through high-quality instructional materials, common data practices, and collaborative leadership across all teams.

MTSS Secondary Training: Our middle and high school teams recently engaged in professional development led by Kendra Gustafson (ESU 7) to refine our Multi-Tiered System of Supports (MTSS) framework and strengthen how we target student needs.

Key Takeaways & Core Philosophy

- Fluid Tiered Support: A central emphasis of the training was that tiers are services, not places or labels. Students move fluidly between Tier I (core instruction for all), Tier II (targeted intervention), and Tier III (intensive support) based on real-time data.
- Goal of Intervention: Interventions are designed to build mastery on specific concepts so students can transition back to Tier I success—students are never permanently "stuck" in a tier.
- Data & Team Structures: Staff reviewed step-by-step protocols for accessing EduClimber data and leveraging Professional Learning Teams (PLTs) to evaluate student progress, identify non-negotiable skill gaps, and determine appropriate entry and exit points for support.

To ensure strong core instruction across all secondary classrooms, DCPS staff will consistently incorporate two core high-leverage practices this school year:

1. Opportunities to Respond (OTRs) increases student engagement, reduces passive learning, and provides immediate formative data to the teacher. Utilizing structured verbal responses (choral response, partner turn-and-talks), written responses (whiteboards, digital checks for understanding), and physical/action responses during direct instruction.
2. Explicit Teaching removes guesswork from learning complex concepts by providing clear, direct, and structured instruction. This follows an intentional framework: I Do: Direct modeling with clear learning targets and visual examples; We Do: Guided practice with immediate feedback and scaffolding; You Do: Independent application once readiness is demonstrated.

Faculty Meeting:

The faculty meeting focused on beginning of year expectations, our vision for the year and creating a welcoming environment for our students. We also took time to unveil new policies and rules, including “no blankets”, confiscating energy drinks, the wand policy and procedure, the disciplinary action update and the Senior Hallway revision.

Thanks so much for all you do!

Mrs. Athow

Chad Lindsley
Board Report
8/12/2026

I say this every year, but summer sure has flown by! Going into my 27th year in education and my 7th year at David City, I am still excited to see our students coming back to school and kicking off a new school year. I am energized every time I see our students coming through the doors, and I am looking forward to another great year at DCPS!

A few thoughts as we come into the new school year…

- The new carpet and cabinets in the Band Room were a great upgrade to the area and look great!
- The Emergency Operations Plan has been updated, and the revised pages are being disseminated to staff to replace the outdated pages in their binders.
- Admin Days always provide a great opportunity to collaborate, share ideas, and continue finding ways to make DCPS even better than it already is. The keynote with Jimmy Casas really resonated with me and was a great reminder of why we do what we do in this profession.
- The first day of school will include a lockdown drill, tornado drill, fire drill, and evacuation drill. We are also implementing a reunification drill, which we will practice on the first day of school.

There is always a lot of work that goes into getting a school ready for students to return, and I am thankful for all of the staff who have worked hard to get us to this point.

Here’s to a great 2026-2027 school year! Let's get this thing started!

David City Elementary
August 2026-27 Board Report

Professional Learning

On June 15, I attended a leadership professional development session led by Jimmy Casas focused on building a positive school culture and effectively managing complex conversations. Key takeaways included the importance of trust-based leadership, ensuring that our daily actions align with our school's values, and recognizing that organizational culture is shaped by the behaviors leaders allow and model. The session emphasized investing in relationships with staff and students, conducting meaningful "stay interviews" to better understand and support employees, and approaching challenging conversations with empathy, inquiry, and clear expectations. Additional leadership strategies included delegating responsibility, empowering staff through shared decision-making, maintaining healthy work-life balance, and creating systems that prioritize communication, consistency, and collaboration. These ideas align closely with our continued work in strengthening the culture at David City Elementary and supporting both student and staff success.

ESU #7 Annual Literacy Event

On June 22, I joined Ms. Romshek and six other David City Public Schools staff members at the 1st Annual Literacy Event at ESU #7, led by Dr. Carol Tolman, to strengthen our understanding of evidence-based literacy instruction aligned with the Science of Reading. Key learning focused on the critical role of oral language in literacy development, the science behind how students learn to read, intentional read-alouds, vocabulary and writing instruction, and the use of AI tools to support literacy planning. Staff also participated in breakout sessions to explore practical instructional strategies that can be implemented in our classrooms. This professional learning will support our continued implementation of evidence-based literacy practices to improve reading and writing outcomes for all students.

Positive Behavior Interventions and Supports (PBIS)

The PBIS Team selected the 2026–27 school-wide theme, **"Our Story Matters – We Are the Authors of Our Future."** This theme encourages students to take ownership of their learning, reflect on their growth, and recognize that the choices they make today help shape their future. Throughout the year, students will explore literature connected to character traits such as kindness, respect, responsibility, empathy, perseverance, honesty, cooperation, courage, gratitude, and creativity. By connecting these stories to real-life experiences, students will strengthen both their character and their commitment to positive behavior and academic success.

Building Updates

Several improvement projects were completed at David City Elementary over the summer. The library received new carpet and shelving to help update the learning space and improve functionality for students and staff. The front entryway received new tile as part of ongoing building improvements. In addition, repairs to playground equipment were completed to help maintain a safe and enjoyable environment for students. Several new bulletin boards were also installed to display our schoolwide expectation posters. I want to give a special thanks to the custodians! They did an excellent job

getting rooms ready in a timely manner and the building looks amazing to welcome back all our students.

Administrative Days

I was able to attend several sessions while attending Administrative Days in Kearney in July. I've included a very brief summary from several pages of notes I took!

- Instructional Coherence: Use HQIM as designed and be intentional with supplemental resources so instruction remains aligned, consistent, and not fragmented.
- Behavior & Discipline: Focus on the *function* of behavior, use clear and measurable FBAs/BIPs, and ensure behavior plans are specific enough that staff can implement them consistently.
- LRE & SPED Compliance: Placement decisions belong to the IEP team. Administrators should ensure data, documentation, support, and implementation are strong before considering placement changes.
- Legal Updates: Several 2026–27 changes impact discipline, anaphylaxis policies, attendance, library policies, background checks, open meetings, and other school procedures.
- Literacy & MTSS: Nebraska continues to emphasize evidence-based structured literacy, MTSS, the Reading Improvement Act, dyslexia guidance, and appropriate Child Find/evaluation processes.
- Structured Literacy: Effective reading instruction should be systematic, cumulative, explicit, and include phonology, sound-symbol relationships, syllables, morphology, syntax, and semantics.
- 504/SPED: Be attentive to educational impact, Child Find responsibilities, timely evaluation requests, IEP development, and appropriate documentation/PWN.

Overall, the sessions reinforced the importance of instructional coherence, proactive behavior support, strong MTSS/structured literacy practices, and careful legal/SPED compliance.

Back to School

PTO hosted our first annual Back-to-School Swim Party. It was well attended, and the kids enjoyed spending time with their peers before the start of the school year. I want to thank PTO for putting this event together for all students.

Last week was busy as we welcomed our new teachers and spent two days introducing them to the "David City way" of doing things. We have a great group of new teachers, and their mentors also worked very hard to help them get settled and feel supported.

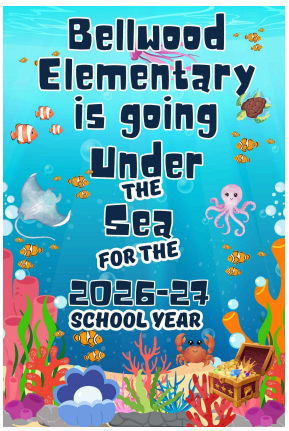
We had three great days of professional development with all staff, and it was especially exciting to begin our Science of Reading training through UNL's WORDS Project. Teachers and paras were very attentive and found the information helpful. We will continue with additional training and coaching throughout the year as we work to strengthen literacy instruction across our school.

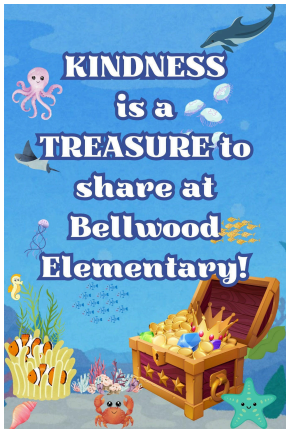
Open House & Backpack BBQ Dinner Fundraiser

Both events were held on Monday August 10, and were very well attended, so much so that we ran out of barbequed pork! It was wonderful to see such strong community support for this important program that helps provide food and resources to our students and families. I can't wait to welcome students into the building this week and begin a wonderful new story with them!

Bellwood Elementary Board of Education Report
August 2026

Ready or not, the 2026-27 school year is upon us. I am super excited for this school year and to have students in the building this week. Here are some highlights from Bellwood Elementary this summer and for the upcoming school year.





Theme for Bellwood Elementary

This year's theme for Bellwood Elementary is Under the Sea. The Student Leadership Team selected the slogan, "Kindness is a treasure to share at Bellwood Elementary." As always, the building is decorated around the theme. We have some fun things planned for the start of the year, and we have some ideas centered around the theme to do this year.

Building Updates

First of all, I would like to thank you for investing in Bellwood Elementary this summer. David City Public Schools has invested a lot in Bellwood Elementary this summer, and I truly appreciate all of the updates. The school looks great! As of the time of writing this report, the HVAC project is almost complete, but not quite done. As of noon on Monday, August 10th, the control company had just completed setting up the control system. However, some of the classrooms were still very humid and did not seem to be cooling properly. They are problem-solving these issues, so hopefully by the time students arrive, we will have air conditioning in all classrooms.

Here are some of the things done in the building this summer…

- HVAC and Lighting
- New library shelves and a redesigned library to include a sensory area and a space for guidance class
- New cupboards and shelves in the former guidance room to convert it to a special education classroom
- New lockers for first and 6th grade students to utilize

Building Level Changes

Most of the changes at Bellwood Elementary had to do with adjustments to welcome 6th grade back into the building. Rooms were switched around to accommodate giving 6th grade the largest classroom available (they are in the former special education room). Special education moved to the former guidance counselor room. Mrs. Glodowski was moved into an office, and she will hold guidance class in the library. To accommodate 6th grade and walk to Math, we had to make some pretty significant changes to the Bellwood Elementary schedule. So 6th grade

students would not be sharing locker space with 1st through 3rd graders, more lockers were added. We also added lockers to give 1st grade their own set of lockers closer to their classroom. A lot of thought went into these changes, and I think the changes we made will go well. We will have to make some adjustments with students, like not having students walk through the library during guidance class. Once we train the students, I am sure they will get used to this change.

New Staff for 2026-27

Bellwood Elementary has the following new staff:

- Mrs. Pamela Brezenski - special education teacher
- Mrs. Lorena Cervantes - special education para
- Ms. Sherry Nelson - 6th grade
- Miss Emily Neujahr - physical education teacher

Increased Enrollment

We knew the enrollment would increase at Bellwood Elementary this year with the addition of 6th grade back into the building. In addition to this, we have seen an increase in option students into our building, mostly from Schuyler but also from Shelby as well. Right now, we have 23 new students in our building this year that were not here last year. Nine of them are preschoolers. We have new students in all grade levels but 2nd and 4th. We had pretty significant increases in these grade levels: 3rd grade (+5), kindergarten (+4), and 5th grade (=3).

- **Current numbers by grade level:**
  - Preschool - 14
  - Kindergarten - 13
  - 1st Grade - 11
  - 2nd Grade - 8
  - 3rd Grade - 14
  - 4th Grade - 8
  - 5th Grade - 17
  - 6th Grade - 15
    - Total projected enrollment: 100

Summer Professional Development

I participated in several professional development opportunities this summer:

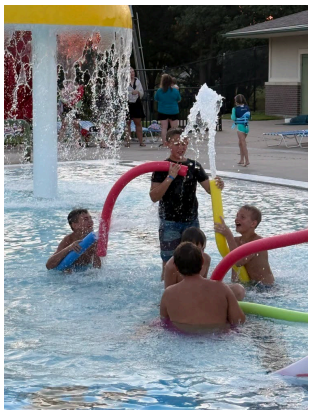
- June 10th - Mandt recertification
- June 15th - Difficult conversations with Jimmy Casas
- June 17th - LETRS for Admin
- July 22nd - ESU 7 Literacy Summit
- July 29th and 30th - Administrator Days

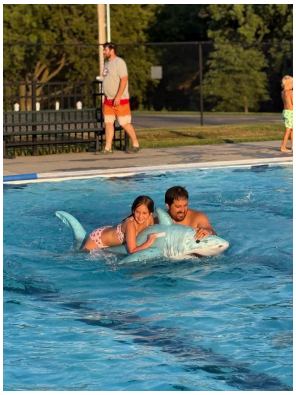
Professional Development Days with Staff

Last week we had some positive professional development days with our staff. I was most excited to get our WORDS (Works on Reading Development Strategies) started. This was our first of 4 trainings for this year, and we will have 4 trainings for the next two school years as well. I thought this first training went extremely well. This program also includes teacher coaching, after-school tutoring, and the development of Literacy Leaders in each building. This opportunity is funded through the K-5 CLSD grant our district received.

PTO Pool Party

The Bellwood PTO hosted its 4th annual Back-to-School Pool Party on July 31st. It was a little chilly that night, but we still had a great turnout, and the students really enjoyed this event.





I am truly excited to dive into the 2026-27 school year and make it a great school year for our students. Bellwood Elementary has an amazing staff that I know will provide great educational opportunities for students as well as create meaningful memories. If you have any questions, please let me know.

Peggy Romshek
Bellwood Elementary Principal

8/12/2026
School Board Report: Special Education
Submitted by: Kari Daniels

Happy New Year! It is hard to believe that the 26-27 school year is here.

There have been many meetings and trainings that have taken place since the end of the 25-26 school year. As an administrative team, we know that it is getting close to 'Go Time' when we head to Kearney for Administrator Days. This is always a great team bonding experience and is full of information relating to current trends in education including all of the legislative changes and legal cases that are associated with it. I attended multiple sessions that focused specifically on special education and new guidance provided by the Nebraska Department of Education.

At our special education department meeting, we went 'back to basics' and reviewed all of the legal requirements that govern the services we provide. We have a fantastic special education team, but reminders relating to requirements and expectations are always a good idea. Areas that we will be paying special attention to this year are the accommodation and modifications that we include in our educational plans.

We are very excited to welcome two new people to the special education department, Pam Brezenski and Jordan Lemmons. Mrs. Brezenski comes to use with many years of experience in special education. I'm sure we will all be able to learn a great deal from her. We are also happy to be welcoming Mrs. Lemmons. She comes to us with experience in regular education. This will be her first year in special education. It is fantastic to have somebody who is fairly new out of college as she will be able to share the latest and greatest information being shared with new teachers as they leave the world of higher education. Mrs. Lemmons will be serving students at David City Elementary and she will have all of the support she needs as she becomes a Scout! Amy Williams, who serves students at Bellwood Elementary, is also being included in our department meetings this year. Mrs. Williams helps to support students receiving both Title and special education services. We are grateful to have her assistance.

As much fun as it is to see our colleagues and to catch up on everyone's summer adventures, schools are meant to be filled with students. We are all excited about this school year and are looking forward to seeing students on Tuesday. As always, thank you for supporting our students and the staff members of David City Public Schools.

All Scouts Have Power

Activities Director Monthly Report 8/10/26

Overall

- Worker assignments have been filled for fall activities
- Met with all coaches and sponsors to discuss/ review procedures and expectations.
- Fall Parents Meeting was held on Monday, August 10th.
- Outdoor practices had to be altered due to Wet Bulb.

Participation Numbers (based on Final Forms sign-ups)

- Football - 38
- Volleyball - 31
- Softball - 28
- Cross Country - 10 (7th - 12th)
- MS Football - 25
- MS Volleyball - 21

Schedule

- Volleyball and Football Scrimmages scheduled for Aug. 21
- Recognizing the 86-87 State Runner-up Football team at the football home opener on Sept. 4

- Pink Games
  - Thursday, September 29th: Softball
  - Thursday, October 1st: Cross Country
  - Friday, October 1st: Volleyball
  - Friday, October 2nd: Football

- Parents Nights
  - Football - 10/23
  - Softball - 9/22
  - Volleyball - 10/24
  - Cross Country - 10/2
  - Marching Band - 10/23

David City Public Schools

Superintendent Search Services Proposal

McPherson & Jacobson, LLC.

888-375-4814

mail@macnjake.com

www.macnjake.com

June 2026

Board of Education
David City Public Schools
750 D St.
David City, Nebraska 68632

Thank you for your request for information. The enclosed proposal describes the professional services McPherson & Jacobson, L.L.C. will provide **David City Public Schools** in ensuring your superintendent search secures quality leadership for the district.

As a nationally recognized leader in superintendent searches, McPherson & Jacobson will work with the board to design a search that meets the unique needs of your school district. Our firm's protocol allows the board to concentrate on the most important segments: the interview and selection of the successful candidate.

At the core of our firm's work is the belief that every student is entitled to high quality education and that this is dependent upon quality leadership. We understand that students have diverse needs, thus, we focus on the intentional recruitment of a diverse candidate pool that includes ethnic and cultural identity as well as experience in culturally proficient practices that have proven successful in addressing educational equity gaps.

McPherson & Jacobson has been conducting searches for boards of education since 1991. Our consultants will ensure your search results in quality leadership for your district. We welcome the opportunity to meet with your board to present our proposal and discuss our proven search process.

Best Regards,

Norm Ridder

Dr. Norman Ridder, Owner
McPherson & Jacobson, LLC.

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McPherson & Jacobson Nebraska Searches

Executive Summary

McPherson & Jacobson, L.L.C. provides a comprehensive and collaborative approach to superintendent searches, designed to support the board while ensuring the selection of high-quality leadership aligned with the district's needs. Our process is grounded in stakeholder engagement, transparency, and a commitment to identifying candidates who will lead with integrity, vision, and a focus on student success.

Working in partnership with the board, we guide a structured process that includes defining leadership criteria, gathering meaningful input from stakeholders, and actively recruiting a diverse and highly qualified pool of candidates. Our consultants manage the most time-intensive aspects of the search including recruitment, screening, and reference checks allowing the board to focus on interviewing and selecting the best candidate for the district.

With over three decades of experience and a nationwide network of consultants, McPherson & Jacobson brings both expertise and perspective to each search. We are committed to delivering a process that is thorough, efficient, and tailored to the unique characteristics of the district, resulting in the successful placement of a superintendent who is well-positioned to lead and serve the community.

Our Mission

Empowering organizations nationwide to identify and select exceptional leaders who will positively impact students, staff, and communities.

Our Vision

To build a future in which every educational community is led by innovative, collaborative, and highly qualified professionals—championing excellence and progress for all.

Our Goals

To uphold integrity, transparency, and collaboration in every search—amplifying community voices and building trust so that each selection supports student success and sustainable organizational growth.

The McPherson & Jacobson Difference

- **Trusted Reputation:** We are proud of the strength of our references from across the country and encourage districts to solicit direct feedback from any of the more than 1,100 districts we have served - our confidence is built on proven relationships and outcomes.

- **Robust Stakeholder Engagement:** Partnering with leading technology platforms, we maximize diverse stakeholder engagement by utilizing robust digital tools that promote access for all and eliminate common barriers like work schedules, adequate childcare, language preference, and transportation, and provide comprehensive, transparent reporting for every search.

- **Highly Engaged Consultants:** Our team includes former superintendents, search experts, and respected education leaders from across the United States, bringing invaluable professional insight and nationwide connections to your search.

- **Exceptional Placement Success:** Our measurable retention rates and high stakeholder satisfaction are among the best in the industry and demonstrate the lasting impact of our placements across the country.

- **Comprehensive Service Offerings:** Beyond executive searches, we can deliver Executive Coaching, Personality and Strengths Assessments, Principal and Central Office Searches, Board Development, Superintendent Evaluations, and Strategic Planning.

Experience & Background

Firm Overview

- Founded in 1991, McPherson & Jacobson, L.L.C. is a nationally recognized executive search firm specializing in superintendent and senior-level educational leadership searches.
- The firm has successfully placed more than 1,100 superintendents and executives in public school districts and nonprofit organizations nationwide.
- Our mission is to ensure each search results in quality leadership that supports educational excellence and student success.

Our Approach

- We believe every student is entitled to a high-quality education, and that quality education depends on quality leadership.
- Our proven search process:
  - Keeps the Board of Education in full control
  - Engages stakeholders through meaningful input opportunities
  - Promotes transparency and collaboration throughout the search
- We balance strong governance with inclusive engagement to ensure the best possible leadership match.

Experienced and Diverse Consultant Network

- More than 120 consultants nationwide
- Backgrounds include:
  - Former and current superintendents
  - Assistant superintendents
  - School board members
  - University professors and educational leaders
- Nearly 70% hold doctoral degrees
- Approximately one-third of consultants are female or minority

Commitment to Diversity and Equity

- Intentional recruitment of diverse candidates, including ethnic, cultural, and experiential diversity
- Partnerships with universities and professional organizations that support diverse leadership pipelines
- Recent applicant data:
  - Approximately one-third female
  - Nearly one-fourth ethnically diverse
- Commitment to equitable practices in recruitment, evaluation, and selection processes

Sustainability of Leadership

- Nearly 80% of candidates hired in the past five years remain in the roles for which they were initially hired, and almost 60% remain in these roles after 10 years.
- Over 40% of leaders selected through our process have sustained their roles for more than 15 years, ensuring long-term stability and improvement for schools and communities.
- On average, about one-third of our applicants are female and nearly one-fourth have represented ethnic diversity.
- In the last decade, one-third of our placements have been women or ethnically diverse candidates

Commitment to Excellence

- Proven methodology that results in high-quality leadership placements
- Strong focus on alignment between candidate strengths and district needs
- Dedicated to providing a comprehensive, efficient, and collaborative search process
- Committed to confidentiality, professionalism, and clear communication throughout the search

Our Approach

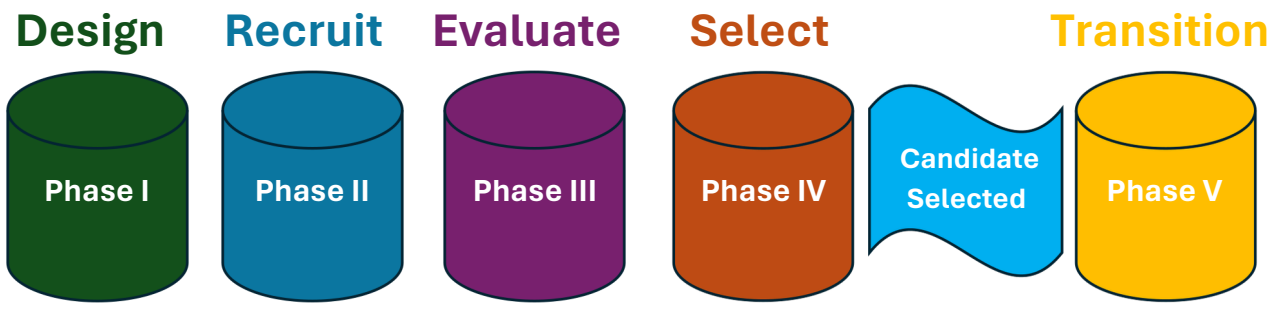
Inclusive. Proven. Transparent.

Our Search Protocol

McPherson & Jacobson utilizes a structured, comprehensive, and collaborative approach to superintendent searches that is grounded in stakeholder engagement, transparency, and a deep commitment to identifying high-quality leadership. Our process is designed to support the board through each phase of the search while allowing board members to focus on the most critical responsibilities, interviewing and selecting the successful candidate. Through a consensus-driven process, we work closely with the board to define the leadership profile, establish timelines, and ensure alignment with the district's unique needs and priorities.

Central to our approach is meaningful stakeholder involvement and intentional recruitment. We actively engage diverse stakeholder groups to gather input on the strengths, challenges, and desired characteristics of the next superintendent, ensuring the process reflects the voices of the community. At the same time, our consultants leverage a nationwide network to recruit a diverse and highly qualified candidate pool, including individuals who may not be actively seeking new positions. Each candidate is thoroughly screened, evaluated against board-identified criteria, and supported through a confidential and professional process. This comprehensive approach ensures the board is presented with candidates who are not only highly qualified, but also aligned with the district's vision and goals.

5 Phases of a McPherson & Jacobson Search



Phase I
Designing the Search Process

During Phase I, McPherson & Jacobson works closely with the board to establish a strong foundation for a successful search. Key activities include:

- **Defining Leadership Priorities**

We guide the board through a collaborative process to identify the most important characteristics and qualifications for the next superintendent. These criteria serve as the foundation for recruitment and candidate evaluation.

- **Establishing the Search Timeline**

We develop a detailed search calendar outlining key milestones, including advertising, application deadlines, interview dates, selection, and the anticipated start date for the new superintendent.

- **Determining Recruitment Strategy**

In partnership with the board, we identify appropriate advertising venues and outreach strategies to ensure a broad and high-quality candidate pool. Recommended options, including associated costs, are provided for consideration.

- **Identifying Stakeholder Groups**

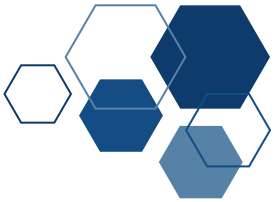
The board identifies key stakeholder groups to participate in the input process. We assist in structuring engagement opportunities to ensure meaningful and inclusive participation.

- **Reviewing Compensation Parameters**

To support recruitment of top candidates, we provide comparative compensation data from similar districts and recent searches. This information assists the board in establishing a competitive salary range. Final compensation decisions remain with the board.

- **Establishing District Coordination**

The board designates a point of contact to coordinate logistics throughout the search, including scheduling, communication, and stakeholder engagement support.



Phase II
Stakeholder Input & Recruiting Applicants

During Phase II, McPherson & Jacobson facilitates stakeholder engagement and implements a comprehensive recruitment strategy to attract a strong and diverse candidate pool.

- **Coordinating Stakeholder Engagement**

We work with the district's point of contact to schedule stakeholder meetings and coordinate communication to ensure strong participation.

- **Facilitating Stakeholder Input**

We meet with stakeholder groups identified by the board to gather input on district strengths, leadership priorities, and key challenges for the next superintendent. Common groups include administrators, teachers, staff, students, and community members.

For those unable to attend, we provide an online survey, with multi-language options available upon request. All input is summarized in a comprehensive report and presented to the board.

- **Developing Recruitment Materials**

We collaborate with the district to develop a compelling announcement of vacancy that highlights the strengths of the school system and community to attract high-quality candidates.

- **Advertising the Position**

We prepare and place the vacancy announcement in selected national, state, and professional venues. The position is also posted on our website, where candidates can access materials and apply online.

- **Designing the Application Process**

We develop a customized application aligned to the board's selection criteria, allowing candidates to demonstrate their experience and qualifications.

- **Managing Applications and Communication**

Our team manages all application materials and communicates directly with applicants throughout the process, ensuring completeness and timeliness without requiring district staff support.

- **Active Recruitment of Candidates**

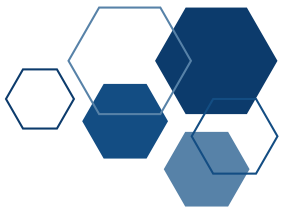
Using our national network, we actively recruit candidates who match the district's desired profile. This includes outreach to both active applicants and highly qualified individuals who may not be actively seeking a new position.

- **Maintaining Confidentiality and Transparency**

We balance transparency with candidate confidentiality. Applicant identities remain confidential until finalists are selected, unless the Board prefers an alternative approach.

- **Ongoing Communication**

We provide regular updates to the board and maintain consistent communication throughout the search process to ensure transparency and alignment.



Phase III
Evaluating and Screening Applicants

During Phase III, McPherson & Jacobson conducts a thorough and comprehensive evaluation of all applicants, providing the board with the information needed to confidently identify candidates for interviews.

- **Comprehensive Application Review**

We review all completed application materials and evaluate each candidate against the board's established selection criteria to identify strengths, experience, and overall alignment with district priorities.

- **In-Depth Reference Checks**

We conduct extensive reference checks that go beyond provided references. In addition to initial contacts, we seek input from additional professional connections often multiple levels removed to ensure consistent, reliable insight into each candidate's performance, strengths, and areas for growth. We also conduct an online review of publicly available information.

- **Pre-Interviews and Candidate Videos**

We conduct pre-interviews with selected applicants and provide video submissions for shortlisted candidates, allowing the board to gain early insight into each candidate's communication style and leadership presence.

- **Interview Development and Preparation**

We assist the board in developing interview questions aligned to the identified selection criteria. If multiple rounds of interviews are conducted, we support the development of questions and structure for each stage of the process.

Phase IV
Selecting and Interviewing Candidates

During Phase IV, McPherson & Jacobson supports the Board through candidate selection, interview coordination, and the final decision-making process.

- **Candidate Review and Selection of Interviewees**

We provide the board with a complete list of applicants, along with a recommended shortlist of candidates who most closely align with the established criteria. Each shortlisted candidate includes a reference profile summarizing consistent feedback. We assist the board in determining which candidates to invite for interviews.

- **Background Checks**

We conduct criminal, financial, and degree verification background checks for candidates selected to be interviewed.

- **Interview Planning and Structure**

We assist the board in determining interview procedures, including the structure for semi-finalist and finalist interviews. If desired, semi-finalist interviews may remain confidential and conducted solely with the board, while finalist interviews may include stakeholder engagement.

- **Interview Coordination and Candidate Experience**

We coordinate all aspects of the interview process, including scheduling, candidate communication, and logistics. This may include stakeholder meetings, district and community tours, and formal interviews with the board.

- **Stakeholder Participation in Interviews**

If the board chooses to involve stakeholders, we assist in organizing representative groups, preparing facilitators, and providing structured feedback tools to ensure consistent and meaningful input for the board's consideration.

- **Candidate Visitation and Logistics**

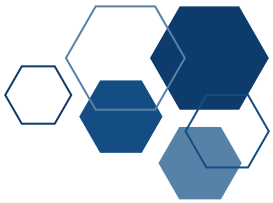
We coordinate candidate visits, including travel and lodging arrangements, and assist in planning optional visits for spouses or significant others to explore the community.

- **Finalist Communication and Scheduling**

We serve as the primary point of contact for finalists, coordinating interview schedules and ensuring clear, consistent communication throughout the process.

- **Applicant Notifications**

We notify all applicants not selected for interviews and, following the Board's final decision, personally contact finalists who were not selected.



Phase V
Transition for Success

During Phase V, McPherson & Jacobson supports a successful transition by strengthening the working relationship between the board and the new superintendent and establishing a clear focus for the first year.

- **Establishing Performance Objectives**

We work with the board and the new superintendent to identify two to three key performance objectives for the first year, focused on priorities beyond day-to-day operations. The board defines what successful progress looks like, and the superintendent develops an action plan aligned to these expectations.

- **Supporting a Successful Transition**

This process promotes clarity, alignment, and accountability, helping to build a strong foundation for the superintendent's leadership and long-term success in the district.

- **Two-Year Guarantee**

We stand behind our work with a two-year guarantee. If the selected candidate leaves the position for any reason during this period, we will conduct a new search at no additional professional fee, with the district responsible only for actual expenses.

Advertising

The consultants and board will discuss with the commercial advertising options available and the pricing for them. The minimum premium (paid) advertising venues we recommend are online with AASA: The School Superintendents and Organization.

McPherson & Jacobson will not place any media advertising without approval from the board.

Additional advertising/recruiting tools provided at no additional cost to the district include:

- The McPherson & Jacobson website which averages 225,000 hits per month
- Notice to over 120 McPherson & Jacobson consultants nationwide asking for names of potential applicants
- Electronic distribution to over 5,000 potential applicants registered with McPherson & Jacobson with an invitation to apply.
- McPherson & Jacobson's social media accounts: Facebook, LinkedIn, and X (Twitter)

Recruitment Strategies

We are committed to intentional, equitable, and bias-free recruitment strategies that ensure well qualified and diverse candidate pools.

With a team of over 120 consultants, we offer breadth, expertise, and authentic representation. Our consultants are actively engaged with major organizations across the country that actively seek and develop quality leaders. The qualities you identify for the next superintendent will be shared with this vast network of consultants as part of our efforts to recruit the best talent available, regardless of location.

While we never represent individual candidates, we maintain a dynamic database of outstanding leaders and, once your board defines its superintendent criteria, our consultants conduct a nationwide, targeted recruitment process ensuring alignment with your needs.

Recruiting Previous Candidates

At McPherson & Jacobson, we take pride in supporting lasting leadership. Our consultants uphold a firm commitment: we never actively recruit administrators who have been placed through our searches. This ethical approach directly drives our remarkable retention rates and the long-term stability our clients experience.

Screening, Reference Checks, Interviews of Final Applicants

McPherson & Jacobson consultants thoroughly review all completed applications, carefully measuring each candidate's materials against the district's selection criteria. Our vetting process includes both traditional and advanced reference checks: after interviewing listed references, we request additional contacts and continue outreach until we have a robust, multi-perspective understanding of each applicant's strengths, weaknesses, and reputation. Should we uncover any biases or concerns, we share these transparently with the board.

We enhance our vetting of candidates by leveraging specialized technology tools and third-party background investigations for civil or criminal history, credential validations, credit checks, and professional profiles. These tools enable us to quickly identify any discrepancies, potential red flags, or additional insights that may not be apparent through manual processes, ensuring a comprehensive and timely evaluation of each candidate.

We present a complete list of all applicants the board, along with a detailed shortlist of the top individuals most closely aligned to your criteria, including written analyses. Our consultants assist the board with selecting candidates to interview, coordinate interview scheduling, organize district and community tours, and arrange meetings with key stakeholder groups. Throughout, we manage both formal and informal steps and serve as the main contact for all candidate logistics.

Once the final candidate accepts the position, we promptly notify and thank other finalists, maintaining candidate confidentiality until a contract is signed—ready to ensure continuity should your top choice change.

Responsibiilities of the District and McPherson & Jacobson L.L.C.

Event	McPherson & Jacobson's Tasks	School District's Tasks
1st board meeting	❑ The consultant guides the board in determining the following items ○ Characteristics for the new superintendent ○ The search calendar ○ Compensation parameters ○ Identify the appropriate constituent groups for stakeholder input ○ Advertising venues ❑ The consultant works with the Point of Contact to compile: ○ The list of names to be invited to the community input meetings	❑ Provides consultants with the necessary information the name of the Point of Contact, and the Board Contact List
After 1st meeting	❑ Application link is posted online ❑ Advertising is started ❑ Vacancy announcements are sent out ❑ E-mails are sent to applicants registered with McPherson & Jacobson notifying them about the opening ❑ E-mails are sent to consultants regarding the opening, requesting they invite candidates to apply for the position ❑ Opening is posted on social media and additional venues	
During application period	❑ Consultants recruit candidates that fit the position ❑ Monitors applicants and where they are in the application process ❑ Notify applicants of the closing date for submitting their materials ❑ Lead consultant keeps the board up to date on the search	❑ Posts a link to the McPherson & Jacobson website ❑ Advertises the opening on the district's social media platforms
Stakeholder meetings are scheduled	❑ Home Office sends out invitations to the community stakeholder meeting(s) after receiving the information from the consultant and the district	❑ Assists in organizing stakeholder focus groups and meeting schedule ❑ Names and addresses are sent to Home Office for community meeting invitations ❑ Posts meeting dates, times, and locations as open public forums ❑ Assists in translating stakeholder input survey into the additional language(s) requested by the school district
Stakeholder meetings	❑ Consultants facilitate the stakeholder meetings, recording the input ❑ An online stakeholder input survey is created; the link is posted on the McPherson & Jacobson website and provided to the district to post	❑ Link to online stakeholder input form(s) is (are) posted on the school district website

Event	McPherson & Jacobson's Tasks	School District's Tasks
Stakeholder meetings completed	❑ Consultant summarizes key themes and is sent to Home Office ❑ The stakeholder input summary report is created	❑ "Stakeholder Input Report" is posted on the school district website
2nd board meeting	❑ Review stakeholder input summary report and provide copies to the district ❑ The consultant guides the board in determining the following items ○ Interview questions ○ Length of contract, moving and interview expenses ○ Spouse/significant other's involvement in interview process ○ District Interview Schedule ○ Candidate Daily Interview Schedule ❑ Interview questions are sent to Home Office to be formatted	
Prior to 3rd board meeting	❑ Applicant packets are reviewed by the consultants, and reference checks are performed ❑ Contact candidates on short list and verify their interest in the position ❑ Meet with stakeholder group chairs to review schedule, procedures, and screen questions	
3rd board meeting	❑ The consultant facilitates the board's ○ Review of the list of all applicants ○ Overview of candidates on short list ○ Selection of finalists ○ Finalizing interview dates & schedule ○ Review of interview questions & procedures ○ Finalizing candidate & spouse/significant other arrangements ❑ Contact finalists and schedule interview dates, review schedule, discuss compensation and contractual issues ❑ Work with Point of Contact to coordinate interviews (transportation, lodging, interview locations, etc.) ❑ Send Candidate Daily Interview Schedule to each finalist ❑ Conduct criminal/financial/educational degree verification checks on finalists selected to be interviewed ❑ Notify the applicants who were not selected to be interviewed	❑ Assist with lodging arrangements and welcome gifts ❑ Arrange for spouse/significant other tour

Event	McPherson & Jacobson's Tasks	School District's Tasks
Interviews	❑ Call Point of Contact after 1st interview to learn how it went ❑ Call 1st candidate to learn their perspective and how the interview went ❑ Suggest any possible improvements ❑ Be available for questions ❑ Be present at interviews if request is made by school district (additional fee for this service)	❑ One candidate per day ❑ Board member greets each candidate upon arrival to district ❑ Informal interview-social setting ❑ Formal interview ❑ Spouse/significant other's visitation is coordinated
Finalist selected and accepted	❑ Call and make offer to candidate ❑ Verify acceptance ❑ Call other finalists ❑ Sends out letter of congratulations to candidate who was chosen	❑ Board meets and discusses each candidate individually ❑ Read input forms submitted by stakeholder input groups ❑ Have each board member rank order candidates ❑ Select minimum of #1 and #2 candidate ❑ Call and make offer to candidate ❑ Send interview forms and files to the Home Office ❑ Board evaluates our services
Phase V	❑ Facilitate board and superintendent's identification of 2-3 performance objectives and evidence of progress the board will accept ❑ Consultant reviews superintendent's plan	❑ Superintendent creates plan with target objectives and timelines ❑ Plan is sent to consultant to be reviewed ❑ Board adopts plan

Stakeholder Engagement:
Transparent Feedback That Drives The Search Process

Stakeholder engagement is a cornerstone of McPherson & Jacobson's search process. Since 1991, we have conducted over 1,000 superintendent searches for districts of all sizes, consistently facilitating meaningful stakeholder engagement. Through both in-person sessions and online input opportunities, we ensure the perspectives of the board, staff, and community are clearly reflected throughout the search process. Following these efforts, the board receives a comprehensive written report summarizing key themes and priorities.

Stakeholder Input Sessions

The consultants will meet with stakeholder groups identified by the board to gather input regarding:

- The strengths of the district and community
- The challenges and opportunities facing the next superintendent
- The leadership qualities and characteristics desired in the new superintendent

Common stakeholder groups include central office administrators, building administrators, teachers, classified staff, students, parents, community members, and business leaders. The consultants will assist the board in determining which groups should participate.

To ensure broad participation, an online survey will also be made available for stakeholders who are unable to attend the meetings. Following the input process, the consultants will provide the board with a comprehensive written summary of stakeholder feedback.

Meeting the Candidates

If desired by the board, representative stakeholder groups may have the opportunity to meet finalist candidates. These groups typically consist of 8–12 individuals representing the various stakeholder constituencies.

The consultants will provide orientation and guidance regarding the purpose of the meetings, appropriate interview practices, and legal interviewing guidelines. Stakeholder groups will provide written feedback to the board, allowing board members to consider stakeholder impressions as part of the final selection process.

Scheduling and Accessibility

McPherson & Jacobson works with the district to maximize participation by scheduling meetings at convenient times and locations. Staff meetings are typically held immediately following the school day, student meetings are conducted outside instructional time, and parent/community meetings are generally scheduled during evening hours.

Inclusion of Diverse Communities

McPherson & Jacobson is committed to ensuring all stakeholder voices are heard. We will work with the district to identify effective strategies for engaging ethnically and culturally diverse communities. When needed, translation services will be arranged for stakeholder meetings, and online surveys may be provided in multiple languages to encourage broad participation.

Process for Obtaining Online Stakeholder Input

McPherson & Jacobson will create an online input survey to allow stakeholders unable to attend scheduled meetings to submit their input. At the request of the district, surveys for multiple languages can be developed and posted.

Timeline

Specific dates in the search timeline are established during the first meeting with the board so we can address the unique needs of the district.

The time from our first meeting with the board until the finalist is selected is typically 8 to 12 weeks

At the beginning of the search (Weeks 1–2)

- The qualities for the new superintendent are identified
- A formal timeline is established
- Advertising decisions are made
- Application information is posted
- Promotional materials are developed to advertise the district and the vacancy

At the time designated by the Board (Weeks 2–4)

- Stakeholder group meetings are held, and online stakeholder input is gathered
- A summary of stakeholder input is presented to the board

As applications are received (Weeks 3–6)

- Applications are monitored
- Applicants are notified of deadlines and any missing materials

After the closing date (Weeks 6–7)

- All completed applicant files are forwarded to the consultants
- Consultants begin review, reference checks, and pre-interviews

Timeline

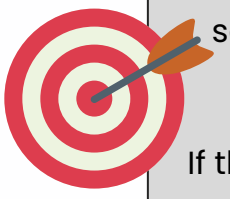
Throughout the process, our consultants work hand-in-hand with the Board, delivering clear progress updates, prompt communication, and the flexibility to meet every critical deadline—ensuring your search stays on track from start to finish.

Approximately 2–3 weeks after the closing date (Weeks 7–9)

- Consultants present applicant summaries and candidate profiles to the board
- Video interviews of selected candidates are provided
- The board selects candidates for interviews
- Background checks are conducted on selected candidates
- Applicants not selected are notified

Following candidate selection (Weeks 9–12)

- Semi-finalist interviews are conducted (if applicable)
- Finalist interviews are conducted, including stakeholder engagement if desired
- The board selects the new superintendent
- Consultants notify all candidates of their status



We understand how crucial a timely appointment is for your district's success. Every milestone - from stakeholder engagement to candidate screening to final interviews - will be completed on schedule, with our team adapting seamlessly to the districts timeline.

If the board does not select a candidate in the initial round, McPherson & Jacobson will extend the search, at no extra cost, guaranteeing a successful outcome and the right leadership fit for your community.

McPherson & Jacobson Team

Experience. Vision. Leadership.

David City Public Schools Search Consultant

Lead Consultant: Dr. Derrick Joel

Dr. Derrick Joel joined McPherson & Jacobson L.L.C. in 2017.

Dr. Joel currently serves as Assistant Superintendent of Norris School District in Firth, Nebraska. His leadership experience includes serving as Superintendent of Fort Dodge Community Schools in Iowa and Superintendent of Raymond Central Public Schools in Nebraska. Prior to becoming a superintendent, he served as Principal of North Polk High School in Alleman, Iowa, and Assistant Principal of Ankeny High School in Ankeny, Iowa.

Dr. Joel began his career in education as a social studies teacher and coach at Tri County Public Schools in DeWitt, Nebraska. He earned a Doctor of Education degree from Drake University, a Master of Arts degree from Iowa State University, and a Bachelor of Arts degree from Doane College.

Dr. Derrick C. Joel
Hickman, Nebraska 68372
Email: d_joel@macnjake.com
Phone: 308-379-6429

Cost Proposal

Affordable. Reliable. Guaranteed.

Investment for Your Search

Choosing McPherson & Jacobson for your superintendent search is an investment in tailored expertise and long-term district leadership. Our all-inclusive fee structure covers every phase of the search process: from wide-ranging recruitment and stakeholder engagement to rigorous candidate screening, reference checks, background verifications (including advanced technology tools), and facilitation of interviews and, if needed, site visits. We believe in transparent pricing: *there are no hidden costs or unexpected add-ons* to our fee for our search protocol, and all travel and consultant expenses are fully outlined at the outset, giving your board clarity and confidence as you plan.

Search Costs for David City Public Schools

The **fee** for conducting the search is **$7,500** for Phases I-V.
The **estimated expenses** for conducting the search are **$2,000** which includes:

Advertising

- Posting on Nebraska Council of School Administrators
- Posting on Teach in Nebraska
- Expenses may increase if additional advertising or alternative advertising venues are chosen.

Stakeholder Meetings

- One (1) day of in-person stakeholder meetings
- Online stakeholder input surveys
- Final report delivered to the board by email and one hard copy per board member, if requested
- If the district requests additional stakeholder input days, there will be an additional fee (negotiated between the district and the consultants) and additional expenses.
- Depending on the languages selected for the surveys, there may be an additional fee charged for translating the results of the survey.

Candidate Reviews/Information

- Video interviews of candidates (five (5) video interviews are included in the not to exceed amount)
- Criminal/financial/degree verification background check for candidates chosen by the board for interviews (four (4) background checks are included in the not to exceed amount)
- Assist in scheduling an on-site visitation to the finalist's home district (at the district's request).

Consultant Travel

- Travel expenses for consultants for three (3) scheduled trips to the school district (initial meeting with the board, stakeholder meetings, meeting to present candidates to the board).
- Consultant travel expenses can be reduced if the district requests online meetings.

Office Expenses

The total not to exceed amount including expenses is $9,500

Client Satisfaction Guarantee

McPherson & Jacobson is committed to working with the school district until a superintendent is identified and hired. If a second round of candidate selection is necessary, the only cost to the district would be actual expenses incurred; there is no additional fee paid to McPherson & Jacobson.

If the board chooses to use our complete service, we will guarantee our process for two (2) years. If the candidate is terminated for cause, for whatever reason, within the guarantee period, we will repeat the process at no charge except actual expenses incurred.

We are convinced that our process of identifying your most important selection criteria, meaningfully involving stakeholders, screening candidates against the criteria, and working with you during the critical first year, will ensure your search results in quality leadership for education excellence.

Price Match

McPherson & Jacobson, L.L.C. will match the search fee for a comparable level of services provided by the competitive bid.

Additional Services

Expertise. Excellence. Performance.

Premium Services

Designed and implemented to help school boards and superintendents lead with clarity, confidence, and impact. These customized offerings sharpen governance practices, strengthen the board–superintendent partnership, and keep student success at the center of the work. Through focused coaching, powerful retreats, and strategic planning support, boards and superintendents gain practical tools to communicate clearly, make better decisions, and build public trust. Together, these services create a high-performing leadership team that drives meaningful, systemwide improvement.

Personality/Strengths Assessments

Our optional premium leader evaluation process includes multi-science behavioral assessments, providing a three-dimensional view of how individuals behave, why they're motivated, and how they think. This deeper insight by trained McPherson & Jacobson consultants helps ensure candidates are aligned with your leadership needs, culture, and expectations. It's a smart, research-backed investment in long-term leadership success.

Included in this service are the administration, analysis, and comprehensive reporting of the following assessments:

- DISC™ (Behavioral Style)
- 12 Driving Forces™ (Motivation)
- Acumen Capacity Index™ (Thinking Style)
- DNA 25 Competencies™ (Key Soft Skills)
- Emotional Intelligence Assessment (Understanding the Role of Emotions)

Board Governance and Leader Development

In addition to our Phase V, Establishing Superintendent Objectives, we can assist the district leadership team through additional services and workshops, including:

- Creating Board Operating Principles
- Goal Setting/Long-Range Planning
- Executive Coaching
- Meaningful Superintendent Evaluations

Strategic Planning

McPherson & Jacobson has partnered with Innovate K12™ to offer districts a dynamic, comprehensive, strategic planning service. Innovate K12™ has developed cutting-edge technology to deliver a timely (6 months or less) and cost-effective strategic planning process in conjunction with district leadership and the board. This process includes:

- SWOT Analysis involving both internal and stakeholders.
- Evaluating previous/current strategic plans for successes and challenges
- Data analytics reporting to identify priorities of stakeholders
- Integration of continuous improvement processes.
- Defining strategic priorities/challenges/objectives.
- Crafting the strategic plan

Superintendent Evaluation

This service guides boards in designing a superintendent evaluation process that is fair, focused, and firmly anchored in the AASA Superintendent Standards. The support includes helping the board identify priority AASA competencies, translate them into clear, observable indicators, and align them with district goals and strategic priorities. Boards are coached to create a user-friendly evaluation document that blends quantitative metrics with qualitative evidence, so feedback is both data-informed and narrative-rich. Attention is given to timelines, evidence collection, and feedback protocols to ensure the process is cyclical rather than a one-time event. The result is a coherent evaluation system and tool that strengthens the board–superintendent partnership, clarifies expectations, and supports continuous growth in the superintendent's leadership practice.

Searches for Other Leadership Positions

McPherson & Jacobson can assist a district in filling additional leadership (principals, central office administrators, etc.). For these searches, we offer either a full search process, or we can assist a district with selected parts of the search.

Organization Structure

Experience. Vision. Leadership.

Owner and CEO

McPherson & Jacobson is owned by Dr. Norm Ridder, a career educator who served 41 years as a school administrator in public, Catholic, and at-risk programs like the Father Flanagan Boys Home in Omaha, Nebraska. Dr. Ridder served in Colorado as superintendent of schools in the Academy School District and Colorado Springs School District 11. He also served in Missouri as the superintendent of Springfield Public Schools, Mehlville Public Schools, and Joplin Public Schools.

Executive Team

Leading alongside Dr. Ridder, the executive leadership team at McPherson & Jacobson is anchored by three distinguished regional directors: Dr. Steve Joel, Dr. Steven Lowder, and Dr. Ralph P. Ferrie, Jr.

Dr. Steve Joel from Lincoln, NE, serves as National Recruiter and Regional Director for the Central United States and draws on more than four decades of educational leadership - including 37 years as a superintendent in Nebraska and Kansas. Widely recognized for his expertise in superintendent searches, board relations, and mentoring, Dr. Joel has conducted over 100 national searches and is a frequent national presenter on effective leadership and governance.

Dr. Steven Lowder from Vancouver, WA, serves as Regional Director for the Western Region and brings over 30 years of experience as a public school superintendent and executive leader across Idaho, Oregon, and California. Since joining McPherson & Jacobson in 2014, Dr. Lowder has distinguished himself as a facilitator of district transformations and stakeholder engagement in diverse educational settings.

Dr. Ralph P. Ferrie, Jr. from Griffin, GA is the Regional Director for the Eastern Region. His 44-year career in education includes 19 years as a superintendent in the New York metropolitan area, He is recognized for his skill in managing executive transitions, stakeholder engagement, and fostering healthy organizational culture.

Collectively, our leadership team allows the firm to deliver both depth of experience and national reach, and ensures clients nationwide benefit from McPherson & Jacobson's experience, strategic vision, and a steadfast commitment to excellent leadership.

A True Nationwide Search Firm

McPherson & Jacobson combines the resources of a national organization with the personalized attention of a dedicated search team. Supported by home office staff, regional leadership, and more than 120 consultants located throughout 30 states, our firm possesses the reach, relationships, and expertise necessary to recruit highly qualified educational leaders from across the United States. This extensive network allows us to conduct truly national searches while remaining responsive to the unique needs and culture of each district we serve.

Additional Information

Nebraska Searches

Year	District	City	Enrollment
2000/01	Adams Central Jr.-Sr. High School	Hastings	452
2003/04	Ainsworth Community Schools	Ainsworth	548
1997/98	Ainsworth Community Schools	Ainsworth	
2001/02	Allen Consolidated School District	Allen	225
2012/13	Alliance Public Schools	Alliance	1,700
2008/09	Alliance Public Schools	Alliance	1,737
1997/98	Alliance Public Schools	Alliance	2,300
2000/01	Alma Public Schools	Alma	371
2006/07	Anselmo-Merna Public Schools	Merna	257
1994/95	Anselmo-Merna Public Schools	Merna	170
2018/19	Arlington Public Schools	Arlington	660
1999/00	Arlington Public Schools	Arlington	597
1994/95	Arnold Public Schools	Arnold	
1997/98	Auburn Public Schools	Auburn	1,028
2016/17	Axtell Community School	Axtell	264
2011/12	Axtell Community School	Axtell	301
2003/04	Banner County Public School District	Harrisburg	168
1994/95	Banner County Public School District	Harrisburg	209
1997/98	Battle Creek Public Schools	Battle Creek	461
2012/13	Beatrice Public Schools	Beatrice	2,200
1999/00	Beatrice Public Schools	Beatrice	2,320
2011/12	Blair Community Schools	Blair	2,400
2008/09	Blair Community Schools	Blair	2,416
1994/95	Bloomfield Community Schools	Bloomfield	435
2004/05	Boone Central Schools	Albion	654
2013/14	Bridgeport Public Schools	Bridgeport	500
2007/08	Bridgeport Public Schools	Bridgeport	510
2003/04	Bridgeport Public Schools	Bridgeport	533
1998/99	Bridgeport Public Schools	Bridgeport	580
2014/15	Broken Bow Public Schools	Broken Bow	810
2001/02	Brunning-Davenport Unified School District	Davenport	208
2013/14	Central City Public Schools	Central City	690
2001/02	Central City Public Schools	Central City	800
2006/07	Centura Public School	Cairo	550
2017/18	Centura Public Schools	Cairo	486
2022/23	Centura Public Schools	Cairo	500

Year	District	City	Enrollment
2003/04	Chadron Public Schools	Chadron	866
2009/10	Chambers Public School	Chambers	203
2004/05	Chambers Public School	Chambers	203
2017/18	Chase County Schools	Imperial	620
1994/95	Clarks Public Schools	Clarks	
2023/24	Columbus Public Schools	Columbus	4,159
2009/10	Columbus Public Schools	Columbus	3,600
1997/98	Crawford Public Schools	Crawford	270
2014/15	Creek Valley Public Schools	Chappell	252
2015/16	Crete Public Schools	Crete	1,800
2005/06	Crete Public Schools	Crete	1,465
2025/26	Cross County Community School District	Stromsburg	375
1998/99	David City Public Schools	David City	597
1996/97	Doniphan Public Schools	Doniphan	
2020/21	Doniphan-Trumbull Public School	Doniphan	426
2017/18	Doniphan-Trumbull Public School	Doniphan	465
2005/06	Doniphan-Trumbull Public School	Doniphan	517
2004/05	Dorchester Public Schools	Dorchester	218
1994/95	Dorchester Public Schools	Dorchester	251
2004/05	Douglas County West Community Schools	Waterloo	720
2011/12	Dundy County Stratton Public Schools	Benkelman	403
1992/93	Elba Public Schools	Elba	141
1998/99	Elkhorn Valley School District No. 80	Tilden	483
1997/98	Elm Creek Public Schools	Elm Creek	358
1997/98	ESU #11--Executive Director	Holdrege	
2007/08	ESU #13--Executive Director	Scottsbluff	14,400
2001/02	ESU #6--Executive Director	Milford	12,850
2011/12	ESU #8--Executive Director	Neligh	
1998/99	ESU #9--Executive Director	Hastings	
2003/04	Eustis-Farnam School District	Eustis	252
2025/26	Fairbury Public Schools	Fairbury	909
2014/15	Fairbury Public Schools	Fairbury	901
1997/98	Fairbury Public Schools	Fairbury	1,068
1994/95	Fairmont Public Schools	Fairmont	
2024/25	Franklin Public Schools	Franklin	320
2009/10	Franklin Public Schools	Franklin	350
2002/03	Franklin Public Schools	Franklin	350
1999/00	Franklin Public Schools	Franklin	350
2000/01	Fremont High School (principal)	Fremont	1,350
2005/06	Garden County Public Schools	Oshkosh	289

Year	District	City	Enrollment
1994/95	Geneva Public Schools	Geneva	
2000/01	Gering Public Schools	Gering	1,828
2016/17	Gibbon Public Schools	Gibbon	598
2003/04	Gibbon Public Schools	Gibbon	545
2000/01	Gothenburg Public Schools	Gothenburg	860
2015/16	Grand Island Public Schools	Grand Island	9,607
2010/11	Grand Island Public Schools	Grand Island	8,820
1996/97	Guide Rock Public Schools		
2024/25	Hastings Public Schools	Hastings	3,600
2018/19	Hastings Public Schools	Hastings	3,740
2000/01	Hastings Public Schools	Hastings	3,327
1994/95	Hemingford Public Schools	Hemingford	475
1998/99	Hershey Public Schools	Hershey	476
2004/05	Holdrege Public Schools	Holdrege	943
1999/00	Humboldt Public Schools	Humboldt	
2002/03	Humphrey Public Schools	Humphrey	222
2000/01	Kearney Public Schools	Kearney	4,526
2012/13	Kimball Public Schools	Kimball	543
2024/25	Lakeview Community Schools	Columbus	1,052
2008/09	Lakeview Community Schools—Principal Search	Columbus	200
2008/09	Lakeview Community Schools	Columbus	750
2008/09	Laurel-Concord Public Schools	Laurel	351
2015/16	Learning Community of Douglas and Sarpy Counties	Omaha	
2000/01	Leigh Community Schools	Leigh	288
2005/06	Lexington Public Schools	Lexington	2,762
2000/01	Lexington Public Schools	Lexington	2,519
2000/01	Lodgepole Public Schools	Lodgepole	163
2011/12	Logan View Public Schools	Hooper	527
2003/04	Logan View Public Schools	Hooper	634
2004/05	Madison Public Schools	Madison	566
1998/99	Madison Public Schools	Madison	584
2001/02	McCook Public Schools	McCook	1,401
1997/98	McCook Public Schools	McCook	1,597
2013/14	Meridian Public Schools	Daykin	200
2010/11	Meridian Public Schools	Daykin	200
2006/07	Meridian Public Schools	Daykin	200
2003/04	Morrill Public Schools	Morrill	457
2010/11	Mount Michael Benedictine--Head of Schools	Elkhorn	200
1998/99	Mullen Public Schools	Mullen	194
2022/23	Nebraska Commissioner of Education	Lincoln	

Year	District	City	Enrollment
1996/97	Neligh-Oakdale, NE	Neligh	538
2002/03	Newcastle Public Schools	Newcastle	175
2025/26	Niobrara Public School	Niobrara	214
2009/10	Norris School District 160	Firth	2,040
2011/12	North Platte Public Schools	North Platte	4,100
1997/98	Ord Public Schools	Ord	622
2019/20	Palmyra Bennet District OR-1 Schools	Palmyra	581
1997/98	Palmyra District OR 1	Palmyra	244
2015/16	Pawnee City Public Schools	Pawnee City	297
2008/09	Pawnee City Public Schools	Pawnee City	280
1996/97	Paxton Consolidated Schools	Paxton	
2004/05	Pender Public Schools	Pender	353
2001/02	Plattsmouth Community School District	Plattsmouth	1,678
2014/15	Potter-Dix Public Schools	Potter	191
2022/23	Ralston Public Schools	Ralston	4,000
1997/98	Ralston Public Schools	Ralston	3,000
1997/98	Randolph Public Schools	Randolph	
1996/97	Red Cloud Community Schools	Red Cloud	
1992/93	Rising City Public Schools	Rising City	120
1999/00	Rushville Public Schools-District I & VI	Rushville	273
1996/97	Sandy Creek Public Schools		500
1999/00	Schuyler Central Public Schools	Schuyler	
2003/04	Scottsbluff Public Schools	Scottsbluff	2,700
1992/93	Scribner-Synder Community Schools	Scribner	382
2016/17	Seward Public Schools	Seward	1,406
2019/20	Shelton Public Schools	Shelton	300
2015/16	Shelton Public Schools	Shelton	300
2010/11	Shelton Public Schools	Shelton	300
1994/95	Shelton Public Schools	Shelton	362
2006/07	Silver Lake Public Schools	Roseland	254
2017/18	South Central Nebraska Unified #5	Fairfield	681
2000/01	South Central Nebraska Unified School District #5	Fairfield	1,249
2009/10	South Sioux City Community Schools	South Sioux City	3,800
1998/99	South Sioux City Community Schools	South Sioux City	3,130
2024/25	Southern School District	Wymore	375
2016/17	Southern Public Schools	Wymore	395
2000/01	Stanton Community Schools	Stanton	454
2020/21	Summerland Public Schools	Ewing	402
1994/95	Sumner-Eddyville-Miller Public School	Sumner	201

Year	District	City	Enrollment
2017/18	Superior Public Schools	Superior	435
1995/96	Superior Public Schools	Superior	
2010/11	Tekamah-Herman Community Schools	Tekamah	579
2024/25	Tri County Public Schools	DeWitt	400
2002/03	Tri County Public Schools	DeWitt	480
2013/14	Twin River Public Schools	Genoa	480
1999/00	Valentine Rural High School	Valentine	280
1997/98	Wahoo Public Schools District #39	Wahoo	865
1997/98	Wakefield Community Schools	Wakefield	467
2016/17	Waverly School District 145	Waverly	1,920
1997/98	Wayne Community Schools	Wayne	934
1999/00	Weeping Water Public Schools	Weeping Water	435
2003/04	West Point Public Schools	West Point	694
2010/11	Westside Community Schools	Omaha	5,990
1997/98	Wheeler Central Schools	Bartlett	
2023/24	Wilber Clatonia Public Schools	Wilber	624
2009/10	Wilber Clatonia Public Schools	Wilber	553
2002/03	Wilber-Clatonia Public Schools	Wilber	548
2000/01	Wisner-Pilger Public Schools	Wisner	518
2013/14	Wood River Rural Schools	Wood River	549
1999/00	York Public Schools	York	1,400
2014/15	Yutan Public Schools	Yutan	477

McPherson Jacobson, LLC

EXECUTIVE RECRUITMENT AND DEVELOPMENT

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Nebraska Rural Community Schools Association

"Quality Rural Schools"

Superintendent Search Proposal

Prepared For:

David City Public Schools

NRCSA Search Consultants:

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NEBRASKA RURAL COMMUNITY SCHOOLS ASSOCIATION

440 S. 13th St, Ste B
Lincoln, NE 68508

2026-27
EXECUTIVE COMMITTEE

Officers:

Stephanie Kaczor,
President
Riverside Public Schools
Spalding, Nebraska

Chris Kuncl,
Past President
Mullen Public Schools
Mullen, Nebraska

Dale Hafer,
President-Elect
Ainsworth Community Schools
Ainsworth, Nebraska

Dr. Jeremy Braden, Secretary.
Doniphan-Trumbull Public Schools
Doniphan, Nebraska

District Representatives:

Ginger Meyer, West.
Chadron Public Schools
Chadron, Nebraska

Dr. Heather Nebesniak, North Central.
Ord Public Schools
Ord, Nebraska

Daryl Schrunk, Northeast.
Randolph Public Schools
Randolph, Nebraska

Andrew Havelka, Southeast.
Freeman Public Schools
Adams, Nebraska

Jon Davis, South Central.
Alma Public Schools
Alma, Nebraska

Jane Davis, Southwest.
Hershey Public Schools
Hershey, Nebraska

Executive Director:

Paul Sheffield
440 S. 13th St, Ste B
Lincoln, NE 68508
402-759-1609

David City Public Schools Board Members,

Thank you for considering the Nebraska Rural Community Schools Association (NRCSA) Superintendent Search Service for your Superintendent search. We look forward to sending two of our experienced search consultants to meet with you and believe that you will find NRCSA's search process to be diligent, complete, transparent, and tailored to the needs of David City Public Schools.

NRCSA prides itself on the quality of its search consultants and we will assign two to your search for the same or less cost that other firms charge for assigning one. Our consultants are retired successful rural school Superintendents. They know what it takes for a Superintendent to be successful in dealing with a rural community, rural patrons, rural students and staff, and a rural Board of Education. They understand what is entailed in being a successful leader in a rural community. We believe that the increased attention and effort provided by our consultant team will provide your Board with the best information and guidance available as you make the critical selection of your district's future leader.

NRCSA's consultants and staff will help your Board plan an effective search process, relieve you of the paperwork burden that a complete search entails, actively recruit and screen for high quality candidates, and assist you in the finalist selection and interview phases.

Our consultants, all former Nebraska Superintendents, do the detailed work of a leadership search personally. We do not outsource the reference-checking and fact-finding that effective candidate screening requires, and we make every effort to provide you with accurate and practical recommendations on avoiding the legal pitfalls that can plague the search process. Our goal is to be the Board's hands-on partner in all phases of its Superintendent search and we bring years of collective educational experience to that effort.

Again, thank you for considering NRCSA's Superintendent Search Service. We hope we can have an opportunity for our consultants to visit with you personally in the near future. Best wishes for a very successful leadership search.

Sincerely,

Paul Sheffield, Executive Director

Why Partner with NRCSA for Search Services

August 12, 2026

As an experienced Board of Education, you recognize that finding the right Superintendent is perhaps the most important task your Board will undertake. But, finding the right Superintendent is not a simple task. Your Board must clearly define your district's needs, find and attract top quality candidates, screen applicants carefully, interview effectively, select with sound judgment, and engage staff and other stakeholders in order to build support for the new leader as he or she joins your district and community.

Fortunately, you don't have to tackle these tasks alone. You can have a partner at your side with more than 40 years of serving the needs of Nebraska's schools: the **Nebraska Rural Community Schools Association.**

Why NRCSA? We believe we can offer our members unparalleled assistance in selecting the right leader. Here are some reasons why:

- NRCSA has a unique understanding of school leadership from our members' perspective as Board members and Superintendents/Administrators. Our consultants will come to you from a background as local rural school leaders. As experienced Superintendents, they have first hand experience in what it takes to be a successful educational leader in Nebraska's rural communities.
- NRCSA is a very successful Superintendent Search Service. In the five-year period from 2019-20 through 2023-24, NRCSA consultants conducted 48 permanent Superintendent Searches. 37 of those districts have a NRCSA-placed Superintendent still serving there, an 77.1% longevity rate.Since 1980, NRCSA has represented Nebraska's rural community schools and ESU's.
- Since 1980, NRCSA has represented Nebraska's rural community schools and ESU's.
- NRCSA's focus is solely on local schools and communities and the agencies, such as ESU's, which serve them. They are the reason for NRCSA's existence and we are dedicated as an organization to serving them as effectively as possible.
- NRCSA is committed to helping our local schools and communities be successful. We do not view you as simply a dues-paying member, but more as a partner.
- NRCSA isn't done with you when the leadership search is completed. We want to continue to be your partner in providing high quality education to rural Nebraska's students and their communities.

Services Proposal for David City Public Schools

NRCSA offers three different types of Superintendent searches – a full, permanent search, a discounted search, and interim Superintendent searches. The charts on the following pages provide points of comparison. This page outlines the NRCSA services for a full, permanent search.

Our Consultants--For a full-service Superintendent Search, NRCSA will provide the services of two outstanding Superintendent Search consultants, both former experienced rural school Superintendents and community leaders.

Search Phases--NRCSA's consultants will work with your Board to conduct a successful full-service Superintendent Search in five phases:

Planning Phase. NRCSA's consultants will:

- Develop a comprehensive plan and timeline for the search. (A sample timeline can be found on **p. 8**.)
- Develop your school district and candidate profiles.
- Develop a stakeholder engagement plan to involve staff and community leaders in the search process. **This step will be modified for a discounted search.**
- Develop a NRCSA Announcement of Vacancy (AOV), which highlights your school and community. (A sample AOV is found on **p. 9.**)
- Develop the advertising campaign. The consultants will discuss with the Board whether to use paid advertising. This decision rests with the Board.
- Provide information on comparable compensation packages and contract language. Contract comparisons and suggestions are offered for full searches.

Recruiting/screening Phase. NRCSA's consultants will:

- Distribute the Announcement of Vacancy to a wide audience and advertise in appropriate media.
- Actively seek out candidates that meet your district's profile.
- Compile applicant data and keep track of the status of each candidate
- Conduct extensive reference calls on your applicants. NRCSA consultants make these detailed calls **personally**; we do not use e-mail questionnaires or hired assistants.
- Analyze applicants' materials and categorize candidates for the Board's consideration.

Finalist Selection Phase. NRCSA's consultants will:

- Meet with the Board to review ALL applicants' files.
- Inform the Board of Nebraska's open meeting requirements for finalist selection. Recommend potential finalists to the Board.
- Arrange for One Source background checks on finalists at NRCSA's expense. **Background checks are at the District's expense for Discounted Searches**.

Interview Phase. NRCSA's consultants will:

- Assist the Board and staff in establishing interview and candidate visitation.
- Meet with the Board and staff/community committees to review interview questions, including avoiding questions that are illegal or inappropriate.
- Schedule finalists' interviews and attend **all** interview sessions.

- Work with the Board to establish a rubric to evaluate each candidate.
- Make contact with the candidates who were not selected.

Transition Phase. NRCSA's consultants will:

- Meet with the new Superintendent and Board to plan a successful transition.
- Assist the new Superintendent in creating initial performance goals.
- Coordinate with NRCSA to provide additional transition services, such as a Superintendent-Board Planning Workshop, if desired.
- The Superintendent-Elect and the Board President will be invited to the NRCSA Spring Conference with registration fees waived.

The Transition Phase is not included in a discounted search.

What Does It Cost?

The full set of services listed in the five Phases above, except for additional planning services, are included in NRCSA's base fee of **$5,500** for member schools. The cost for non-member schools is **$6,500**. NRCSA membership dues are $850 per district annually.

- Reimbursable expenses are limited to actual **advertising expenses** as selected by the Board and **consultant travel expenses.** For each Superintendent Search meeting with a district, mileage is determined using the average of the mileage to the district from each consultant's home. That round trip mileage total will be multiplied by the State of Nebraska's mileage reimbursement rate. Lodging expenses for night meetings when distance or weather require overnight stays will be approved by the Board.
- There is NO charge for the on-site meeting with the Board prior to their selection of the search firm, or for telephone calls, copies, or other office expenses.
- Additional services are available to NRCSA members, such as a Superintendent-Board Planning Workshop. Costs are set by the NRCSA Executive Director.

How Long Will It Take? In general, a thorough search can be done in approximately a two-month period of time although each search is customized to district needs and that may require an expedited search or additional time. A Sample timeline is included in this booklet, but the final timeline will be worked out with the Board at our initial planning meeting.

Is There A Warranty? NRCSA provides this warranty: If the new Superintendent resigns because of expressed dissatisfaction with the position, or if the new Superintendent is asked by the Board to resign, or if the Board implements non-renewal procedures within the first **two years** of employment, NRCSA will conduct a new search for the resulting vacancy with payment limited to reimbursable expenses only. Declining to participate in the NRCSA transition meeting after the initial search will void the warranty. **The warranty is not offered for discounted searches.**

Does NRCSA Offer Other Search Options. Yes, a discounted search with more limited services at a cost of **$3,000** for member schools ($4,000 for non-members) is offered as well as two options for Interim Superintendent Searches. NRCSA membership dues are $850 per district annually.

Who Do We Contact?

Paul Sheffield, Executive Director, Nebraska Rural Community Schools Association
440 S. 13th St., Suite B
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(402) 759-1609
psheffield@nrcsa.net
www.nrcsa.net

NRCSA Search Options

NRCSA FULL SEARCH

Planning Phase Services: Two meetings.

**Comprehensive search plan and timeline.

**Develop district/candidate profile following Board, staff, community meetings. On-line survey available.

**Develop Staff/Community engagement plan.

**Research comparable compensation packages.

**Review Superintendent contract language.

**Develop NRCSA Vacancy Announcement.

Recruiting/Screening Phase:

**Widely distribute NRCSA Vacancy Announcement.

**Advertise in free media and paid media, if desired.

**E-mail/personal contacts with potential candidates.

**Compile/analyze applicant data including NRCSA application form, recommendation letters, proof of certification/endorsement, background questions.

Extensive reference check calls; **2 consultants.

**Categorize candidates for Board consideration based on fit to the district/ candidate profile.

Finalist Selection/Pre-Interview: One meeting.

**Meet with Board to review all applicant files.

**Recommend potential finalists to Board.

**Arrange for One Source background checks for finalists at NRCSA Expense.

**Apprise Board of open meetings/open records law

**Assist Board, staff and community committees in developing interview questions and procedures.

**Provide Board rubric to evaluate finalists.

**Contact finalists to arrange interviews.

Interview Phase: Consultants monitor in person.

**Schedule finalist interviews with all groups.

**Develop and copy interview packets.

**Develop interview procedures checklist

**Attend all Interview Day(s) to facilitate process

**Monitor and assist in selection process in person, if desired.

Cost: $5,500 for NRCSA member districts, $6,500 for non-member districts plus advertising costs & reimbursement for travel to meetings. NRCSA member dues are $850 per district annually.

Staff: Two NRCSA consultants .

Transition Phase: One meeting.

**Meet with Board and new Superintendent to plan successful transition. The Superintendent-Elect and the Board President will be invited to the NRCSA Spring Conference with registration fees waived.

Warranty: Two years if Superintendent leaves for dissatisfaction or if Board initiates non-renewal or resignation. Follow up search done for expenses only. Must participate Transition Phase.

NRCSA DISCOUNTED SEARCH

Planning Phase Services: One meeting.

**Similar to Full Search option except the meetings with faculty/ staff and community committees are eliminated and profile developed with Board only. On-line survey available.

**Review of Superintendent contract language eliminated.

Recruiting/Screening Phase:

**Same as Full Search option. A second consultant assists with reference calls.

Finalist Selection/Pre-Interview: One meeting

**Similar to Full Search option except One Source background checks are billed to the client.

**One pre-interview meeting is held with faculty/staff and community committees to develop interview questions and procedures.

Interview Phase: Consultants monitor by phone.

**Unlike the Full Search option, NRCSA consultants will not attend the Interview Day(s) but will be available by phone.

**Client asked to copy and distribute finalist materials and interview packets.

**Consultants available by phone to assist Board in selection process.

Cost: $3,000 for NRCSA member districts, $4000 for non-member districts plus advertising costs & reimbursement for travel to meetings. NRCSA member dues are $850 per district annually.

Staff: One NRCSA consultant plus assistance on reference checks.

Transition Phase:

**Not offered.

The Superintendent-Elect and the Board President will be invited to the NRCSA Spring Conference with registration fees waived.

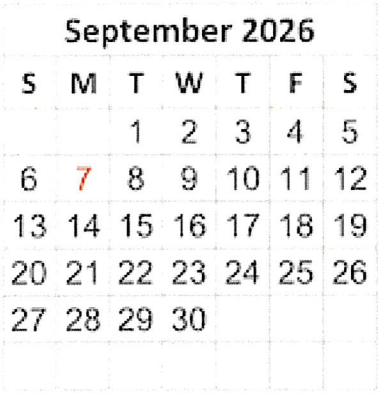
Warranty:

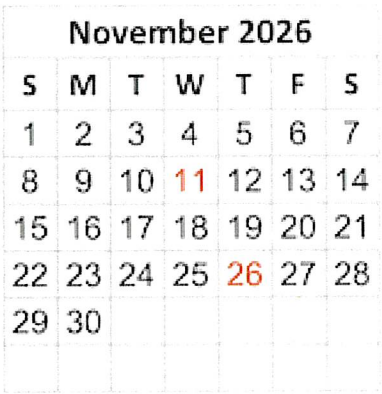
**Not offered.

David City Public Schools
Sample Timeline

(The search timeline can be adapted to meet the Board's needs)

Monday, Sept. 12	**Search Firm Selection Meeting with Board**
Wednesday, Sept. 30	**Initial Planning Meeting with Board**
Friday, Oct. 2	**NRCSA widely distributes David City Vacancy Announcement**
Friday, Oct 2	**Advertisement submitted to the World-Herald**
Sunday, Oct. 4	**Ad runs in the Sunday OWH and online through week**
Wednesday, Oct. 14	**Profile/planning meetings held with Board, faculty, and community committees, if desired.**
Thursday, Nov. 5	**Application deadline**
Wednesday, Nov. 11	**Finalist selection and pre-interview meetings with Board, staff and community committees.**
Saturday, Nov.14	**Interviews**
Monday, Nov. 16	**Selection of new Superintendent; contract issued.**





Sample Announcement of Vacancy

SUPERINTENDENT
David City Public Schools
750 D St
David City, NE 68632
Website: https://www.davidcitypublicschools.org/

County-District Code: 12-0056-000	Certified Staff	Enrollment
PK-6		
Gr. 7—12		
TOTAL		

General Fund Budget	Assessed Valuation	General Fund Levy	Other Levies

DISTRICT PROFILE

STRENGTHS	KEY ISSUES

BOARD OF EDUCATION

Stephanie Summers, President **Kasey Kuhlman** **Aaron Rerucha**
Justin Krafka **Don Moravec** **Marcus Thoendel**

TIMELINE

Application Deadline: **TBD**
Finalists Selected: **TBD**
Contract Begins: **July 1, 2027**
Interview Date: **TBD**
Anticipated Hire Date: **TBD**

APPLICATION PROCEDURE: Go to www.nrcsa.net and download all application materials for this position. All materials (other than the authorizations page) are to be submitted electronically to NRCSA.

APPLICATION GUIDELINES – *All materials must be received by 5:00 PM on the day of the application deadline*

- **Submit letter of application and resume**
- **Complete NRCSA application form**
- **Submit a transcript of all graduate studies that makes you eligible for this position**
- **Submit current Nebraska Certificate with endorsement for Superintendent or evidence of eligibility**
- **Submit three letters of recommendation**

NRCSA SUPERINTENDENT SEARCH SERVICE
Paul Sheffield, Executive Director
440 South 13th St., Suite B
Lincoln, NE 68508
superintendentsearch@nrcsa.net

CONSULTANT
Curtis Cogswell
(402) 366-6202
ccogswell@giltnerschool.us

CONSULTANT
Holly Herzberg
(402) 694-8685
holly.herzberg12@gmail.com

Applicants are asked to not make direct contact with the Board of Education members. Once an application has been received, NRCSA and its consultants reserve the right to contact anyone concerning the applicant's prior job performance, including current employers. Interviews will be conducted pursuant to the Nebraska Open Meetings Law.

STATEMENT OF NON-DISCRIMINATION *Applicants for admission and employment, students and employees of the District are hereby notified that this institution does not discriminate on the basis of race color, creed, religion, national origin, sex, age or handicap in admission or access to or treatment of employment in its programs and activities.*

Getting the Word Out for David City Public Schools

Finding top quality Superintendent candidates for David City Public Schools requires a broad advertising strategy that reaches both free and optional paid media.

First, NRCSA consultants actively recruit highly qualified candidates for your Superintendent Search through their **network of contacts** with college and university faculty and the alumni of Superintendent training programs such as UNL's Superintendent Academy and NCSA's Emerging Superintendent Workshops.

Second, NRCSA will distribute your Superintendent Vacancy Announcement through a variety of **free media sources**, including:

- NRCSA Website
- NRCSA Facebook Page
- NRCSA X (formerlyTwitter) Page
- Teach In Nebraska
- I'm A Rural Teacher (NREA Job Board)
- Handshake (formerly Husker Hire)
- NCSA
- Schoolsuperintendentjobs.com
- E-mailed to all NRCSA member schools and ESU's
- E-mailed to all NRCSA Superintendents and ESU Administrators
- E-mailed to NRCSA Principals
- E-mailed to NRCSA-sized schools and ESU's that may not be members
- E-mailed to the Educational Administration Departments at Nebraska colleges and universities that prepare Principals and Superintendents.
- E-mailed to a vast number of colleges, universities, and organizations in neighboring states
- E-mailed to your consultants' networks of colleagues throughout the state and region.

Third, we help you devise a **paid media strategy**, if you wish to use one, to expand the reach of your Superintendent search. Comprehensive advertising plans that include on-line and print job ads are offered by the **Omaha World-Herald**, covering eastern Nebraska, several regional Nebraska newspapers, and outlets in nearby states.

The World-Herald's Basic on-line job advertising plan costs $335 for a 30-day placement. It includes placement on Omaha.com, more than 30 on-line job boards (such as Indeed and Zip Recruiter), social networks to access Twitter and LinkedIn job seekers, and Featured Jobs on the owhjobs home page. Advanced ($485) and Premium ($605) 30-day on-line plans are also available.

World-Herald print advertising plans can accompany an on-line plan. The cheapest is a 1/8-page (roughly 5"x5") color ad priced at $223 per day. This must be coupled with one of the on-line plans above putting the minimum cost for a single Sunday print ad and 30-day on-line ad at $558.

NRCSA can also inform you of advertising options for central Nebraska and nearby states if you want to explore additional paid advertisements.

How NRCSA Advertises your Vacancy

NRCSA Website

David City Public Schools

Notice of Vacancy

Apply for this vacancy

Application Deadline: **TBD**

Finalists Selected: **TBD**

Interviews: **TBD**

Contract Start Date: **July 1, 2027**

NCSA Website

Employment Post

Welcome to the NCSA Employment Post

Members can now log in to post a position.

First time employer posting:
Create an account to post a new employment opportunity.

Returning employer posting:
Log in here to post a new employment opportunity.

Need technical assistance? Contact: Amy at 800-793-6272 amy@ncsa.org

Superintendent of the Schools
David City Public Schools
Contact Name: Paul Sheffield
Contact Email: superintendentsearch@nrcsa.net
Apply Online
Visit Website

David City Public Schools seeks applications for the position of Superintendent of the Schools. The District is located in David City, in Eastern Nebraska.

AOV David City.PDF

Deadline for applications: *TBD*

Facebook

Nebraska Rural Community Schools Association

David City Public Schools seeks applications for the position of Superintendent of the Schools. The District is located in David City, in Eastern Nebraska.

Apply online at: https://www.nrcsa.net/member-services/superintendent-search

Application Deadline: TBD
Finalists Selected: Mar. TBD
Interviews: TBD
Contract Starts: July 1, 2027

X (formerly Twitter)

Nebraska Rural Community Schools Association
@NRCSA1980

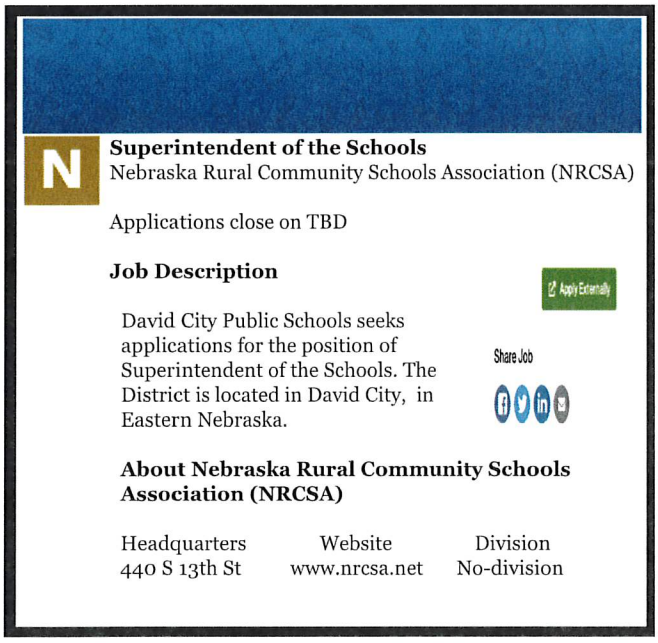
NRCSA Announces the opening for the Superintendent of the Schools position for David City Public Schools

Application Deadline: TBD Finalists Selected: TBD Interview Day: TBD Contract Begins: July 1

APPLICATION PROCEDURE: Go to www.nrcsa.net and download all application materials for this position. All materials (other than the authorizations page) are to be submitted electronically to NRCSA.

APPLICATION GUIDELINES
- **Submit letter of application and resume**
- **Complete NRCSA application form**
- **Submit a transcript of all graduate studies that makes you eligible for this position**
- **Submit current Nebraska Certificate with endorsement for Superintendent or evidence of eligibility**
- **Submit three letters of recommendation**

Handshake



Superintendent of the Schools
Nebraska Rural Community Schools Association (NRCSA)

Applications close on TBD

Job Description

Apply Externally

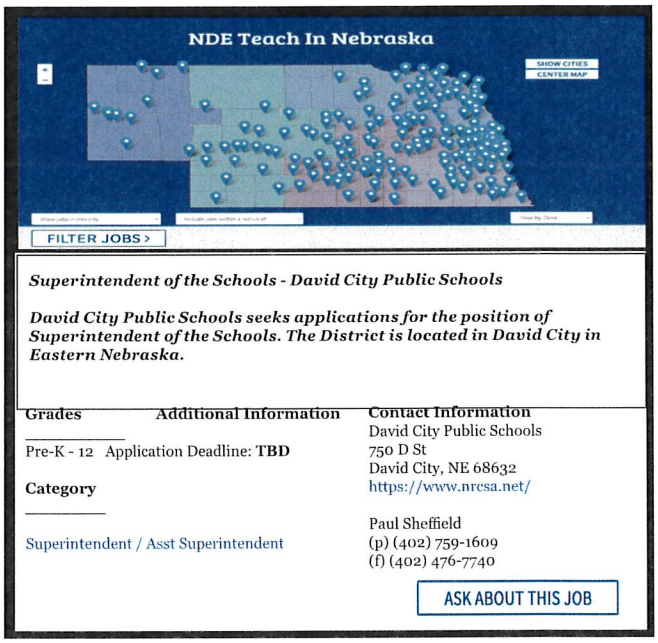
David City Public Schools seeks applications for the position of Superintendent of the Schools. The District is located in David City, in Eastern Nebraska.

Share Job

About Nebraska Rural Community Schools Association (NRCSA)

Headquarters	Website	Division
440 S 13th St	www.nrcsa.net	No-division

Teach in Nebraska



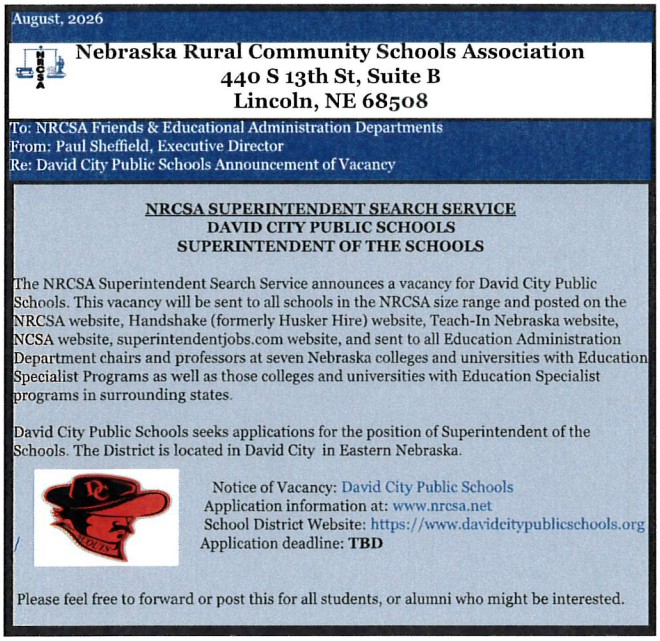
Superintendent of the Schools - David City Public Schools

David City Public Schools seeks applications for the position of Superintendent of the Schools. The District is located in David City in Eastern Nebraska.

Grades	Additional Information	Contact Information
Pre-K - 12	Application Deadline: **TBD**	David City Public Schools 750 D St David City, NE 68632 https://www.nrcsa.net/
Category		Paul Sheffield (p) (402) 759-1609 (f) (402) 476-7740
Superintendent / Asst Superintendent		

ASK ABOUT THIS JOB

Via email



August, 2026

Nebraska Rural Community Schools Association
440 S 13th St, Suite B
Lincoln, NE 68508

To: NRCSA Friends & Educational Administration Departments
From: Paul Sheffield, Executive Director
Re: David City Public Schools Announcement of Vacancy

NRCSA SUPERINTENDENT SEARCH SERVICE
DAVID CITY PUBLIC SCHOOLS
SUPERINTENDENT OF THE SCHOOLS

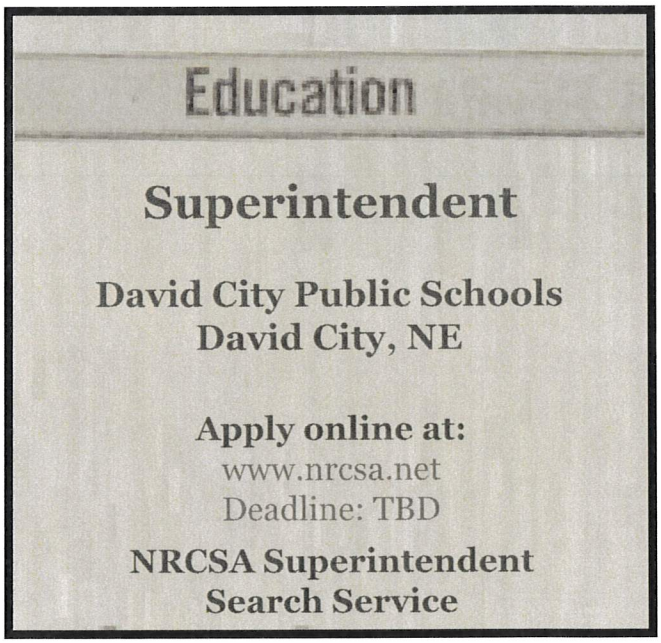
The NRCSA Superintendent Search Service announces a vacancy for David City Public Schools. This vacancy will be sent to all schools in the NRCSA size range and posted on the NRCSA website, Handshake (formerly Husker Hire) website, Teach-In Nebraska website, NCSA website, superintendentjobs.com website, and sent to all Education Administration Department chairs and professors at seven Nebraska colleges and universities with Education Specialist Programs as well as those colleges and universities with Education Specialist programs in surrounding states.

David City Public Schools seeks applications for the position of Superintendent of the Schools. The District is located in David City in Eastern Nebraska.

Notice of Vacancy: David City Public Schools
Application information at: www.nrcsa.net
School District Website: https://www.davidcitypublicschools.org/
Application deadline: **TBD**

Please feel free to forward or post this for all students, or alumni who might be interested.

In Print



Education

Superintendent

David City Public Schools
David City, NE

Apply online at:
www.nrcsa.net
Deadline: TBD

NRCSA Superintendent Search Service

Successful Searchs

2025-26 Search Season

Axtell Community Schools **Consultants:** *Dan Bird & Mike Cunning*

Contact: Kurt Behrhorst - (308)-627-0292

Testimonial: *"Not only were our two consultants well versed in both the legal aspects of the search, but also the nuances of working with the school board."*

Bancroft-Rosalie Community Schools **Consultants:** *Jim Havelka & Jay Bellar*

Contact: Kurt Mike Nottleman (402) 380-3147

Testimonial: *"Thorough, thoughtful, organized processed used during the entire consultation."*

Blue Hill Community Schools - Interim **Consultant:** *Mark Norvell*

Hampton Public Schools **Consultants:** *Fred Helmink & Curtis Cogswell*

Contact: Grant Dose - (402) 725-3116

Testimonial: *"The consultants took time to get to know the school's wants and desires."*

Hayes Center Public Schools **Consultants:** *Robin Stevens & Paul Sheffield*

Newman Grove Public Schools **Consultants:** *Fred Helmink & Jay Bellar*

Contact: Jeanie McCloud - (402) 741-0193

Testimonial: *"Very courteous and professional, they (the consultants) took the time to do research and present applicants to select the ones to fit our needs. Everything was presented in a very professional manner. Very available to us."*

Potter-Dix Public Schools **Consultants:** *Caroline Winchester & Eugene Hanks*

Red CloudCommunity Schools - Interim **Consultant:** *Curtis Cogswell*

Sandy Creek Public Schools **Consultants:** *Robin Stevens & Paul Sheffield*

Superior Public Schools **Consultants:** *Curtis Cogswell & Paul Sheffield*

Contact: Peggy Meyer - (402) 879-1304

Testimonial: *"It was an easy and efficient process."*

2024-25 Search Season

Boyd County Schools **Consultants:** *Dan Bird & Caroline Winchester*

Lawrence-Nelson Public Schools **Consultants:** *Fred Helmink & Rob Hanger*

Contact: Lance Williams - (402) 469-2311

Testimonial: *"Team approach with two consultants." "Provided excellent information."*

Pawnee City Public Schools **Consultants:** *Fred Helmink & Rob Hanger*

Contact: Jason Vetrovsky - (402) 440-3911

Testimonial: *"We liked the process and how detailed it was."*

Shelton Public Schools **Consultants:** *Robin Stevens & Mark Norvell*

Contact: Kay Johnson - (612) 599-2078

Testimonial: *"The NRCSA search was geared to fit our needs and school very well."*

2023-24 Search Season

Deshler Public Schools - Interim Search **Consultant:** *Dan Bird*

Contact: Brian Isernhagen - (402) 768-3175

Testimonial: *"Able to find eight candidates late in the season."*

Fairbury Public Schools - Interim Search **Consultant:** *Rob Hanger*

Raymond Central Public Schools **Consultants:** *Fred Helmink & Rob Hanger*

Sioux County Public Schools **Consultants:** *Caroline Winchester & Robin Stevens*

Contact: Jud Skavdahl - (308) 665-5711

Testimonial: *"Organized, easy."*

2022-23 Search Season

Ansley Public Schools. **Consultants:** *Dan Bird & Caroline Winchester*

Contact: Pete Cunningham - (308) 212-0298

Testimonial: *"The consultants were very relatable; their experience gave us confidence."*

Bruning-Davenport Unified System. **Consultant:** *Dan Bird*

Contact: Mike Schroeder - (402)-364-3048

Testimonial: *"Provided us with a lot of good information on the candidates" "The consultant was very organized and the communication with the Board was terrific."*

Educational Service Unit 16. **Consultants:** *Caroline Winchester & Robin Stevens*

Contact: Judy Thompson - (308) 530-6316

Testimonial: *"It is impossible to list all the good things about the Search Service."*

Lakeview Community Schools. **Consultants:** *Fred Helmink & Rob Hanger*

Louisville Public Schools. **Consultants:** *Fred Helmink & Rob Hanger*

Medicine Valley Public Schools. **Consultants:** *Cindy Huff & Curtis Cogswell*

Contact: Austin Klein - (308) 367-7000

Testimonial: *"Communication between NRCSA and the Board was great throughout the process."*

North Bend Central Public Schools. **Consultants:** *Rob Hanger & Fred Helmink*

NSAA Executive Director. **Consultants:** *Dan Bird & Mark Norvell*

Contact: Bob Drews - (308) 991-6294

Testimonial: *"Customized to fit our needs." "Very good communication."*

Randolph Public Schools. **Consultants:** *Jim Havelka & Amy Shane*

Contact: Paul Schmit - (402) 360-1228

Testimonial: *"Consultants were personable and easy to work with."*

Ravenna Public Schools. **Consultants:** *Mark Norvell & Rob Hanger*

Contact: Misti Fiddelke - (308) 627-7394

Testimonial: *"Flexible with dates; Very personable consultants."*

2022-23 Search Season, Cont,

South Central Unified System 5. **Consultant:** *Dan Bird*

Contact: Lance Williams - (402) 469-2311

Testimonial: *"They (the consultant) asked many questions to understand what we were looking for."*

Southwest Public Schools. **Consultants:** *Mark Norvell & Cindy Huff*

Contact: Duane Teter - (308) 350-1668

Testimonial: *"NRCSA advertised for us and gathered all the candidate information."*

Superior Public Schools. **Consultant:** *Cindy Huff*

Tekamah-Herman Community Schools. **Consultants:** *Jim Havelak & Fred Helmink*

Contact: Mandyn Pruess - (402) 870-0096

Testimonial: *"As a board we liked how organized they were and that everything was mapped out for us."*

Thayer Central Community Schools. **Consultants:** *Curtis Cogswell & Jon Habben*

2021-22 Search Season

Arapahoe Public Schools

Arthur County Schools

Bayard Public Schools - Kim Kildow - (308) 631-0389

ESU 11 - Dick Phillips - (308) 830-2974

Heartland Community Schools - Gary Braun - (402) 694-1263

Leyton Public Schools

Newman Grove Public Schools - Jeanie McCloud - (402) 741-0193

North Bend Central Public Schools

O'Neill Public Schools Gene Chohon - (402)340-1580

Potter-Dix Public Schools - Joe Nicklas - (970) 520-3578

St Edward Public Schools

St Paul Public Schools

Tri County Public Schools - Brian Quackenbush - (402) 239-2979

Wheeler Central Public Schools - Susan Patrick - (308) 750-4715

2020-21 Search Season

Amherst Public Schools - Les Adelung - (308) 627-4948

Boyd County Schools - Beth Drueke - (402) 340-5219

Centennial Public Schools - Jason Richters - (402) 641-5025

Creighton Community Schools - Duane Fanta - (402) 358-0113

Eustis-Farnam Public Schools - John Keller - (308) 325-1743

Franklin Public Schools - John Siel - (308) 470-0671

Friend Public Schools - Jamie Tuttle - (402) 416-5480

Loup City Public Schools - Cindy Ericson - (308) 383-1756

Oakland-Craig Public Schools - Gus Ray - (402) 639-9974

Ravenna Public Schools - Misti Fiddelke - (308) 627-7394

Sutherland Public Schools - Ron VanSkiver - (308) 386-8492

Syracuse-Dunbar-Avoca Schools - Andy Burr - (402) 874-0421

Wynot Public Schools - Laurie Schulte - (402) 841-9094

2019-20 Search Season

Cody-Kilgore Unified Schools - Adam Naslund - (402) 389-1561

Deshler Public Schools - Brian Isernhagen - (402) 768-3175

Fillmore Central Public Schools

Maywood Public Schools - Russ Gerlach - (308) 362-4223

Osceola Public Schools

Stanton Community Schools - John Mandl - (402)-380-5698

Stapleton Public Schools

Sterling Public Schools

2018-19 Search Season

Bruning-Davenport Unified System - Mike Schroeder - (402)-364-3048

Northwest Public Schools - Dan Leiser - (308) 390-4517

Potter-Dix Public Schools - Tim Maas - (308) 879-4292

2017-18 Search Season

Johnson County Central Public Schools - Greg Hunzeker - (402) 699-4223

Laurel-Concord-Coleridge School - Steve Schutte - (402) 518-0111

Loup City Public Schools

Maywood Public Schools

Southern Valley Schools

2016-17 Search Season

Litchfield Public Schools - Mitch Feldman - (308) 390-4656

McPherson County Schools - Bob Ryland - (308) 520-0046

St. Edward Public Schools

Stapleton Public Schools - Steve Schaeffer - (308) 636-2984

2015-16 Search Season

Cody-Kilgore Public Schools

Dorchester Public Schools - Lindsey Zoubek - (402) 641-8823

Hitchcock County Schools - Craig Scott - (308)340-9592

Pleasanton Public Schools - Wendy Kingston - (308) 440-1591

Lakeview Community Schools - Keith Runge - (402) 564-8798

Wheeler Central Schools - Susan Gehl - (308) 750-8016

2014-15 Search Season

Arnold & Callaway Public Schools - Duane Bowers - (308) 520-5768, Doug G'Schwind - (308) 870-1952

Franklin Public Schools

McPherson County Schools - Trent Neal - (308) 530-5493

Ravenna Public Schools

Wilcox-Hildreth Public Schools - Jeff Loschen (308) 991-6398

2013-14 Search Season

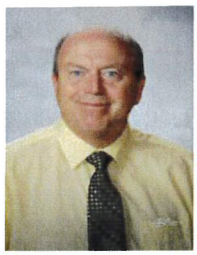
Newman Grove Public Schools - David Fowlkes - (402) 741-1551

Winside Public Schools - John Mangels - (402) 649-4649

NRCSA's Consultants

Jay Bellar - Jay spent 35 years as a teacher, coach, and administrator, including 20 years as superintendent at Battle Creek Public Schools. He was the Nebraska Superintendent of the Year by NASA in 2015 and the NRCSA Superintendent of the Year in 2018. For the next five years Jay continued his career as the Executive Director of the Nebraska Schools Activities Association.

Contact Jay: (402) 750-5406
jbellar25@gmail.com



Dan Bird - Dan spent 35 years in education as a teacher, coach and school administrator, including 21 years as Superintendent at Burwell Public Schools, a long-time NRCSA member. Dan has devoted his career to making a difference in his student's lives.

Contact Dan: (308)730-1876
danbird1960@gmail.com

Dr. Jon Cerny - Jon served as Superintendent at Bancroft-Rosalie Community Schools for 33 years. He was named 2019 Outstanding Career and Technical Administrator of the Year by the Association for Career and Technical Education of Nebraska and in 2026 was inducted into the Education Quest Hall of Fame.

In 2015, Dr. Cerny received the Terrell Bell Award from the United States Department of Education for outstanding leadership. In 2013 he received the Outstanding Superintendent Award from the Nebraska Rural Community Schools Association.

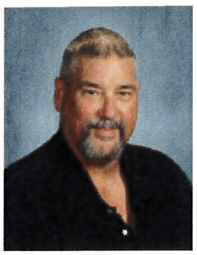
Dr. Cerny is past President and Executive Board member of the Nebraska Rural Community Schools Assoc and served as a Board Member on the Nebraska School Activities Association for 7 years.

He is currently an adjunct professor at Wayne State College teaching in the Specialist's program.

Contact Jon: (402) 380-7874
joncerny33@outlook.com

Dr. Curtis Cogswell - Curtis spent 36 years in education as a teacher, coach, assistant principal, principal, and superintendent. He served as superintendent of McCool Junction Public Schools and Dorchester Public Schools. Curt had the honor of serving as NRCSA President and serve on the NRCSA Legislative Committee. He was also an Assistant Professor at Wayne State College working in the Education Leadership Department.

Contact Curtis: (402)366-6202
ccogswell@giltnerschool.us



Eugene "Mo" Hanks - Mo spent 31 years in education as a teacher, coach, activities director, principal, and superintendent. During his thirteen-year tenure as the Secondary Principal of Kimball Public Schools Mo was selected as the 2014 Nebraska High School Principal of the Year and received the 2019 Secondary Principal Distinguished Service Award. He finished his career as the Superintendent of Crawford Public Schools where he also served on the NRCSA Executive Committee and as the Secretary for NSAA District VI.

Contact Mo: (308) 241-1971
hanks.mo@gmail.com

Jim Havelka - Jim spent 27 years as a Superintendent in NRCSA schools, including Rising City, Howells, Dodge, and North Bend. He's a past president of NRCSA and its 2009 Superintendent of the Year.

Contact Jim: (402) 620-1705
jhavelka@gpcom.net

Fred Helmink - Fred spent 36 years as a teacher, coach, and administrator in a number of Nebraska schools including Norris, Geneva, Polk, Gothenburg, Beatrice, and his final 13 as the Fairbury superintendent. He is a past president of the NRCSA organization and was also served as chair of the NRCSA legislative committee.

Contact Fred: (402) 587-0440
fhelmink@gmail.com

Holly Herzberg - Holly spent 33 years as a teacher, coach, and administrator, including 20 years as Superintendent at Hampton Public School, a long-time NRCSA member. She has been a member of the Commissioner of Education's Advisory Council, past President of the Nebraska Association of Supervision and Curriculum, and led multiple Rule 10 continuous school improvement external team visits across the state.

Contact Holly: (402) 694-8685
holly.herzberg12@gmail.com

Jeff Messersmith - Jeff is a dedicated education professional with 35 years of experience as a coach, teacher, administrator, and college student teacher supervisor. A U.S. Marine Corps veteran who served six years, he has remained committed to developing future generations, as both his son and daughter chose careers in education. He and his wife Teresa recently celebrated their 40th wedding anniversary and are the proud grandparents of eight grandchildren. In his personal time, Jeff enjoys family gatherings, golfing, and the outdoors.

Contact Jeff: (307) 920-3311
jmessers1962@gmail.com

Caroline Winchester - Dr. Caroline Winchester served 24 years as a Superintendent, retiring as the leader of Chadron Public Schools. Among her career highlights are being named Nebraska Superintendent of Year by NASA and receiving the 2019 Nebraska Excellence in Education Award from Cognia. She has been a member of the Commissioner of Education's Advisory Council, the Network Nebraska Advisory Board, and the NRCSA Executive Committee.

Contact Caroline: (308) 750-7753
winmil2020@gmail.com

NRCSA Rural Community Schools Association
440 S 13th St, Suite B
Lincoln, NE 68508

www.nrcsa.net *www.twitter.com/NRCSA1980* *www.facebook.com/nrcsahome/*

NEBRASKA RURAL COMMUNITY SCHOOLS ASSOCIATION
440 South 13th Street, Suite B
Lincoln, NE 68508

AGREEMENT FOR SUPERINTENDENT SEARCH SERVICES:

This agreement is entered into between the Nebraska Rural Community Schools Association (hereinafter "NRCSA") and the Board of Education of David City Public Schools (hereinafter "the Board").

TERMS OF AGREEMENT

I. Through its consultants, NRCSA will provide the Superintendent Search Services described below:

A. Planning Phase. NRCSA's consultants will:

1. Meet with the Board of Education to develop a comprehensive plan for the search process.
2. Develop a school district profile, which includes the district's strengths and challenges.
3. Develop a candidate profile, which includes desired characteristics and expectations for the district's Superintendent.
4. If desired by Board, develop a stakeholder engagement plan, which allows district staff and community members to participate in creating the district profile, assist in developing characteristics and expectations for the Superintendent, and/or participate in the interview process.
5. Identify initial elements of the Board's proposed salary and benefit package for the new Superintendent and research Superintendent compensation packages in comparable districts.
6. Develop a vacancy notice, which includes community demographics, an overview of the school's features and performance, desired characteristics and expectations for the Superintendent, and outlines application procedures.
7. Develop a timeline with key target dates for each step of the selection process.

B. Recruiting and Screening Phase. NRCSA's consultants will:

1. Distribute the vacancy notice to school districts, colleges, ESU's, professional organizations, and other sources of applicants.
2. Advertise in the Omaha World-Herald and/or other appropriate media.
3. Actively seek out candidates that meet the district's selection criteria.
4. Instruct candidates to complete a NRCSA application form and submit specified materials.
5. Compile applicant data including cover letter, application form, letters of reference, transcripts, etc.
6. Keep track of the status of each applicant.
7. Conduct initial reference checks on all applicants and more detailed reference checks on candidates being considered for recommendation as finalists.
8. Analyze each applicant's materials based on the district's candidate profile. Categorize candidates for Board consideration based on the extent to which they fit the district's candidate profile.

C. Finalist Selection Phase. NRCSA's consultants will:

1. Meet with the Board to review all applicants' files.
2. Prepare an applicant summary form for the Board which includes data for all applicants who have completed the application process. In addition, the application files of all candidates who have completed the process will be made available to the Board.
3. Make recommendations to the Board of potential finalists based on the results of the consultants' analysis of application materials and screening process.
4. Arrange for a qualified vendor, currently OneSource, to conduct background checks on finalists. NRCSA will arrange with the vendor to conduct a basic criminal background check (Check Plus level) and Department of Motor Vehicles check and provide a summary of the results to the Board.
5. Review comparable salary and benefit information with the Board.
6. If desired, share model Superintendent contract language with the Board for its consideration. However, an employment contract should be approved by the school district's attorney before being offered.

D. Interview Phase. NRCSA's consultants will:

1. Assist the Board in establishing interview and candidate visitation procedures.
2. In coordination with district staff, contact the finalists to schedule interviews.
3. Coordinate the interview day(s) with district staff.
4. Assist the Board, employee committee, and community committee in developing interview questions.
5. Review appropriate interview procedures, including avoiding questions that are illegal or inappropriate.
6. Work with the Board to establish a means to evaluate each candidate.
7. Establish a process for employee and community committees to submit appropriate input to the Board.
8. After the Board has made selection, contact non-selected candidates. Notify all applicants once the final selection is made.

E. Transition Phase. NRCSA's consultants will:

1. Meet with new Superintendent and Board to plan a successful transition.
2. Assist the new Superintendent in creating performance goals.
3. Coordinate with NRCSA to provide additional transition services, such as a Superintendent-Board Planning Workshop. These optional services are available for NRCSA members only.

II. Fees and Expenses.

A. Services listed in Phases A through E with the exception of additional transition services are included in the base fee of **$5,500.**

B. Expenses reimbursable to NRCSA include all actual **vacancy advertising expenses** and consultant **travel expenses**. For each Superintendent Search meeting with a district, mileage is determined using the average of the mileage to the district from each consultant's home. That round trip mileage total will be multiplied by the State of Nebraska's mileage reimbursement rate. This includes travel to the district for profile meeting or meetings, finalist selection meeting, interviews, and transition services meetings. Lodging expenses for night meetings or when distance, or weather require overnight stays will be approved by the Board. No travel expense will be charged for the initial proposal meeting with the Board. Reimbursement for other unexpected expenses will only be sought with the approval of the Board.

C. Additional transition and/or planning services may be customized to the district's needs and a fee for such services, which are available to NRCSA members only, must be negotiated with the NRCSA Executive Director.

D. Payment to NRCSA will be in two installments: One-half of the base fee is due within 30 days after the agreement is signed; the remaining base fee and all expense reimbursement except those associated with transition services is due within 30 days of the hiring of the new Superintendent.

III. **Warranty.** NRCSA provides the following warranty of its services. If the new Superintendent resigns because of expressed dissatisfaction with the position, or if the new Superintendent is asked by the Board to resign after expressed dissatisfaction, or if the Board implements non-renewal procedures within the first **two years** of employment, NRCSA and consultants will conduct a new search for the resulting vacancy with payment limited to reimbursable expenses only. Declining to participate in the follow-up transition meeting will void the warranty.

IV. **Legal Services:** NRCSA's consultants will endeavor to render services **in** full compliance with applicable law but will not undertake to provide legal advice to the Board. The Board is encouraged to involve its legal counsel with respect to issues arising under the Nebraska Open Meetings Act, the Nebraska Public Records Act, and the Superintendent's contract.

V. **Non-Discrimination**: The Association and the Consultants shall comply with all applicable local, state, and federal statutes and regulations regarding civil rights and equal opportunity employment in connection with all services rendered under the provisions of this Agreement. Neither the Association nor the Consultants shall discriminate against, or assist any client school district in discriminating against, any employee or applicant for employment because of his or her race, color, religion, sex, disability or national origin.

VI. Signatures. In witness whereof the parties have signed and entered into this agreement.

_____ _____

President, Board of Education Date

Phil Degen 8-12-26

_____ _____

Nebraska Rural Community Schools Association Date

NEBRASKA RURAL COMMUNITY SCHOOLS ASSOCIATION
440 South 13th Street, Suite B
Lincoln, NE 68508

AGREEMENT FOR DISCOUNTED SUPERINTENDENT SEARCH SERVICES:

This agreement is entered into between the Nebraska Rural Community Schools Association (hereinafter "NRCSA") and the Board of Education of David City Public Schools (hereinafter "the Board").

TERMS OF AGREEMENT

I. Through its consultant, NRCSA will provide the limited Superintendent Search Services described below:

A. Planning Phase. NRCSA's consultant will:

1. Meet with the Board of Education to develop a comprehensive plan for the search process.
2. Develop a school district profile, which includes the district's strengths and challenges.
3. Develop a candidate profile, which includes desired characteristics and expectations for the district's Superintendent.
4. Identify initial elements of the Board's proposed salary and benefit package for the new Superintendent and research Superintendent compensation packages in comparable districts.
5. Develop a vacancy notice, which includes community demographics, an overview of the school's features and performance, desired characteristics and expectations for the Superintendent, and outlines application procedures.
6. Develop a timeline with key target dates for each step of the selection process.

B. Recruiting and Screening Phase. NRCSA's consultant will:

1. Distribute the vacancy notice to school districts, colleges, ESU's, professional organizations, and other sources of applicants.
2. Advertise in the Omaha World-Herald and/or other appropriate media at client expense.
3. Actively seek out candidates that meet the district's selection criteria.
4. Instruct candidates to complete a NRCSA application form and submit specified materials.
5. Compile applicant data including cover letter, application form, letters of reference, transcripts, etc.
6. Keep track of the status of each applicant.
7. Conduct initial reference checks on all applicants using support of a second consultant and more detailed reference checks on candidates being considered for recommendation as finalists.
8. Analyze each applicant's materials based on the district's candidate profile. Categorize candidates for Board consideration based on the extent to which they fit the district's candidate profile.

C. Finalist Selection Phase. NRCSA's consultants will:

1. Meet with the Board to review all applicants' files.
2. Prepare an applicant summary form for the Board which includes data for all applicants who have completed the application process. In addition, the application files of all candidates who have completed the process will be made available to the Board. The client District will be asked to copy and distribute some candidate materials.
3. Make recommendations to the Board of potential finalists based on the results of the consultants' analysis of application materials and screening process.
4. Arrange for a qualified vendor, currently OneSource, to conduct background checks on finalists. NRCSA will arrange with the vendor to conduct a basic criminal background check (Check Plus level) and Department of Motor Vehicles check and provide a summary of the results to the Board at the client's expense.

D. Interview Phase. <u>NRCSA's consultant will:</u>

1. Assist the Board in establishing interview and candidate visitation procedures. Client will be asked to copy and distribute finalist materials and interview packets.
2. In coordination with district staff, contact the finalists to schedule interviews.
3. Coordinate the interview day(s) with district staff via telephone.
4. Apprise Board of open meetings/open records requirements.
5. Conduct one pre-interview meeting with the faculty/staff and community committees to develop interview questions and procedures.
6. Review appropriate interview procedures, including avoiding questions that are illegal or inappropriate.
7. Work with the Board to establish a rubric to evaluate each candidate.
8. Establish a process for employee and community committees to submit appropriate input to the Board.
9. After the Board has made selection, contact non-selected candidates. Notify all applicants once the final selection is made.

II. Fees and Expenses.

A. Services listed in Phases A through D are included in the base fee of **$3,000**.

B. Expenses reimbursable to NRCSA include all actual **vacancy advertising expenses** and consultant **travel expenses.** For each Superintendent Search meeting with a district, mileage is determined using the average of the mileage to the district from each consultant's home. That round trip mileage total will be multiplied by the State of Nebraska's mileage reimbursement rate. This includes travel to the district for profile meeting or meetings, finalist selection meeting, interviews, and transition services meetings. Lodging expenses for night meetings or when distance, or weather require overnight stays will be approved by the Board. No travel expense will be charged for the initial proposal meeting with the Board. Reimbursement for other unexpected expenses will only be sought with the approval of the Board.

C. Payment to NRCSA will be in two installments: One-half of the base fee is due within 30 days after the agreement is signed; the remaining base fee and all expense reimbursement except those associated with transition services is due within 30 days of the hiring of the new Superintendent.

III. Warranty. No warranty is provided with reduced search services.

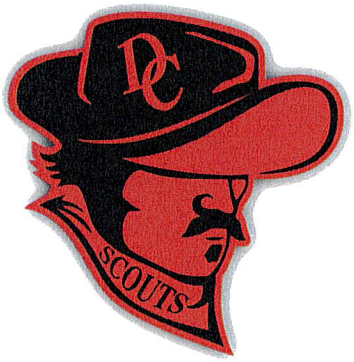
IV. Legal Services: NRCSA's consultant will endeavor to render services in full compliance with applicable law but will not undertake to provide legal advice to the Board. The Board is encouraged to involve its legal counsel with respect to issues arising under the Nebraska Open Meetings Act, the Nebraska Public Records Act, and the Superintendent's contract.

V. **Non-Discrimination**: The Association and the Consultant shall comply with all applicable local, state, and federal statutes and regulations regarding civil rights and equal opportunity employment in connection with all services rendered under the provisions of this Agreement. Neither the Association nor the Consultants shall discriminate against, or assist any client school district in discriminating against, any employee or applicant for employment because of his or her race, color, religion, sex, disability or national origin.

VI. Signatures. In witness whereof the parties have signed and entered into this agreement.

_____	_____
President, Board of Education	Date
Phil Dscell	8-12-26
Nebraska Rural Community Schools Association	Date

David City Public Schools



"David City Public Schools develops
the whole individual and empowers
all students to succeed."

NASB
Nebraska Association of
SCHOOL BOARDS

Our Mission

"Through Leadership, Innovation, Vision and Engagement,
the Nebraska Association of School Boards
provides programs, services, and advocacy
to strengthen public education for all Nebraskans."

NASB
Nebraska Association of
SCHOOL BOARDS

August 12, 2026

David City Board of Education,

We appreciate the opportunity to share information on the NASB Superintendent Search Service with the Board of Education. The Nebraska Association of School Boards provides a multitude of services to our members, including superintendent search services.

My name is Shari Becker, and I am the Director of the Nebraska Association of School Boards Education Leadership Search Service. I have been the Director of the Search Service since April of 2013 and worked for the Service for six years prior to becoming the Director.

Hiring a superintendent is one of the most important decisions a school board will make. The NASB Search Service looks at the process through the eyes of a board member. We ensure a highly professional search process that will attract quality applicants but will also bring credit to the board for the manner in which the search is conducted.

The NASB search process is a cost conscious, comprehensive package which covers all details of the search process including the opportunity for NASB to continue to support the superintendent, board, and district after the hire is final.

Please contact me at the number below if you have any questions. The team at NASB would value the opportunity to work with the school district, through the search process.

Respectfully submitted,

Shari L. Becker

Shari L. Becker
Director of NASB Education Leadership Search Services
402.416.4483 Cell

Nebraska Association of School Boards

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Education Leadership Search Proposal

Search Firm Profile

The Nebraska Association of School Boards (NASB) is a private, nonprofit organization that provides programs, services and advocacy to strengthen public education for all Nebraskans since 1918. We provide consultation, board development and training, as well as district support service programs for our 260 member school districts and educational service units across Nebraska. The programs are managed by a professional staff, and governance oversight is carried out by a statewide Board of Directors consisting of local school board and ESU board members from across the state, elected by you as peer board member.

Our Mission: The Nebraska Association of School Boards provides programs, services, and advocacy to strengthen public education for all Nebraskans. Our mission is assembled upon the thought that:

- Every public school board will govern effectively and with integrity.
- Every public school board member will understand the importance, and emphasize increased student achievement.
- Every public school board will practice good stewardship of resources.

NASB has been conducting leadership searches in Nebraska for over 30 years as a service directly offered by the Nebraska Association of School Boards. The key attribute that makes NASB most qualified to conduct this search is our experience and expertise working directly with boards of education. We are extremely knowledgeable with the Open Meetings Law in Nebraska. Our search protocol and procedures on presenting applicants to the board is a process we have shared with the Attorney General's office to ensure compliance.

NASB has a full staff of professionals who are focused on serving public boards of education in Nebraska. Our goal is to find the individual who best fits what the district needs. To find this individual, the staff at NASB will work with the board to develop a specific set of attributes and a Leadership Profile to guide the search. Upon direction from the board, NASB staff will engage other education partners, including staff, administrators, parents, and community in the input process.

Search Service Protocol

In the following section, you will see a detailed outline of the NASB Search Protocol. We typically conduct two to three meetings during the search process. The meetings can be with the full board or a combination of a committee and the board.

NASB Preliminary Work

- Distribute board survey to learn about district strengths and challenges from the board perspective
- Begin creation of marketing brochure
- Advertise vacancy on NASB and other applicable sites

Board Work Session

- Collaborate with the board to design a timeline to guide the search process
- Review and discuss board survey results and Leadership Profile document

NOTE: Leadership Profile is developed from input directly from board members. The Board will review the Profile and NASB will alter, as necessary. The Profile is then used to guide the Board in selecting interview questions, selecting interview candidates, and assessing interview candidates. The Profile will guide a board retreat once the superintendent begins.

- Discuss NASB Statewide Superintendent Salary Survey and compensation package
- Discuss interview questions and procedures
- Discuss interview schedule structure including participants and logistics
- Review and discuss superintendent related documents: job description, evaluation tool, and contract

Note: The Association stipulates in the Search agreement that, following discussion of the contract, the board will communicate and work with the district's school attorney to authorize any and all changes as the Board deems appropriate to the contract

NASB Duties

- Recruit to identify quality applicants
- Receive, process, and screen all completed online applications and supporting documentation
- Conduct comprehensive professional and personal reference checks including internet search, criminal background search, adult/child abuse check and credit check

District Staff and Education Partners

- Engage administration, staff, parents, patrons and community leaders through an electronic survey
- Compile survey comments and provide for board review prior to final meeting

Search Service Protocol (Continued)

Final Special Meeting

- NASB presents all applicant names and screening results to the Board of Education for review and consideration (unless board requests otherwise)
- Upon request, NASB provides a Candidate Assessment document for the board's use during the interview and deliberation process to compare candidate materials and candidate interview
- Finalize interview schedule and questions
- Discuss final interview details and protocol
- Discuss candidate selection and negotiations protocol

Board Final Duties

- Interview candidates for the position
- Negotiate with the candidate of choice (NASB will assist at the board's request)
- Ratify the contract at an advertised meeting of the board

NASB Final Duties

- Handle communications with all applicants and interview candidates
- Coordinate travel arrangements for candidates
- Attend interviews at the request of the board
- Conduct post-interview conference with interview candidates and communicate information to the board

Transition

- Continue communications with board president and incoming superintendent to ensure a smooth transition
- Provide transition document to incoming superintendent to prepare for role
- Arrange mentoring for new superintendent if needed
- Conduct Transition retreat with new superintendent/board prior to new superintendent start date (extra fee may apply)
- Conduct Board Retreat with the board once the new superintendent begins
    - This session fee is included in the search fee except for travel to the district

- Provide a two-year guarantee for boards who complete the Retreat by December of the first contract year.
    - If the superintendent leaves during the first year of their contract, NASB will do the search again with no fee. Expenses will be billed back to the district for travel, background checks, and any fee -based advertising.
    - If the superintendent leaves at the end of the 2nd year of their contract, the guarantee is considered fulfilled. NASB will conduct a new search with a 50% reduced fee plus expenses.

Application Process

The Nebraska Association of School Boards Search Service has an online application process developed to streamline the applicant's ability to apply for positions through the Association. The process provides a vantage point of the applicant's technology skills, and provides secure confidential retention of applicant's records and information. In addition to the application, NASB also requires a letter of application, resume, three reference letters, college transcripts, NE Administrator Certificate and NASB release form. The full packet of completed applicant materials will be provided for Board review as determined by the board.

Applicant Screening Process

It is essential the board understands the experience and qualities each applicant brings to the position. NASB will process and screen all completed applications and supporting documentation. The Association protocol for applicant reference checks and background screenings are qualities that set us apart from competing search consultants.

Our typical screening process involves contacting numerous individuals who have worked with the applicant in their current and past positions. This is in addition to the references provided on the application materials. Our screeners will personally contact these individuals.

We will complete an internet search for each applicant, a check of their certificate with NDE, and a OneSource background check for finalists, as time allows. The OneSource background check includes adult/child abuse, criminal and credit history.

NASB will take their direction from the board regarding what manner the board would like the applicants presented. Consultants will lead the board through a verbal summary of the strengths of candidates and any areas of growth. We will utilize both open and closed session for this process.

Summary of Screening Process

- Screen all completed applications/supporting documentation
- Contact numerous references per applicant for verbal questionnaire
- Provide verbal summary of all applicant information to the board
- Share strengths and areas of growth
- Utilize open and closed session for this process
- OneSource background check

Engaging District Staff and Education Partners

The Association will engage district staff and education partners in a variety of ways throughout the search process. An electronic survey link will be distributed to staff, administration, community and parents. The participants will be asked to provide feedback through the electronic survey, regarding strengths, challenges and preferred attributes for the new superintendent.

In addition to eliciting feedback through the electronic survey, the board may also want to engage staff and education partners in the interview process. During our planning session with the board, we will discuss the specifics of the interview schedule. Each interview schedule is unique to the needs of the district. Generally, boards invite a small number of staff members, administrators and community members to meet with the interview candidates. NASB will provide interview questions and training for these interview team members. The groups will then provide feedback to the board, in written format, as to the strengths and potential weaknesses of the interview candidates. The board will review the feedback as they deliberate about the candidates.

Two Year Guarantee

The Association provides a **two-year** guarantee for boards who complete the final step of the superintendent search process with NASB. This includes completing a Board Retreat or Gallup StrengthsFinder Retreat with NASB. This session fee is covered in the base search fee with the exception of travel. The guarantee protects the district if a superintendent leaves in the first year of the two-year contract. NASB will do the search again with no fee. Expenses will be billed back to the district for travel, background checks, and any additional fee-based advertising. If the superintendent leaves at the end of the 2nd year of their contract, the guarantee is considered fulfilled. NASB will conduct a new search at a negotiated fee.

Recent Searches

2025-2026 Search Year

Bayard Public Schools
Fullerton Public Schools
Hay Springs Public Schools
Lexington Public Schools
Loup City Public Schools
Norfolk Public Schools
Paxton Consolidated Schools
Perkins County Schools
Thedford Public Schools
Winside Public Schools

Interims

Blair Community Schools
Gering Public Schools
North Platte Public Schools
Shelby-Rising City Public Schools
Verdigre Public Schools
Wakefield Community Schools

2024-2025 Search Year

Banner County Schools
Boone Central Schools
Centura Public Schools
Elba Public Schools
ESU 7
Falls City Public Schools
Lewiston Consolidated School
McPherson County Schools
Scribner-Snyder Comm. Schools
Sterling Public Schools
Sumner-Eddyville-Miller Schools
Sutherland Public Schools
Sutton Public Schools
Twin River Public Schools
Weeping Water Public Schools
Yutan Public Schools

Interims

Bayard Public Schools
Fullerton Public Schools
Loup City Public Schools
Norfolk Public Schools
Winside Public Schools

2023-2024 Search Year

Bertrand Community School
Bloomfield Community Schools
Callaway Public Schools
Cozad Community Schools
Elm Creek Public Schools
Gretna Public Schools
High Plains Community Schools
Homer Community Schools
Sargent Public Schools
Summerland Public Schools

Interims

Boone Central Schools
Dundy County Stratton Schools
Elba Public Schools
ESU 7
Franklin Public Schools
Morrill Public Schools
Sandhills Public Schools
Sutherland Public Schools
Sutton Public Schools
Twin River Public Schools

Reference Contact Information

Ainsworth Community Schools, Brad Wilkins, Board President, (402) 760-1278

Gretna Public Schools, Rick Hollendieck, Board President, (402) 679-4200

Hemingford Public Schools, Justin Ansley, Board President, (308) 760-7004

Lexington Public Schools, Garth Mins, Board President, (308) 390-3418

Sterling Public Schools, Mark Horstman, Board President, (402) 239-2622

Sumner-Eddyville Miller Schools, Kirby Burden, Board President, (308) 440-5685

Sutherland Public Schools, Janet Mueller, Board President, (308) 539-4221

Twin River Public Schools, Jennifer Swantek, Board President, (402) 750-7139

Sample Timeline

We have created a draft timeline as part of this proposal. The timeline is subject to board member availability. The final decision on timeline lies with the board.

August 2026	Board selects NASB
September 2026	NASB and Board work session to discuss beginning details of process
October 2026	Work Session II
November 2026	Application deadline Discuss applicants for the position—select interview candidates
Nov./Dec. 2026	Candidate interviews
2nd Semester	NASB/Board/New Superintendent Transition Retreat and additional transition planning

Key Search Personnel

NASB Director of Education Leadership Search Service, Shari Becker

Shari started with the Association Search Service in 2007 as a Field Consultant and has served as Director of the Search Service since April 2013. Shari handles recruiting quality educators, facilitating district stakeholder engagement and board work sessions, and screening applicants. Shari is knowledgeable in Open Meetings Law and tracks all superintendent openings in Nebraska. Shari is active with the National Affiliation of Superintendent Searchers (NASS). She is the current Past Chair of NASS.

Shari brings a wide range of knowledge to her role with the Association. Prior to her employment with NASB she provided recruitment, hiring and training services to a local financial/management company for 13 years. She has her Bachelor's degree in Administrative Resource Management as well as a Post-Baccalaureate in Education. Shari is also a Gallup Certified Strengths Coach.

Consultant John Neal

John Neal is currently serving as an adjunct professor for Doane University in its Education Specialist program, preparing current school leaders to be Nebraska's next generation of public-school superintendents. Dr. Neal retired from his position as Associate Superintendent for Civic Engagement with Lincoln Public Schools in July 2024. He held this role in LPS for the last 12 of his 37 years in public education.

Dr. Neal's career in Lincoln Public Schools included extensive work with its school board members. Dr. Neal served as LPS's first Director of Secondary Education. Other previous work included serving in various roles in three different school districts as a high school associate principal and principal, middle school principal, and elementary school administrator. Dr. Neal is originally from Lincoln. He graduated from Lincoln Northeast High School. He received his bachelor's degree from the University of Nebraska-Lincoln, his master's degree from the University of Nebraska at Omaha, and his educational specialist's and doctorate degrees from Doane University.

Consultant Rex Pfeil

Rex Pfeil recently joined the NASB Leadership Search team as a Search Consultant and has served as a teacher, coach, assistant principal, principal, and superintendent for 35 years. Rex served as Superintendent of Blair Community Schools until his retirement in July 2018. Since that time, he has served as an Interim Superintendent at Nebraska City, Shickley, and Yutan. Rex has worked with a wide variety of school boards and focuses on developing positive superintendent-board relationships, open communication strategies, and leadership development.

Rex received his bachelor's degree from Wayne State College , his master's from UNL and his specialist degree in Educational Leadership from Wayne State College.

Key Search Personnel (Continued)

Marcia Herring, NASB Director of Board Leadership

Marcia began her service to public education as a school board member on the Waverly School District Board of Education, completing 12 years of service. During her tenure as a local board member she was elected by her peers to serve on the Nebraska Association of School Boards—Board of Directors completing three terms as Director. She began her work as a superintendent search consultant and previously served as the Director of NASB Search Services for 8 years.

John Spatz, NASB Executive Director

John began his work as legal counsel for the Nebraska Association of School boards in 2003. This primarily centered on providing legal information to the many members of the Association. John has written a book entitled, "Guide Book to Nebraska's Public Meetings Laws". John was named Executive Director of NASB in 2012.

Colby Coash, NASB Associate Executive Director and Director of Gov't Relations

Colby Coash was hired at NASB in 2018 to assure that NASB has a strong voice of advocacy for public schools within the halls of the Capitol. Colby spent eight years in the Nebraska Unicameral and has worked in the field of leadership development.

Fees Associated with the Search

NASB Search Fee $6,000

Included in the Search Fee

- All details described in the Search Service Protocol including but not limited to
    - Marketing brochure
    - Advertising options with no fee
    - Recruiting quality candidates
    - Creation of Leadership Profile
    - Interview questions, schedule, procedures and support
    - Engagement of district staff and education partners
    - Review of superintendent personnel documents
    - Collection and screening of all application materials
    - OneSource background checks
    - Interview assessment document
    - Two in person meetings and attendance at interview process if requested by board
    - Negotiations support if requested
    - Communication with board and applicants throughout the process
- Board Retreat after the new superintendent starts
    - To be held prior to December 31 of the first year of the contract
- Two-year Guarantee on the hire
    - If the board follows through with a board retreat with NASB prior to December 31 of the first year of the contract
- Superintendent transition document
- Superintendent transition assistance/mentor (with a minimal additional fee)
- Ongoing support for the board and superintendent

Expenses to be billed back to the district

Travel expenses for NASB Consultants to include mileage and meals (mileage billed at the standard IRS mileage rate i.e. $.725 for 2026)

NOTE: If additional planning discussion is required during the search process, NASB may arrange for a virtual meeting with the board, or the board may appoint a committee to work through logistical questions that arise.
NOTE: If the board would like to conduct the planning meetings virtually to save travel expenses, this may be arranged after discussion with NASB.

October 8, 2025

Dear School Board Member:

When you work with the Nebraska Association of School Boards (NASB), you get more than a Superintendent Search Service. You get a team of dedicated, quick to communicate, and very knowledgeable individuals. It's without hesitation that I'd highly recommend them for your Superintendent Search Service. Over the past two years now, Yutan Public Schools utilized their search services to help find both an excellent interim and now a full-time Superintendent and continue to utilize their services.

Once NASB is engaged, they take the lead in guiding the entire search process and help put you at ease. Before initiating any steps, they ensure they have a clear understanding of what the full Board envisions in an ideal candidate and then crafts the search. From there, they establish a structured timeline, provide thoughtful recommendations, and always remain available to answer questions and offer support at every stage.

Because of NASB, our Board had a clear understanding of what was needed and how the search process would unfold. NASB was consistently responsive and always willing to adjust their approach to meet any evolving needs of the Board. They were very professional with our District staff and administration and helped the Board navigate all the unknowns. Their guidance, organized and in-depth materials, and knowledge were extremely valuable and without doubt afforded our district a very positive experience in going through the challenges of finding the right fit.

Best Regards,

Adam Wacker
Board President
Yutan Public Schools

To Whom It May Concern,

Our school district had the opportunity to work with the Nebraska Association of School Boards (NASB) during our superintendent search. I am writing this letter in full support of NASB and the services they provided throughout this important process.

From the very beginning, NASB was there to assist and educate us. As a board member who had never participated in a hiring search before, it was incredibly valuable to partner with an organization that brought such knowledge and experience. Their transparency, responsiveness, and willingness to answer any question—big or small—helped put our entire board at ease.

NASB supported us every step of the way. They guided us in selecting appropriate interview questions, identifying qualified candidates, and assisted us on the day of interviews. Their communication with all board members was timely, professional, and efficient. As a first-term board member, I greatly appreciated their insight, advice, and commitment to helping us make informed decisions.

I firmly believe our search was successful because of NASB's involvement. Finding the right superintendent is vital to the success of any district, and NASB's partnership made that possible for ours. While I hope to never go through another superintendent search, I know that if we do, having NASB at our side is essential.

Sincerely,

Laura Robbins
Board Secretary
Sumner – Eddyville – Miller Schools

Dear school board member,

First of all, Thank you! Thank you for being willing to serve your community by being a member of your local school board. It is a very important, often overlooked and many times thankless job, that you have taken on. You don't hear it enough, so, thank you.

I am writing this letter to recommend that you consider NASB as your search firm, as you embark upon the difficult task of finding the superintendent that is right for your school district. For the past eight years I have worked closely with many of the employees of NASB, and the most impressive thing that I have noticed is how well they all work together as a team. When you hire NASB as your search firm, you don't just get Shari Becker, who is excellent at her job, you get everyone she works with. There has never been a time, I did not get a satisfactory answer to a question, though the answer doesn't always come directly from the person I asked. All the staff knows their team members strengths, and use those strengths to best fit the needs of the district they are working with, in whatever capacity they are serving that district at the time.

I have been through two superintendent searches now, both with NASB. Both searches have been as smooth and easy as I could have wanted them to be. Both searches ended with our district hiring well qualified, dedicated professionals that served/serve our district very well. Shari did such an amazing job, in both cases, of providing us with excellent candidates, and all of the information that we needed to make an informed decision. In the first search, I was a board member, and was impressed with all of the information that was provided. At the time of our second search, I was the board chair, and Shari answered ALOT of phone calls, and questions from me. She was always very professional, caring, and easy to talk to, as well as being informative.

In conclusion, NASB has provided quality services in every aspect to our district and comes highly recommended.

Sincerely,

Justin Ansley
School Board President
Hemingford Public Schools, District #10

	NRCSA	Mac & Jake	NASB
Preliminary Work			• Board Survey (Identify Strengths and Challenges)
Initial Board Work Session	• Creation of Timeline • Develop a District Profile • Develop a Candidate Profile • Develop a Stakeholder Engagement Plan (Allowing District Staff and Community Members to Participate in the Candidate Profile Creation and Interview Process) • Identify Elements of Board's Proposed Salary and Benefits Package • Develop a Vacancy Notice (Community Demographics, District Overview, Desired Characteristics)	• Creation of Timeline • Create Leadership Profile • Develop Recruitment Strategy • Review Compensation Data from Similar Districts and Recent Searches	• Creation of Timeline • Review Board Survey Results • Create Leadership Profile • Discuss NASB Statewide Supt. Salary and Compensation • Interview Schedule, Structure, Participants • Review Supt. Related Documents (Job Description, Evaluation Tool, Contract)

	NRCSA	Mac & Jake	NASB
Search Service will…	• Advertise Vacancy • Recruit Applicants • Screen Applications and Supporting Documents • Conduct Initial Reference Checks on All Applicants • Prepare Applicant Summary Form for All Applicants • Arrange for OneSource Background Check on Finalists • Develop (with Board) Means to Evaluate Candidates • Facilitate Interview Process • Notify All Candidates of Selection Results	• Schedule and Facilitate Stakeholder Meetings (Gather Input on District Strengths, Leadership Priorities, District Challenges) • Advertise Vacancy • Recruit Applicants • Screen Applications and Supporting Documents • Conduct Reference Checks • Conduct Pre-Interview with Selected Applicants and Provide Video Submissions for Shortlisted Candidates (up to 5) • Present All Applicants with Recommended Shortlist • Facilitate Interview Process • Notify all Candidates of Selection Results	• Develop Marketing Brochure • Advertise Vacancy • Facilitate Surveys for All Stakeholders • Recruit Applicants • Screen Applications and Supporting Documents • Conduct Reference/Background Checks (Internet Search, Criminal Background Search, Abuse Check, Credit Check) • NASB Presents All Applicant Names • Provide a Candidate Assessment Document for Use During Interviews • Facilitate Interview Process • Notify All Candidates of Selection Results
Stakeholder Partners	Include Stakeholders in Interview Process	• Include Stakeholders in Creation of Leadership Profile (Meetings) • Online Stakeholder Surveys • Include Stakeholders in Interview Process	• Administration, Staff, Parents, Patrons, Community Leader Surveys • Compile Survey Comments for Board Review • Include Stakeholders in Interview Process
Supt. Transition	• Meet with New Supt. And Board • Assist New Supt. In Creating Performance Goals • Potential Supt./Board Planning Workshop	• Establish 2-3 Performance Objectives for Year 1, Supt. Develops Action Plan, Board Defines Success	• Provide Transition Document • Arrange Mentoring for Superintendent if Needed • Conduct Transition Retreat with Board and New Superintendent
Guarantee/ Warranty	Two-Year Guarantee if Board Participates in Follow-up Transition Meeting	• Two-Year Guarantee	• Two-Year Guarantee if Board Participates in a Goal Setting Retreat by December 31 of first year
References	• None Included	• None Included	• Three Included Letters of Reference

	NRCSA	Mac & Jake	NASB
Recent Searches	See Below	See Below and In Proposal	See Below Proposal
Cost	$5500 + advertising expenses and travel expenses	$7500 + expenses (estimated at $2000) with a Price Match for Comparable Level of Services	$6000 + travel expenses

NRCSA Recent Searches
2022/23
Ansley Public Schools
Louisville Public Schools
Lakeview Community Schools
North Bend Central Public Schools
Thayer Central Community Schools
….etc.
2023/24
Deshler Public Schools-Interim
Fairbury Public Schools-Interim
Raymond Central Public Schools
Sioux County Public Schools
2024/25
Boyd County Schools
Lawrence Nelson Public Schools
Pawnee City Public Schools
Shelton Public Schools
2025/26
Axtell Community Schools
Newman Grove Public Schools
Hayes Center Public Schools
Sandy Creek Public Schools
Superior Public Schools
…etc.

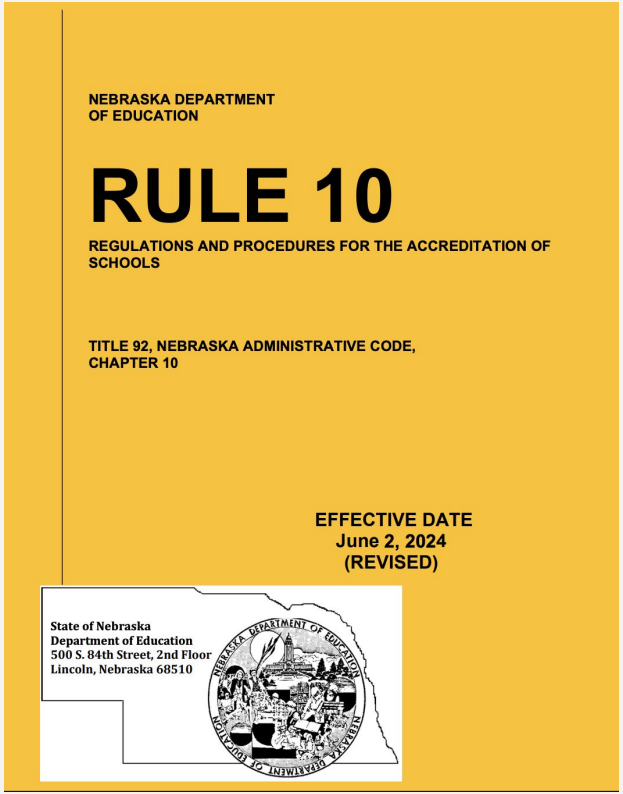
Mac & Jake Recent Searches
2022/23
Centura Public Schools
Ralston Public Schools
Nebraska Commissioner of Education
2023/24
Columbus Public Schools
Wilber Clatonia Public Schools
2024/25
Lakeview Community Schools
Southern Public Schools
Tri County Public Schools
2025/26
Cross County Community Schools
Fairbury Public Schools
Niobrara Public Schools

NASB Recent Searches
2022/23
Anselmo-Merna Public Schools
Grand Island Public Schools
Schuyler Community Schools
Osmond Public Schools
Brady Public Schools
…etc.
2023/24
Gretna Public Schools
High Plains Community Schools
Elm Creek Public Schools
Bertrand Community Schools
Homer Community Schools
…etc.
2024/25
Boone Central Schools
Centura Public Schools
Elba Public Schools
Twin River Public Schools
Yutan Public Schools
Sutherland Public Schools
…etc.
2025/26
Bayard Public Schools
Hay Springs Public Schools
Norfolk Public Schools
Thedford Public Schools
Perkins County Public Schools
…etc.

David City Public Schools School Improvement/MTSS Update

Board of Education Meeting
August 12, 2026

School Improvement Background Information and Update

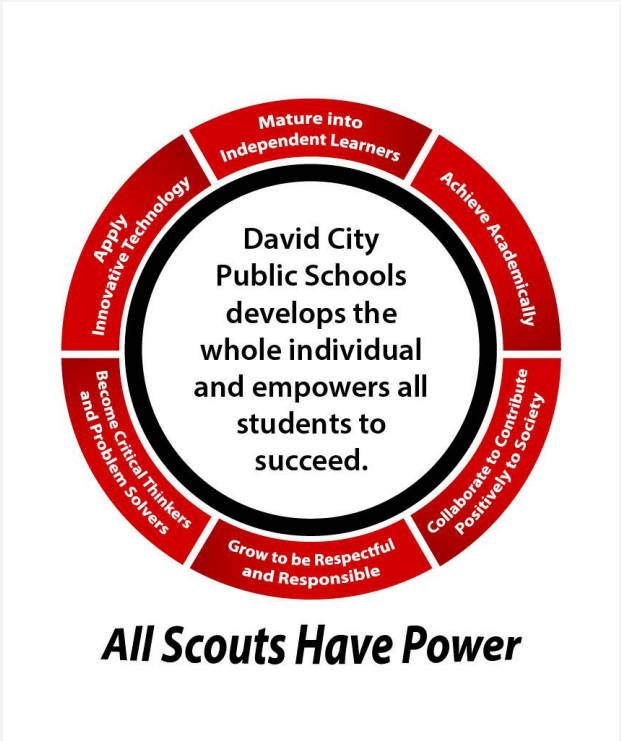


Rule 10 in Nebraska establishes the criteria that schools in Nebraska must meet in order to be accredited by the state of Nebraska.

This law establishes in the area of school improvement that districts must:

- Review and update the district's mission and vision statements
- Collect and analyze data
- Establish improvement goals
- Develop and implement an improvement plan
- Be involved in an external visitation visit once every five years

As a part of this process, our district's mission statement and vision have been revisited, and it has been decided to keep it the same.



David City Public Schools
Continuous Improvement Goals 2025-2030

Academic Goal:

All DCPS students will demonstrate growth in reading proficiency across all content areas. By the 2029-2030 school year, at least 75% of students in each grade level will meet or exceed grade-level expectations in reading as measured by statewide accountability assessments.

MTSS Goal:

By November 2029, DCPS will both establish and apply a cohesive Multi-Tiered System of Support (MTSS) by defining tiered expectations, adopting a districtwide framework, training all staff for shared understanding, and delivering consistent implementation through high-quality instructional materials (HQIM), common data practices, and collaborative leadership across all teams.

Academic Goal:

All DCPS students will demonstrate growth in reading proficiency across all content areas. By the 2029-2030 school year, at least 75% of students in each grade level will meet or exceed grade-level expectations in reading as measured by statewide accountability assessments.

Current District Initiatives in Reading

- The district obtained a CLSD grant for K-5 to fund several reading initiatives.
- UNL Words Training for Science of Reading for elementary staff
  - 3 year training
  - Includes coaching, after school tutoring, and development of literacy leaders at each elementary building
- Additional reading interventions obtained to strengthen intervention library
  - SPIRE reading intervention for elementary
  - Multisyllabic Routines by 95% group for 2nd through 5th grade
- Staff are welcome to attend Science of Reading trainings at ESU 7 funded by a PK-12 CLSD grant.
  - LETRS for Early Childhood
  - LETRS for Elementary
  - Secondary Science of Reading

MTSS Goal:

By November 2029, DCPS will both establish and apply a cohesive Multi-Tiered System of Support (MTSS) by defining tiered expectations, adopting a districtwide framework, training all staff for shared understanding, and delivering consistent implementation through high-quality instructional materials (HQIM), common data practices, and collaborative leadership across all teams.

MTSS

MULTI-TIERED SYSTEM OF SUPPORTS

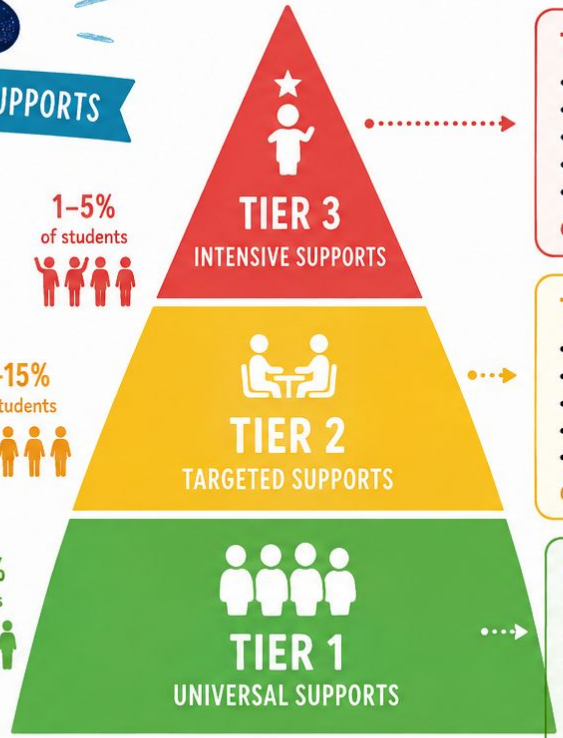
A proactive, data-informed framework that ensures **all** students receive the right support at the right time to be successful.

EQUITY
Access and opportunity for every student

DATA-INFORMED
Use data to make decisions and monitor student progress

COLLABORATION
Educators, families, and community working together

CONTINUOUS IMPROVEMENT
Reflect, adjust, and improve outcomes for all students



Three Tiers of Support

TIER 3: INTENSIVE SUPPORTS

- For students with significant needs
- Customized, intensive interventions
- Small group or individual instruction
- Frequent progress monitoring
- Data-based adjustments

Goal: Accelerate growth and close gaps

TIER 2: TARGETED SUPPORTS

- For students at risk
- Small group interventions
- Focused on specific skill areas
- Progress monitored regularly
- Changes made as needed

Goal: Prevent further difficulties

TIER 1: UNIVERSAL SUPPORTS

- High-quality instruction for all
- Evidence-based, grade-level curriculum
- Positive learning environment
- Universal screening and progress monitoring

Goal: All students succeed

WE MEET STUDENTS WHERE THEY ARE.
WE SUPPORT THEM TO WHERE THEY NEED TO GO.

OUR WHY
Every student. Every day.
Whatever it takes.

Shared Leadership

- In the past year, the DCPS School Improvement Team has put a great deal of time in developing a shared leadership approach for MTSS.

- This graphic will provide a visual for you of the district's shared leadership approach. Links on this document will take you to a shared leadership document with more description about that committee.

- Link to Shared Leadership Visual

Other MTSS Related Activities - Elementary

- During the 2025-26 school year, the Reading AdHoc committee developed a Must Use, Won't Use, Might Use document for reading to help guide reading instruction at the Tier 1 level.
- Developed an Elementary MTSS Team that oversees practices in both buildings.
- Over the summer, the Elementary MTSS Team developed the same document for Math and SEL (Social Emotional Learning).
- For Math, the Elementary MTSS team decided to utilize Rocket Math at all K-6 grade levels to practice fluency. This committee made kits for all teachers.
- The Elementary MTSS has developed Reading Decision Rules to be utilized when making decisions on interventions and support for students.

Other MTSS Related Activities - Secondary

- Established HQIM at 80% vs 20% other and provided Summer Planning for implementation
- Secondary MTSS Team, CCC core courses developed
  - 3 Work sessions with NDE to develop team, process and systems
  - Regular meetings to make decision rules and resource mapping
- Schedule developed with common plans for CCC in all departments
- Middle School Team created
- SAT coordinator and process developed
- Identified Tier I and Tier II Strategies for teachers
- EduClimber data and decision rules developed and prepared
- SAEBRs survey completed and will continue to develop SEL groups and focus
- ACCESS refocused for reteach purpose
- ELA and Math supports classes with data-based placement for next year grades 7-9

We will continue to work collaboratively as a district to make growth in these areas to help us reach our goals by 2030.

Academic Goal:

All DCPS students will demonstrate growth in reading proficiency across all content areas. By the 2029-2030 school year, at least 75% of students in each grade level will meet or exceed grade-level expectations in reading as measured by statewide accountability assessments.

MTSS Goal:

By November 2029, DCPS will both establish and apply a cohesive Multi-Tiered System of Support (MTSS) by defining tiered expectations, adopting a districtwide framework, training all staff for shared understanding, and delivering consistent implementation through high-quality instructional materials (HQIM), common data practices, and collaborative leadership across all teams.

KEEP
CALM
WE'RE ALL
IN THIS
TOGETHER!