

BOX BUTTE COUNTY SCHOOL DISTRICT #07-0010
HEMINGFORD PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING AGENDA
Monday, February 10, 2025
South Campus

The Board of Education of School District 07-0010 will meet on Monday, February 10, 2025 in the South Campus as duly advertised in the Alliance Times-Herald.

- I. Pledge of Allegiance
- II. Notices
- III. Call Meeting to Order
 - III.A. Roll Call
 - III.B. Excuse Absent Board Member(s)
- IV. Report from Board Committee(s)
- V. Regular Meeting Agenda
 - V.A. Recognition of Student Achievement (Bobcat Excellence) - (Approximately 6:00 PM)
 - V.B. Public Participation (Maximum of 30 Minutes Allotted for this Portion of the Meeting)
 - V.C. Correspondence
 - V.D. Consent Agenda
 - Approve Minutes of Prior Meeting(s)
 - Approve Treasurer's Report
 - Approve School Activity Fund Report
 - Approve Control Budget
 - Report Required by State Statute 79-506
 - V.E. Payment of Claims
 - V.F. Discuss, Consider, and Take All Necessary Action Regarding Approval of Employment of Mr. Joshua Redden as High School Principal
 - V.G. Discuss, Consider, and Take All Necessary Action Regarding Approval of Second Reading of the Following Policies: Proposed 602.03 - OPEN CAMPUS, Proposed Revised 504.05 - STUDENT VEHICLES
 - V.H. Discuss, Consider, and Take All Necessary Action Regarding the Transfer of funds from the General Fund to the School Nutrition Fund
 - V.I. Discuss, Consider, and Take All Necessary Action Regarding First Reading of the Following Policies: Proposed Revised Policy 604.02 Summer School Instruction
 - V.J. Discuss, Consider, and Take All Necessary Action Regarding Approval of School Calendar for the 2025-2026 School Year
- VI. Discussion/Possible Action Items
- VII. Student Board Representative Report
- VIII. Administration Reports
- IX. Superintendent Report
- X. Policy Review
- XI. Items For Next Board Meeting
- XII. Adjournment



Welcome to the Hemingford Public Schools Board of Education Meeting.

The board welcomes citizens to attend board meetings to become acquainted with the programs and operations of the district. Members of the public are also encouraged to share their ideas and opinions with the Board during the agenda item labeled "Public Comment". Comments or questions from the audience at any other time during the meeting except for the agenda item "Public Comment" will be declared out of order.

School board meetings are a meeting held in public; however, the meetings are not public meetings.

TALKING POINTS FOR BOARD MEETING

3 MINUTES PER INDIVIDUAL/30 MINUTES ON TOPIC

The board chair will recognize these individuals to make their comments at the appropriate time. Only those speakers recognized by the board chair shall be allowed to speak. Comments by others are out of order. If disruptive, the individual making the comments, or other individuals causing disruption may be asked to leave the board meeting.

The purpose of public participation is a forum for the public to provide information and be heard by the members of the board. By law, the board is not allowed to respond, discuss, or take action on items that are not included in the published agenda.

Any written or printed materials to be circulated for a meeting of the school board must be submitted to the superintendent by the **Thursday** preceding a Monday night meeting. (Per policy # 0204.12)

*If you want to speak, you must fill out a Public Comment Request Card. When you have completed this, please submit the card to the superintendent. The cards will be numbered as they are received by the superintendent. You will be called on, by the board president, according to the number on your completed Public Comment Request Card. The board president will signal when the speaker has 30 seconds remaining.

*By law, you must state your name, address, and we ask that you state the topic you are addressing, before you begin.

*If you are planning to speak about personnel or student matters involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members **may not** respond to any questions you ask or comments you make about individual staff members or students.

+++++tear off+++++tear off+++++tear off+++++

Number	
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Hemingford School District—Board of Education
Public Comment Request Card
Name:
District resident: <input type="checkbox"/> Yes <input type="checkbox"/> No
Address:
City/State/Zip Code:
Agenda Item or Topic to address:
Signature:

Standard Procedures for Executive (Closed) Session Hemingford Public Schools Board of Education

[Closed Session Procedures \(Checklist\)](#)

[Reference/Background Information](#)

[Before the Meeting](#)

[Identify Lawful Purpose\(s\) for Closed Session](#)

[Make a Proper Motion in Open Session](#)

[Vote on the Motion \(In Open Session\)](#)

[Conduct the Closed Session Properly](#)

[Return to Open Session and Record in Minutes](#)

[Document Compliance:](#)

[Formal Action:](#)

Closed Session Procedures (Checklist)

- Make a proper motion in open session
 - Specific subject matter – A brief description of the topic to be discussed **and**
 - Stated purpose – A statement of which section of the Nebraska Open Meetings Act applies
 - protection of the public interest; **or**
 - prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting.
- Vote on the motion in open session)
- The Presiding Officer restates the limitation of the closed session
- Record the time going to the closed session
- The Board locks/leaves all electronic devices and proceeds to the school library
- Conduct the closed session properly
- Return to South Campus
- The Presiding Officer declares return to open session,
- The Presiding Officer restates the limitations of the closed session
- Record the time returning to open session
- If necessary, take formal action and vote in open session

Reference/Background Information

Before the Meeting

- Confirm whether the planned subject matter is eligible for a closed session under Nebraska law. (e.g., superintendent or board president consultation with legal counsel).
- Prepare a brief summary of the topic to be cited in the motion.

Identify Lawful Purpose(s) for Closed Session

- Under the Nebraska Open Meetings Act, a public body (such as a school board) may convene in closed (executive) session only for specific, lawful purposes. Closed/Executive Session must be clearly necessary to ensure:
 - protection of the public interest; or
 - prevention of needless injury to the reputation of an individual and if such an individual has not requested a public meeting.
- Common reasons include:
 - Strategy sessions with respect to litigation, real estate purchases, pending or imminent.
 - Discussion regarding collective bargaining negotiations.
 - Discussion regarding the evaluation or job performance of a staff member (like the Board evaluation of the Superintendent), or for the prevention of needless injury to an individual's reputation (if that individual has not requested an open meeting).
 - Discussion concerning security personnel or devices.

Make a Proper Motion in Open Session

- Before moving into a closed session, a board member must make a motion in open session. The motion should include:
 - Specific Subject Matter – A brief description of the topic to be discussed (e.g., “to discuss litigation strategy regarding the [XYZ] lawsuit,” “to discuss negotiations with the local teachers’ association,” etc.) and
 - Stated Purpose – A statement of which section of the Nebraska Open Meetings Act applies (e.g., “to prevent needless injury to the reputation of a staff member” if evaluating job performance).
 - Example: “I move to go into closed session to discuss negotiations (subject matter) for the protection of the public’s interest (reason necessitating the closed session).” “I move to go into closed session to discuss a performance evaluation to protect the reputation of an individual and that individual has been notified and has not requested a public meeting.”

Vote on the Motion (In Open Session)

- Once the motion is made, the board president (or presiding officer) must call for a vote in open session.
- A majority of board members present must vote in favor of the motion for the board to legally enter closed session.

- The vote must be recorded in the meeting minutes.
- If the motion to close passes, the presiding officer shall restate for the record the limitation of the subject matter of the closed session immediately and prior to moving into closed session.
- Make a note of the time the board entered closed session (Board meeting minutes must include the entire motion, the vote of each member, time in which the closed session started and ended.)

Conduct the Closed Session Properly

- Board Members will close/lock any laptops and will leave their cell phones and any other media or recording devices at South Campus.
- The Board will move to another location to conduct closed sessions (typically the school library in the elementary school).
- Admit Only Necessary Individuals: During the closed session, typically, the board members, required staff (e.g., superintendent, board secretary), legal counsel, or others with relevant input may remain present. Anyone not necessary for the closed-session discussion is welcome to remain at South Campus until the board returns to open session.
- Discuss Only the Announced Topic: The board must limit the discussion strictly to the purpose(s) identified in the motion. Venturing into unrelated topics violates the Open Meetings Act.
- No Formal Action: The board cannot take final action (e.g., vote to approve a policy) during the closed session. Any vote or final decision must be conducted in open session.
- If, during the closed session, a member believes the discussion has strayed away from the reason or motion for the closed session, the board member may challenge the continuation of the closed session. If the board member believes the discussion is inappropriate, next steps:
 - If a challenge is made, the board will return to open session, note the time, and vote in public.
 - If a majority of the board members vote against the challenge to terminate [i.e., motion failed], the board will return to the closed session referencing the original motion to enter closed session, note the time, and continue.
 - If the challenge is made, it shall be reflected in the minutes, and it will list how each member voted.
 - If a challenge is made by a member and the board votes against it, the member making the motion should consider leaving the meeting if he/she believes the board is discussing material that is not relevant to the reason for the closed session. The board member may also return to the closed session.

Return to Open Session and Record in Minutes

- When the board finishes its closed-session discussion:
 - Reconvene in Open Session: The board president (or presiding officer) announces the end of the closed session, restates the limitations of the closed session, and reconvenes the open meeting.
 - Record the Time: The start and end times of the closed session must be noted in the minutes.

Document Compliance:

- The minutes should reflect:
 - The motion to go into closed session, including who made and seconded it.
 - The vote (roll call or otherwise) on the motion.
 - The statutory reason for the closed session.
 - The start time of the closed session and the end time when the board returned to open session.

Formal Action:

- If any formal action (e.g., a decision or vote) results from the closed-session discussion, that action must be taken in the open session so that it is publicly recorded.

2024

American Civics/Curriculum : Cullan, Randolph, Votruba

Finance : Randolph, Ansley, Cullan

Negotiations : Ansley, Schumacher, Votruba

Transportation : Horstman, Cullan, Ansley

Building and Grounds : Schumacher, Randolph, Horstman

HEMINGFORD PUBLIC SCHOOLS

Board Committee Report

Date of Report:

Committee:

Items Reviewed Discussed:

Information for the Full Board:

Recommendations to the Full Board:



Hemingford Public Schools

Annual Board of Education Calendar

Month	Budget	Curriculum	Personnel	Policy	Board Development	Other
January 5:00 PM			<ul style="list-style-type: none"> • Approve Negotiated Agreement with HEA (Upon Mutual Acceptance) • Appoint Superintendent as Authorized Representative for Federal, State, and Local Matters. 	<ul style="list-style-type: none"> • Adopt Board and Superintendent Goals • Review Board Member Code of Ethics • Review/Revise Policies 	<ul style="list-style-type: none"> • Discussion and/or Appointment of Board Committees • NASB Legislative Issues Conference • Community Engagement Session • Board Retreat/Workshop • Strategic Plan Review/Board Self-Assessment 	<ul style="list-style-type: none"> • Oath of Office • Board Officer Elections • Designate Depository • Designate Legal Firm • Designate Treasurer • Designate Auditor for the District • Review Report Required by State Statute 79-506
February 5:00 PM		<ul style="list-style-type: none"> • Review Report on Multicultural Education 	<ul style="list-style-type: none"> • Approve Negotiated Agreement with HEA (Upon Mutual Acceptance) 	<ul style="list-style-type: none"> • Review/Revise Policies 	<ul style="list-style-type: none"> • NASB Presidents' Retreat 	<ul style="list-style-type: none"> • Monitor Proposed Legislation
March 7:00 PM	<ul style="list-style-type: none"> • Review State Aid Certification (When Available) • Establish Technology Budget for Following Year 	<ul style="list-style-type: none"> • Curriculum Committee Review of Curriculum Materials Proposed for Adoption (as needed) • Committee on American Civics Meeting 	<ul style="list-style-type: none"> • Establish Salaries for Administrators • Approve Negotiated Agreement with HEA (Upon Mutual Acceptance) 	<ul style="list-style-type: none"> • Adopt Resolution Pertaining to Non-Resident Students • Review/Revise Policies 	<ul style="list-style-type: none"> • NRCSA Spring Conference 	<ul style="list-style-type: none"> • Discuss School Calendar • Monitor Proposed Legislation
April 7:00 PM	<ul style="list-style-type: none"> • Review State Aid Certification (When Available) 	<ul style="list-style-type: none"> • Consider Adoption of Curriculum and/or Textbooks for Subsequent Year 		<ul style="list-style-type: none"> • Review/Revise Policies 		<ul style="list-style-type: none"> • Adopt School Calendar • Review Report Required by State Statute 79-506
May 7:00 PM	<ul style="list-style-type: none"> • Review State Aid Certification (When Available) 	<ul style="list-style-type: none"> • Review Statewide Assessment Results (Writing) 		<ul style="list-style-type: none"> • Review/Revise Policies 	<ul style="list-style-type: none"> • Attend Graduation Ceremony 	

Hemingford Public Schools

Annual Board of Education Calendar

Month	Budget	Curriculum	Personnel	Policy	Board Development	Other
June 7:00 PM		<ul style="list-style-type: none"> Year End Assessment and Curriculum Review Review School Improvement Plan Committee on American Civics Meeting 	<ul style="list-style-type: none"> Superintendent Evaluation (end of year) 	<ul style="list-style-type: none"> Review Bullying Prevention Policy Approve Student, Athletic, and Staff Handbooks 	<ul style="list-style-type: none"> Board Self-Assessment and Goal Planning NASB School Law Seminar 	
July 7:00 PM	<ul style="list-style-type: none"> Budget Committee Work Session Review Budget Authority and Allowable Reserve Percentage Certification 	<ul style="list-style-type: none"> Review Summer School Program Report 		<ul style="list-style-type: none"> Student Fees Policy Parent Involvement Policy 	<ul style="list-style-type: none"> NASB School Finance Workshop Review NASB Board Awards of Achievement NASB School Law Workshop 	<ul style="list-style-type: none"> Adopt Board Goals Review Report Required by State Statute 79-506
August 7:00 PM	<ul style="list-style-type: none"> Review Proposed Budget Review Certifications of District's Assessed Valuation 				<ul style="list-style-type: none"> NASB Area Membership Meeting 	<ul style="list-style-type: none"> Facilities Tour
September 7:00 PM	<ul style="list-style-type: none"> Budget Hearing Adopt Budget Tax Request Hearing Approve Tax Request for Fund Levies 	<ul style="list-style-type: none"> Review ACT Results Review School Improvement Plan Review Statewide Assessment Results (Reading, Math, Science) 	<ul style="list-style-type: none"> Consider HEA Request for Recognition as Bargaining Agent (if delivered to Board) 		<ul style="list-style-type: none"> NASA/NASB Labor Relations Conference 	<ul style="list-style-type: none"> Review Statewide Assessment Results (when available)
October 7:00 PM	<ul style="list-style-type: none"> Review Fall Enrollment Figures Prepare for Negotiations 		<ul style="list-style-type: none"> Consider HEA Request for Recognition as Bargaining Agent 			<ul style="list-style-type: none"> Review Annual Emergency Safety Plan Review Report Required by State Statute 79-506
November 5:00 PM	<ul style="list-style-type: none"> Audit Committee Review of Audit Report 	<ul style="list-style-type: none"> Review District Annual Report 	<ul style="list-style-type: none"> Distribute/Complete Superintendent Evaluation Begin Negotiations 		<ul style="list-style-type: none"> NASB/NASA State Education Conference 	
December 5:00 PM	<ul style="list-style-type: none"> Approve Fiscal Year Audit Report 	<ul style="list-style-type: none"> Review School Improvement Plan 	<ul style="list-style-type: none"> Approve Negotiated Agreement with HEA (Upon Mutual Acceptance))	<ul style="list-style-type: none"> Host Board/Staff Recognition Dinner

Hemingford Public Schools

Annual Board of Education Calendar

Month	Budget	Curriculum	Personnel	Policy	Board Development	Other
	(November or December)		<ul style="list-style-type: none">• Superintendent Evaluation			

Revised February 2023

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Number	
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Hemingford School District—Board of Education
Public Comment Request Card
Name:
District resident: <input type="checkbox"/> Yes <input type="checkbox"/> No
Address:
City/State/Zip Code:
Agenda Item or Topic to address:
Signature:

Thank You

Dear Dr. Miller & the Hemingford Public School District #10 Board Members

I would like to extend my heartfelt gratitude to everyone involved in the significant effort to demolish and remove the house at 912 Ogallala Street.

As you are all aware, this property posed numerous health and safety concerns for our community. It had become a frequent habitat for various animals, as evidenced by a neighbor's recent encounter with an opossum in their garage shortly after the demolition.

With the property now completely cleared, I am pleased to close this case without any further concerns. The Village of Hemingford truly appreciates your dedication, attention, and swift response in addressing this matter.

We eagerly anticipate seeing what the future may hold for this now "clean and pristine" property and the positive impact it will have on our community.

Thank you once again for your hard work and commitment.

Yours Truly,

Kyla Cotant



Report Required by State Statute 79-506

Regarding Board Member Purchase of Health Insurance

Hemingford Public Schools

One member of the Board of Education currently participates in the District's health insurance program. Trish Schumacher is a participant.

Trish Schumacher pays the full cost of the insurance in accordance with State Statute 79-506. There is no cost to the district associated with her participation in this program.

BOX BUTTE COUNTY SCHOOL DISTRICT 07-0010
HEMINGFORD PUBLIC SCHOOLS
HEMINGFORD, NEBRASKA

January 13, 2025
Board of Education Regular Meeting Minutes

A regular meeting of the Board of Education of School District 07-0010 was called to order at 5:09 PM at South Campus by Justin Ansley. Notice of the meeting was given in advance through the Alliance Times-Herald. Board members were notified in advance of the meeting.

Emma Hitchcock took the Student Board Representative Oath of Office.

Justin Ansley: Present, Brett Cullan: Present, Rick Horstman: Present, Blanche Randolph: Present, Trish Schumacher: Present, Micki Votruba: Present.

The board conducted the annual organization. The superintendent assumed chairmanship of the meeting for the purpose of the election of a board president.

Brett Cullan nominated Justin Ansley for President. Rick Horstman seconded the nomination. Motion by Trish Schumacher to cast a unanimous ballot for Justin Ansley for Board President Seconded by Blanche Randolph Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Justin Ansley resumed the chairmanship of the meeting.

Justin Ansley nominated Trish Schumacher for Vice President. Blanche Randolph seconded the nomination. Motion by Brett Cullan to cast a unanimous ballot for Trish Schumacher for Board Vice-President Seconded by Micki Votruba Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Brett Cullan nominated Blanche Randolph for Secretary. Justin Ansley seconded the nomination. Motion by Justin Ansley to cast a unanimous ballot for Blanche Randolph for Board Secretary Seconded by Trish Schumacher Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Blanche Randolph to appoint Kristy Hanks as Board Treasurer/Clerk Seconded by Micki Votruba Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Brett Cullan to approve the Consent Agenda Seconded by Blanche Randolph Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Blanche Randolph claims for January be approved as presented in the amount of General Fund: \$79,652.08 , Building Fund: \$4,200.00. Seconded by Brett Cullan Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Micki Votruba Authorize the use of school resources for printing and mailing for the alumni banquet and issuance of alumni recognition pins for graduation and the alumni banquet Seconded by Blanche Randolph Motion Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Blanche Randolph Approval of the Negotiated agreement with the Hemingford Education Association and approval of the amendment to the 2024-2025 agreement. Seconded by Brett Cullan Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Micki Votruba Approve the Annual Readoption of Existing Policies, Regulations, and Handbooks for the Governance of the School District Seconded by Blanche Randolph Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Brett Cullan Accept the first reading of the following policies: Proposed 602.03 - OPEN CAMPUS, Proposed Revised 504.05 - STUDENT VEHICLES. Seconded by Justin Ansley Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Micki Votruba Approve the retirements of Mrs. Sue Benzel and Mrs. Pam Huddle and thank them for their years of service to the school district. Seconded by Blanche Randolph Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Brett Cullan Approve salary schedules and contract for administrators Seconded by Blanche Randolph Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Blanche Randolph Approve construction management at risk agreement (contractual documents) with BD Construction Seconded by Justin Ansley Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Emma Hitchcock provided a student board representative report to the board.

Administrative reports were provided by Mr. Arneson, Mrs. Plog, Mr. Westover, Mrs. Hanks, and Dr. Miller.

Policy review for the month was conducted for policies 600 through 605.06. The board will review policies 605.07 through 610.02 for next month.

Meeting was adjourned at 6:38 PM.

The next regular meeting of the Hemingford Board of Education will be held on February 10th at 5:00 PM at South Campus.

Dr. Travis Miller
Superintendent

Blanche Randolph
Board Secretary

GENERAL FUND INVOICES/CLAIMS:

21ST CENTURY EQUIPMENT, 26.85, ACCUCUT, 50.50, ADAMSON AUTOMOTIVE, 6,675.90, ALLIANCE TIMES HERALD, 163.72, ALMA GAUCHA, 79.94, ALOFT BOSON, 1,127.19, AMAZON, 627.77, B & C STEEL CORP., 409.92, BELL, GAVIN, 570.00, BLACK HILLS ENERGY, 5,001.52, BLOEDORN'S LUMBER CO., 259.46, BLUE SUSHI, 43.06, BLUUM OF TEXAS LLC, 1,498.08, BOX BUTTE AG SERVICE, INC, 354.70, BOX BUTTE COUNTY CLERK, 32.64, BUFFALO WILD WINGS, 47.44, CAMBRIA HOTEL, 278.51, COURTYARD BY MARRIOTT, 763.00, CULLIGAN WATER CONDITIONING, 183.42, DARREN'S CARQUEST AUTO PARTS, 54.07, DOCUSHRED, 80.00, DOLLAR TREE, 32.70, EAKES OFFICE SOLUTIONS, 31.43, ED PUZZLE, 11.50, EDDIE MERLOT'S-BOSTON, 71.93, EDUCATIONAL SERVICE UNIT #13, 6,886.36, EMBASSY SUITES- LINCOLN, 5.00, ESU COORDINATING COUNCIL, 6,245.00, FREDDYS, 10.14, FUEL TRIPS- ELAN, 1,295.02, GOOGLE, 12.00, GRADUATE- LINCOLN, 138.92, GRANITE CITY, 19.12, H & H SANITATION, 150.00, HEMINGFORD CO-OP TELEPHONE CO, 968.16, HEMINGFORD MUNICIPAL UTILITIE, 9,981.22, HERNANDEZ, ALISHA, 80.20, HOBBY LOBBY, 136.89, HOLIDAY INN EXPRESS - HASTINGS, 198.94, HOMETOWN LEASING, 365.83, HOTEL PARKING, 40.00, HUSS AUTO REPAIR, 987.65, IDEAL LINEN AND UNIFORM, 295.50, IDEAL/BLUFFS FACILITY SOLUTIONS, 2,522.27, IMAGINE LEARNING LLC, 785.40, INNOVATIVE OFFICE SOLUTIONS, LLC, 1,152.50, J.J. PRATT ENTERPRISES, LLC, 4,940.00, JACKS REFRIGERATION SERVICE, 2,145.19, JAYMAR BUSINESS FORMS INC, 252.38, JW PEPPER & SON, INC, 21.99, KIMBALL, KATIE, 42.38, KING BUFFET, 16.05, KSB School Law PC, LLO, 610.00, LEGACY COOP, 3.68, LINCOLN JOURNAL STAR, 30.99, LINCOLN MARRIOT CORNHUSKER, 224.00, LISA BRIGGS, OT, LLC, 1,837.86, MAILCHIMP, 13.00, MATHCOUNTS FOUNDATION, 560.00, MENARDS, 396.80, MJ OCONNORS, 53.34, MOBIUS COMMUNICATIONS CO, 600.00, MORFORD'S DECORATING CENTER, 494.64, NCS PEARSON INC., 98.00, NEBRASKA SCHOOL COUNSELOR ASSOCIATION, 40.00, NEGIFTED, 333.62, OMNIFY BENEFITS, 82.60, ONE SOURCE BACKGROUND CHECK CO, 40.00, PAUL H BROOKES PUBLISHING CO INC., 333.35, PRAIRIE STORAGE CONTAINERS, 150.00, PROJECTOR PEOPLE, 1,199.00, QUILL CORPORATION, 201.52, RABEN'S MARKET, 483.61, RAISING CANES, 29.77, REGION V ELEMENTARY PRINCIPALS, 60.00, ROBERTS ELECTRIC INC., 3,568.94, ROCKY MOUNTAIN AIR SOLUTIONS, 46.60, ROTH, MIKAELA, 85.93, SARACENO, 48.55, SHERIDAN

COUNTY, 100.00, SOAR PEDIATRIC THERAPY, LLC, 2,229.00, SPARQ DATA SOLUTIONS, 2,600.00, TRINIS MEXICAN RESTAURANT, 72.17, TWISTED FORK, 48.52, VALOR GENERAL STORE, 1.38, WALL STREET JOURNAL, 41.72, WENDYS, 12.51, WESTCO, 4,713.62, WPCI, 38.00, **TOTAL, 79,652.08**

BUILDING FUND INVOICES/CLAIMS:

WOOD CONSTRUCTION, 4,200.00, **TOTAL, 4,200.00**

BOX BUTTE COUNTY SCHOOL DISTRICT 07-0010
HEMINGFORD PUBLIC SCHOOLS
HEMINGFORD, NEBRASKA

February 5, 2025

Board of Education Retreat/Work Session Meeting Minutes

A Retreat/Work Session meeting of the Board of Education of School District 07-0010 was called to order at 9:33 AM at South Campus by Justin Ansley. Notice of the meeting was given in advance through the Alliance Times-Herald. Board members were notified in advance of the meeting.

The board received a presentation and had a discussion with Jack Backer (JEO) regarding an overview and update of school facilities concepts.

The board received a presentation and had a discussion with Scott Kralik and Austin Larsen (BD) regarding a high-level school facilities construction budgetary review and options.

The board received a presentation and had a discussion with Andy Forney (DA Davidson) regarding an update of school facilities construction financing options.

The board reviewed and discussed the board code of ethics and best practices.

The board discussed chain of command, policy alignments, conflict resolution plan alignment, community engagement meeting scheduling, policies regarding recording of others without their knowledge and procedures for closed sessions.

The board received a presentation and had a discussion with Mr. Eric Arneson, Mrs. Mandy Plog, Mrs. Samantha Gilkerson, Mrs. Bridget Johnston, Mr. Joshua Redden, and Dr. Travis Miller regarding the strategic plan dashboard and progress made on the strategic plan. The Board conducted a self-assessment and updated the ratings on the strategic plan dashboard.

The board received a presentation and had a discussion with Mrs. Morgan Kuhn regarding the school day schedule and school calendar.

The board received presentations and discussion and engaged in an educational work session with community members regarding education facilities concepts and proposed bond issues. Presentations were led by Marsha Wilkerson (BD), Jack Baker (JEO), and Andy Forney (DA Davidson).

Meeting was adjourned at 6:34 PM.

The next regular meeting of the Hemingford Board of Education will be held on February 10th at 5:00 PM at South Campus.

Dr. Travis Miller
Superintendent

Blanche Randolph
Board Secretary

Activity Fund Balance Report - Summary - Exclude Encumbrances

09/2024 - 02/2025

Regular; Beginning Month 09/2024; Processing Month 02/2025; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	753,122.25	0.00	0.00	(753,122.25)	0.00
05 704 1010	ATHLETICS / ACTIVITIES	(386,032.54)	78,586.56	401,617.00	112,607.74	49,605.64
05 704 1015	UNIFORMS	(7,000.00)	16,648.44	20,000.00	5,563.44	1,915.00
05 704 1020	ATHLETIC CLUB / CONCESSION STAND	0.00	11,148.01	13,253.95	6,069.73	8,175.67
05 704 1025	RANDOM DRUG TESTING	(2,000.00)	3,741.56	6,000.00	108.86	367.30
05 704 1030	CHEERLEADERS - FUNDRAISING	(3,011.94)	3,071.52	4,146.94	0.00	(1,936.52)
05 704 1035	FOOTBALL FUNDRAISING	0.00	4,400.75	200.00	12,575.54	8,374.79
05 704 1036	FOOTBALL	(12,000.00)	8,343.61	20,500.00	98.79	255.18
05 704 1040	VOLLEYBALL - FUNDRAISING	0.00	970.73	1,601.60	3,732.05	4,362.92
05 704 1041	VOLLEYBALL	(3,000.00)	7,166.77	9,500.00	771.61	104.84
05 704 1042	BOYS BASKETBALL FUNDRAISING	0.00	0.00	680.00	337.79	1,017.79
05 704 1043	BASKETBALL	0.00	9,661.38	11,000.00	0.00	1,338.62
05 704 1044	WRESTLING	(11,000.00)	13,732.94	25,670.00	356.06	1,293.12
05 704 1045	BOYS WRESTLING FUNDRAISER	0.00	5,001.42	6,338.81	5,019.82	6,357.21
05 704 1046	GIRLS WRESTLING FUNDRAISER	0.00	1,446.36	1,411.23	690.14	655.01
05 704 1050	XC FUNDRAISER	0.00	1,778.10	748.00	4,971.71	3,941.61
05 704 1051	XC	(3,800.00)	1,702.09	5,300.00	271.44	69.35
05 704 1052	GOLF	(3,800.00)	0.00	3,800.00	154.35	154.35
05 704 1054	TRACK	(12,000.00)	572.63	15,000.00	359.66	2,787.03
05 704 1055	TRACK FUNDRAISING	0.00	0.00	0.00	173.81	173.81
05 704 1056	GIRLS ATH FUNDRAISING	0.00	410.00	4,878.88	6,983.92	11,452.80
05 704 1057	GIRLS ON THE RUN	0.00	0.00	0.00	360.19	360.19
05 704 1060	UNIFIED BOWLING	0.00	917.69	1,000.00	0.00	82.31
05 704 1999	GRADUATED CLASSES	0.00	0.00	0.00	8,783.66	8,783.66
05 704 2023	CLASS OF 2023	0.00	0.00	0.00	69.81	69.81
05 704 2024	CLASS OF 2024	0.00	599.50	0.00	1,775.24	1,175.74
05 704 2025	CLASS OF 2025	0.00	0.00	0.00	3,583.40	3,583.40
05 704 2026	CLASS OF 2026	0.00	0.00	306.50	3,617.47	3,923.97
05 704 2027	CLASS OF 2027	0.00	0.00	665.48	2,087.66	2,753.14
05 704 2028	CLASS OF 2028	0.00	100.00	1,145.91	494.00	1,539.91
05 704 2029	CLASS OF 2029	0.00	0.00	90.00	351.56	441.56
05 704 2030	CLASS OF 2030	0.00	0.00	274.67	140.00	414.67
05 704 3010	WORLDSTRIDES	0.00	3,848.11	10,153.84	5,178.79	11,484.52
05 704 3012	ESPORTS	(2,000.00)	165.78	2,000.00	305.95	140.17
05 704 3013	eSPORTS FUNDRAISING	0.00	54.50	0.00	413.26	358.76
05 704 3015	SPEECH	(2,800.00)	0.00	2,800.00	123.42	123.42

Activity Fund Balance Report - Summary - Exclude Encumbrances
09/2024 - 02/2025

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Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 3016	SPEECH FUNDRAISING	0.00	0.00	0.00	60.03	60.03
05 704 3020	ONE ACT	(1,474.52)	3,263.70	4,774.52	0.00	36.30
05 704 3021	ONE ACT - FUNDRAISING	0.00	4,629.62	2,626.21	4,265.14	2,261.73
05 704 3030	FFA	0.00	20,061.52	12,692.57	28,847.22	21,478.27
05 704 3035	FFA - SHOP MATERIALS	0.00	187.97	0.00	8,563.14	8,375.17
05 704 3040	FCCLA	0.00	1,687.00	2,667.85	121.17	1,102.02
05 704 3050	NHS - HONOR SOCIETY	0.00	0.00	133.00	1,192.68	1,325.68
05 704 3070	MUSIC	0.00	0.00	83.75	4,767.75	4,851.50
05 704 3080	SCHOLARSHIPS	0.00	0.00	1,194.00	2,671.00	3,865.00
05 704 3090	STUCO - MIDDLE SCHOOL	0.00	203.95	172.05	3,604.05	3,572.15
05 704 3100	STUDENT COUNCIL - HS	0.00	2,230.84	637.05	3,097.77	1,503.98
05 704 3110	HEALTH PROFESSIONS CLUB	0.00	0.00	0.00	989.17	989.17
05 704 3120	YEARBOOK	0.00	7,092.32	2,520.00	7,753.22	3,180.90
05 704 3150	4TH GRADE - JESPERSEN	0.00	0.00	0.00	3,647.05	3,647.05
05 704 3200	SCIENCE	0.00	0.00	0.00	1,256.07	1,256.07
05 704 3535	SCIENCE OLYMPIAD	0.00	711.35	381.14	1,169.63	839.42
05 704 4010	COURTESY FUND	0.00	106.89	240.00	2,396.02	2,529.13
05 704 4020	ELEMENTARY TEACHERS	0.00	0.00	0.00	8,939.70	8,939.70
05 704 4021	ELEM PRINCIPAL FUND	0.00	89.40	0.00	1,911.51	1,822.11
05 704 4025	HIGH SCHOOL TEACHERS	0.00	0.00	0.00	8,077.81	8,077.81
05 704 4026	HS PRINCIPAL FUND	0.00	561.08	0.00	2,311.86	1,750.78
05 704 4040	MISC/STUDENT OPPORTUNITIES	0.00	229.20	88.50	3,256.59	3,115.89
05 704 4045	BOOKFAIR	0.00	1,093.35	1,305.87	5,433.31	5,645.83
05 704 4050	FINE ARTS & CULTURE CLUB	0.00	3,246.29	5,076.00	817.60	2,647.31
05 704 4060	HOPE SQUAD	(1.00)	1,441.74	735.97	5,296.64	4,589.87
05 704 4070	BOBCAT CARES	0.00	652.02	1,000.00	940.25	1,288.23
05 704 4075	CULTURE & CLIMATE	(2,000.00)	343.26	2,000.00	1,686.00	1,342.74
Fund Total: 05		301,202.25	221,899.95	608,411.29	(451,919.00)	235,794.59



Account Statement

For the Month Ending **January 31, 2025**

Hemingford Public Schools - Hemingford Public Schools - 9300699

Trade Date	Settlement Date	Transaction Description	Share or Unit Price	Dollar Amount of Transaction	Total Shares Owned
NLAF					
Opening Balance					447,668.54
01/31/25	02/03/25	Accrual Income Div Reinvestment - Distributions	1.00	1,573.81	449,242.35
Closing Balance					449,242.35

	Month of January	Fiscal YTD September-January
Opening Balance	447,668.54	440,897.58
Purchases	1,573.81	8,344.77
Redemptions (Excl. Checks)	0.00	0.00
Check Disbursements	0.00	0.00
Closing Balance	449,242.35	449,242.35
Cash Dividends and Income	1,573.81	8,344.77

Closing Balance	449,242.35
Average Monthly Balance	447,719.31
Monthly Distribution Yield	4.14%

**Expenditure Report by Function/Object -
Summary**

02/10/2025 12:38 PM

Regular; Processing Month 02/2025

User ID: KAH

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01	GENERAL FUND								
0500	0500	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1100	REGULAR INSTRUCTIONAL PROGRAMS	3,553,924.00	277,451.13	1,704,009.22	48.20	1,849,914.78	0.00	8,913.15	1,841,001.63
1120	1120	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1130	1130	0.00	0.00	0.00	0.00	0.00	0.00	197.21	(197.21)
1140	1140	0.00	0.00	0.00	0.00	0.00	0.00	27.48	(27.48)
1150	VO AG PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00	1,082.45	(1,082.45)
1160	PROVERTY PROGRAMS	75,000.00	14,155.48	68,602.78	91.47	6,397.22	0.00	0.00	6,397.22
1170	1170	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1180	1180	0.00	104.82	104.82	0.00	(104.82)	0.00	2,768.23	(2,873.05)
1190	EARLY CHILDHOOD ED PROGRAMS	163,804.00	12,063.43	78,665.97	48.02	85,138.03	0.00	0.00	85,138.03
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	627,389.00	42,486.84	262,450.49	41.96	364,938.51	0.00	803.12	364,135.39
1212	1212	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1213	1213	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1252	1252	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1253	1253	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1291	SPED AGES 3-5	808.00	0.00	0.00	0.00	808.00	0.00	0.00	808.00
1292	SPED AGES 0-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1300	SUMMER SCHOOL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2120	GUIDANCE SERVICES	169,301.00	12,012.67	71,424.86	43.35	97,876.14	0.00	1,968.30	95,907.84
2130	HEALTH SERVICES	65,650.00	202.62	11,344.01	17.28	54,305.99	0.00	0.00	54,305.99
2140	PSYCHOLOGICAL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2141	PSYCHOLOGICAL SERVICES SPED SCHOOL AGE	32,091.00	1,811.70	9,058.50	28.23	23,032.50	0.00	0.00	23,032.50
2142	PSYCHOLOGICAL SERVICES SPED AGE 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2150	SPEECH & AUDIOLOGY SERVICES	1,016.00	0.00	0.00	0.00	1,016.00	0.00	0.00	1,016.00
2151	SPEECH & AUDIOLOGY SERV SPED SCHOOL AGE	51,540.00	10,051.03	60,916.39	118.34	(9,376.39)	0.00	76.65	(9,453.04)
2152	SPEECH & AUDIOLOGY SERV SPED AGE 3-5	31,556.00	0.00	0.00	0.00	31,556.00	0.00	0.00	31,556.00
2153	SPEECH & AUDIOLOGY SERV SPED AGE 0-2	15,782.00	0.00	0.00	0.00	15,782.00	0.00	0.00	15,782.00
2161	OT SERVICES SPED SCHOOL AGE	27,991.00	3,089.80	14,408.72	51.48	13,582.28	0.00	0.00	13,582.28
2162	OT SERVICES SPED AGE 3-5	1,518.00	37.00	37.00	2.44	1,481.00	0.00	0.00	1,481.00
2163	OT SERVICES SPED AGE 0-2	3,542.00	0.00	55.50	1.57	3,486.50	0.00	0.00	3,486.50
2171	PT SERVICES SPED SCHOOL AGE	15,655.00	1,220.50	9,436.85	60.28	6,218.15	0.00	0.00	6,218.15
2172	PT SERVICES SPED AGE 3-5	2,780.00	0.00	513.67	18.48	2,266.33	0.00	0.00	2,266.33
2173	PT SERVICES SPED AGE 0-2	3,542.00	0.00	1,071.30	30.25	2,470.70	0.00	0.00	2,470.70
2180	VISION SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2181	VISION SERVICES SPED SCHOOL AGE	13,113.00	573.75	3,754.45	28.63	9,358.55	0.00	0.00	9,358.55
2182	VISION SERVICES SPED AGE 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2190	OTHER PUPIL SUPPORT SERVICES	5,000.00	413.30	4,137.50	82.75	862.50	0.00	0.00	862.50
2210	IMPROVEMENT OF INSTRUCTION	3,722.00	0.00	75.00	2.02	3,647.00	0.00	0.00	3,647.00
2211	SCHOOL IMPROVEMENT	13,289.00	0.00	1,850.93	13.93	11,438.07	0.00	0.00	11,438.07
2212	INST STAFF CURR DEV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2213	INST STAFF TRAINING	7,380.00	0.00	6,934.35	95.66	445.65	0.00	125.00	320.65
2214	IMPLEMENTATION OF STANDARDS	2,421.00	0.00	0.00	0.00	2,421.00	0.00	0.00	2,421.00
2220	LIBRARY/MEDIA SERVICES	46,011.00	9,001.08	56,276.82	122.31	(10,265.82)	0.00	0.00	(10,265.82)
2224	EDUCATIONAL TELEVISION SERVICES	25,117.00	2,157.20	12,570.33	50.05	12,546.67	0.00	0.00	12,546.67
2230	INSTRUCTION-RELATED TECHNOLOGY	88,832.00	4,740.09	41,631.51	55.71	47,200.49	0.00	7,854.52	39,345.97
2240	ACADEMIC STUDENT ASSESSMENT	14,607.00	0.00	0.00	0.00	14,607.00	0.00	0.00	14,607.00
2310	BOARD OF EDUCATION	59,971.00	6,648.98	23,476.82	43.48	36,494.18	0.00	2,600.00	33,894.18
2320	EXECUTIVE ADMINISTRATION	192,782.00	15,121.87	92,460.22	47.96	100,321.78	0.00	0.00	100,321.78
2330	DISTRICT LEGAL SERVICES	25,349.00	1,545.00	5,989.00	23.63	19,360.00	0.00	0.00	19,360.00
2410	OFFICE OF PRINCIPAL	298,454.00	23,951.78	148,167.67	50.02	150,286.33	0.00	1,130.15	149,156.18
2440	2440	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2500	2500	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2510	GENERAL ADMIN-BUSINESS SERVICE	147,153.00	7,219.83	80,526.15	54.86	66,626.85	0.00	195.45	66,431.40

Expenditure Report by Function/Object -
Summary

02/10/2025 12:38 PM

Regular; Processing Month 02/2025

User ID: KAH

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
6998	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8000	53,664.00	0.00	0.00	0.00	53,664.00	0.00	0.00	53,664.00
8002	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8010	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9000	1,089,175.00	898.75	5,392.50	0.50	1,083,782.50	0.00	0.00	1,083,782.50
01	8,721,930.00	593,864.21	3,674,353.31	42.53	5,047,576.69	0.00	34,972.56	5,012,604.13

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02 DEPRECIATION FUND								
4700 BUILDING IMPROVEMENTS	395,545.00	0.00	0.00	0.00	395,545.00	0.00	0.00	395,545.00
02 DEPRECIATION FUND	395,545.00	0.00	0.00	0.00	395,545.00	0.00	0.00	395,545.00

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03								
EMPLOYEE BENEFIT FUND								
0101	0101	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1100	REGULAR INSTRUCTIONAL PROGRAMS	107,010.00	0.00	19,661.34	18.37	87,348.66	0.00	87,348.66
2900	OTHER SUPPORT SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9999	9999	0.00	0.00	0.00	0.00	0.00	0.00	0.00
03	EMPLOYEE BENEFIT FUND	<u>107,010.00</u>	<u>0.00</u>	<u>19,661.34</u>	<u>18.37</u>	<u>87,348.66</u>	<u>0.00</u>	<u>87,348.66</u>

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05								
0500	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2900	617,628.00	0.00	221,899.95	38.67	395,728.05	0.00	16,927.36	378,800.69
05	617,628.00	0.00	221,899.95	38.67	395,728.05	0.00	16,927.36	378,800.69

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06								
0500	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2300	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3100								
4000	395,000.00	12,355.73	161,552.39	40.90	233,447.61	0.00	0.00	233,447.61
5000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06	395,000.00	12,355.73	161,552.39	40.90	233,447.61	0.00	0.00	233,447.61

Expenditure Report by Function/Object -
Summary

02/10/2025 12:38 PM

Regular; Processing Month 02/2025

User ID: KAH

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
08	BUILDING FUND							
0500	0500	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3552	SAFETY & SECURITY GRANT	38,000.00	0.00	37,602.45	98.95	397.55	0.00	397.55
4200	LAND IMPROVEMENT	100,000.00	0.00	50,800.00	50.80	49,200.00	0.00	49,200.00
4300	ARCHITECTURE & ENGINEERING	75,000.00	0.00	45,419.75	60.56	29,580.25	0.00	29,580.25
4700	BUILDING IMPROVEMENTS	221,434.00	0.00	79,429.28	35.87	142,004.72	0.00	142,004.72
9000	NON-PROGRAM EXPENDITURES	2,580,448.00	0.00	0.00	0.00	2,580,448.00	0.00	2,580,448.00
9999	9999	0.00	0.00	0.00	0.00	0.00	0.00	0.00
08	BUILDING FUND	3,014,882.00	0.00	213,251.48	7.07	2,801,630.52	0.00	2,801,630.52

Expenditure Report by Function/Object -
Summary

02/10/2025 12:38 PM

Regular; Processing Month 02/2025

User ID: KAH

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
09 QCPUF								
1100 REGULAR INSTRUCTIONAL PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2670 SAFETY	75,000.00	0.00	0.00	0.00	75,000.00	0.00	0.00	75,000.00
9999 9999	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
09 QCPUF	<u>75,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>75,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>75,000.00</u>

Expenditure Report by Function/Object -
Summary

02/10/2025 12:38 PM

Function Number

Regular; Processing Month 02/2025

User ID: KAH

Grand Total:

Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
13,482,758.00	614,922.20	4,340,907.75	32.58	9,141,850.25	0.00	51,899.92	9,089,950.33

HEMINGFORD PUBLIC SCHOOLS

February 10, 2025

GENERAL FUND:

Statement Balance 01-31-25	\$ 966,435.35
G/F MM Statement Balance 01-31-25	\$1,182,630.82
3 Month CD-2094 Mat. 04-29-25	\$ 317,979.89
3 Month CD-0776 Mat. 02-28-25	\$ 318,231.44
3 Month CD-0962 Mat. 03-27-25	\$ 317,963.81
- Outstanding Checks	<u>\$ 99,117.19</u>
Balance 01-31-25	\$3,004,124.12
+ January Tax Receipts:	\$1,174,734.44
+ State Aid:	<u>\$ 124,368.00</u>
Subtotal: General Fund	\$4,303,226.56

February Bills:	\$ 102,436.55
February Payroll:	<u>\$ 520,729.71</u>
-Total February Expenses:	<u>\$ 623,166.26</u>
General Fund Balance:	<u>\$3,680,060.30</u>

BUILDING FUND:

Checking Balance 01-31-25	\$ 346,233.02
-Outstanding Checks	\$ -
Liquid Asset Fund (\$1,573.81 Dividend)	\$ 449,242.35
4 CD's : 6 Month(2604) - Mat. 04-30-25	\$ 861,983.60
3 Month(0954) - Mat. 03-27-25	\$ 529,939.69
3 Month(0784) - Mat. 02-28-25	\$ 530,385.74
January Tax Receipts:	<u>\$ 53,771.06</u>
Building Fund Balance:	<u>\$2,771,555.46</u>

QCPUF: Checking Balance 01-31-25	\$ 6,602.84
January Tax Receipts:	<u>\$ 12,795.27</u>
QCPUF Balance:	<u>\$ 19,398.11</u>

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Posted - All; Batch Description 3 Records Selected

User ID: KAH

Vendor Name	Description	Amount
Checking Account ID 1	Fund Number 01 GENERAL FUND	
21ST CENTURY EQUIPMENT	SKID SHOE KIT; FREIGHT	427.58
Check Number 7483 Total	21ST CENTURY EQUIPMENT	<u>427.58</u>
ACKERMAN AG SERVICE	RUBBER MATS FOR GYM	640.00
Check Number 7414 Total	ACKERMAN AG SERVICE	<u>640.00</u>
ADAMSON AUTOMOTIVE	BUS REPAIR/MAINTENANCE	3,563.21
Check Number 7426 Total	ADAMSON AUTOMOTIVE	<u>3,563.21</u>
ALLIANCE TIMES HERALD	LEGAL NOTICES	106.38
Check Number 7427 Total	ALLIANCE TIMES HERALD	<u>106.38</u>
AMAZON	Shakespeare texts for Dual Credit	89.90
AMAZON	MAINTENANCE SUPPLY	36.77
AMAZON	Supplies for JH & HS projects 2nd SEM	883.56
AMAZON	Elem office Supplies	127.39
AMAZON	Books for class- 10th and 8th grades	469.00
AMAZON	FCS supplies	364.93
AMAZON	A/R STORE	495.00
AMAZON	Course 2 math books	64.96
AMAZON	elem supplies	46.00
AMAZON	AG ED CLASS BOOKS	154.99
AMAZON	MAINTENANCE SUPPLY	148.99
AMAZON	CHRISTMAS STAMPS	55.50
Check Number 7414 Total	AMAZON	<u>2,936.99</u>
BIO CORPORATION	Dissection specimens & micro slides	318.72
Check Number 7428 Total	BIO CORPORATION	<u>318.72</u>
BIO-RAD LABORATORIES	Biology Lab Supplies	79.11
Check Number 7429 Total	BIO-RAD LABORATORIES	<u>79.11</u>
BLACK HILLS ENERGY	GAS - SCHOOL BUILDINGS	6,308.39
BLACK HILLS ENERGY	GAS - SUPT HOUSE	138.53
Check Number 7430 Total	BLACK HILLS ENERGY	<u>6,446.92</u>
BLOEDORN'S LUMBER CO.	AG ED SUPPLY	70.44
BLOEDORN'S LUMBER CO.	MAINTENANCE SUPPLY	183.93
BLOEDORN'S LUMBER CO.	MAINTENANCE SUPPLY	11.68
Check Number 7431 Total	BLOEDORN'S LUMBER CO.	<u>266.05</u>
BLUUM OF TEXAS LLC	Google Workspace Plus Subscription	2,705.75
BLUUM OF TEXAS LLC	EL Principal Device	2,034.34
Check Number 7432 Total	BLUUM OF TEXAS LLC	<u>4,740.09</u>
BOX BUTTE GENERAL HOSPITAL	DOT PHYSICAL	258.00
Check Number 7484 Total	BOX BUTTE GENERAL HOSPITAL	<u>258.00</u>
BUD'S PEST CONTROL	PEST CONTROL	175.00
Check Number 7433 Total	BUD'S PEST CONTROL	<u>175.00</u>
CENTRAL RESTAURANT PRODUCTS	Replace Ice Maker	4,829.00
Check Number 7434 Total	CENTRAL RESTAURANT PRODUCTS	<u>4,829.00</u>

Vendor Name	Description	Amount
CHARACTER STRONG	Character Strong Conference	1,556.00
Check Number 7435 Total	CHARACTER STRONG	1,556.00
COACHING TOYS INC.	Open ended Questions for Coaching Cards	121.75
Check Number 7436 Total	COACHING TOYS INC.	121.75
CRICUT	ANNUAL SCHOOL SUBSCRIPTION	95.88
Check Number 7414 Total	CRICUT	95.88
CULLIGAN WATER CONDITIONING	SOFT WATER/RENTAL	195.37
Check Number 7437 Total	CULLIGAN WATER CONDITIONING	195.37
DARREN'S CARQUEST AUTO PARTS	MAINTENANCE SUPPLY	95.61
DARREN'S CARQUEST AUTO PARTS	PALLET OF ICE MELT	784.00
Check Number 7438 Total	DARREN'S CARQUEST AUTO PARTS	879.61
DAS STATE ACCOUNTING - CENTRAL FINANCE	DEC PARTICIPATION FEE	292.87
Check Number 7439 Total	DAS STATE ACCOUNTING - CENTRAL FINANCE	292.87
DAVE'S PHARMACY CENTRAL OFFICE	NURSE MEDICAL SUPPLY	16.99
Check Number 7440 Total	DAVE'S PHARMACY CENTRAL OFFICE	16.99
DAWES COUNTY CLERK	2024 GENERAL ELECTION	100.00
Check Number 7441 Total	DAWES COUNTY CLERK	100.00
DOLLAR GENERAL	Paint Palettes	7.00
Check Number 7414 Total	DOLLAR GENERAL	7.00
E-470 PUBLIC HIGHWAY AUTHORITY	TOLL FOR TRAVEL TO DIA - NCTE	4.60
Check Number 7414 Total	E-470 PUBLIC HIGHWAY AUTHORITY	4.60
EAKES OFFICE SOLUTIONS	COPIER CONTRACT-2ND QTR BILLING	805.51
Check Number 7442 Total	EAKES OFFICE SOLUTIONS	805.51
ED PUZZLE	MONTHLY SUBSCRIPTION	11.50
Check Number 7414 Total	ED PUZZLE	11.50
EDUCATIONAL SERVICE UNIT #13	DL;PYSCH;NEVA;PBDS;MIPS;COUNSELING;VISIO	6,367.97
Check Number 7443 Total	EDUCATIONAL SERVICE UNIT #13	6,367.97
FUEL TRIPS- ELAN	FUEL - DEC TRIPS	1,078.59
Check Number 7414 Total	FUEL TRIPS- ELAN	1,078.59
GRADUATE- LINCOLN,	REFUND OF TAXES PAID FOR NEMTSS STAY	(19.92)
Check Number 7414 Total	GRADUATE- LINCOLN,	(19.92)
GURU ENGINEERING TECH	Helicopter Kit (JH/HAL SO B team)	96.00
Check Number 7444 Total	GURU ENGINEERING TECH	96.00
H & H SANITATION	MONTHLY ROLL OFF BOX RENTAL	150.00
Check Number 7445 Total	H & H SANITATION	150.00

Vendor Name	Description	Amount
HEMINGFORD CHAMBER OF COMMERCE	2025 CHAMBER MEMBERSHIP	100.00
Check Number 7446 Total	HEMINGFORD CHAMBER OF COMMERCE	<u>100.00</u>
HEMINGFORD CO-OP TELEPHONE CO	TELEPHONE/INTERNET	1,001.97
Check Number 7447 Total	HEMINGFORD CO-OP TELEPHONE CO	<u>1,001.97</u>
HEMINGFORD MUNICIPAL UTILITIE	UTILITIES	8,529.85
Check Number 7448 Total	HEMINGFORD MUNICIPAL UTILITIE	<u>8,529.85</u>
HERNANDEZ, ALISHA	JAN MILEAGE REIMBURSEMENT	94.52
Check Number 7449 Total	HERNANDEZ, ALISHA	<u>94.52</u>
HOMETOWN LEASING	2025-01 COPIER LEASE PYMT	365.83
Check Number 7450 Total	HOMETOWN LEASING	<u>365.83</u>
IDEAL LINEN AND UNIFORM	CUSTODIAL SUPPLIES	98.50
IDEAL LINEN AND UNIFORM	CUSTODIAL SUPPLIES	98.50
Check Number 7451 Total	IDEAL LINEN AND UNIFORM	<u>197.00</u>
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	179.69
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	2,349.25
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	111.30
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	774.88
Check Number 7452 Total	IDEAL/BLUFFS FACILITY SOLUTIONS	<u>3,415.12</u>
JACKS REFRIGERATION SERVICE	PRESSURE SWITCH	53.15
Check Number 7453 Total	JACKS REFRIGERATION SERVICE	<u>53.15</u>
JW PEPPER & SON, INC	Curriculum Materials and Supplies	107.71
JW PEPPER & SON, INC	Curriculum Materials and Supplies	15.95
Check Number 7454 Total	JW PEPPER & SON, INC	<u>123.66</u>
KITTLEMAN, TRAVIS	DEC MILEAGE REIMBURSEMENT	143.21
KITTLEMAN, TRAVIS	JAN MILEAGE REIMBURSEMENT	162.30
Check Number 7455 Total	KITTLEMAN, TRAVIS	<u>305.51</u>
KSB School Law PC, LLO	LEGAL SERVICES	1,545.00
Check Number 7456 Total	KSB School Law PC, LLO	<u>1,545.00</u>
LEGACY COOP	MAINTENANCE SUPPLY	73.97
LEGACY COOP	MAINTENANCE SUPPLY	38.97
LEGACY COOP	MAINTENANCE SUPPLY	10.44
Check Number 7457 Total	LEGACY COOP	<u>123.38</u>
LINCOLN JOURNAL STAR	MONTHLY SUBSCRIPTION	30.99
Check Number 7414 Total	LINCOLN JOURNAL STAR	<u>30.99</u>
LISA BRIGGS, OT, LLC	O/T SERVICES.MILEAGE	3,126.80
Check Number 7458 Total	LISA BRIGGS, OT, LLC	<u>3,126.80</u>
MAILCHIMP	MONTHLY SUBSCRIPTION	13.00
Check Number 7414 Total	MAILCHIMP	<u>13.00</u>

Vendor Name	Description	Amount
McREL INTERNATIONAL	McREL IN PERSON WORKSHOP SERVICES	22,900.00
Check Number 7485 Total	McREL INTERNATIONAL	22,900.00
MID-AMERICAN RESEARCH CHEMICAL	DISINFECTANT AND CLEANER	695.40
Check Number 7459 Total	MID-AMERICAN RESEARCH CHEMICAL	695.40
MILLER TIME PUB	ST PRINCIPALS CONFERENCE	19.43
Check Number 7414 Total	MILLER TIME PUB	19.43
MOBIUS COMMUNICATIONS CO	DOOR BELLS-DOWN PAYMENT	1,113.50
MOBIUS COMMUNICATIONS CO	RENEW REMOTE CONNECT	175.00
Check Number 7460 Total	MOBIUS COMMUNICATIONS CO	1,288.50
NASB	2025-26 ANNUAL NASB MEMBERSHIP DUES	4,435.00
NASB	BOARD LEADERSHIP ONLINE SURVEY	300.00
NASB	BOARD LEADERSHIP PUBLICATION	240.00
NASB	NEW BOARD MEMBER WORKSHOP	450.00
NASB	POLICY UPDATE SERVICES	395.00
Check Number 7461 Total	NASB	5,820.00
NE COUNCIL OF SCHOOL ADMINISTRATORS	EMERGING ADMIN WORKSHOP	60.00
Check Number 7462 Total	NE COUNCIL OF SCHOOL ADMINISTRATORS	60.00
NE SAFETY CENTER	LEVEL 2 TRAINING	250.00
Check Number 7463 Total	NE SAFETY CENTER	250.00
NRCSA	NRCSA REGISTRATION	880.00
NRCSA	2025 SPRING CONF REG.-JR	220.00
Check Number 7487 Total	NRCSA	1,100.00
OMNIFY BENEFITS	PARTICIPATION FEE	82.60
Check Number 7488 Total	OMNIFY BENEFITS	82.60
ONE SOURCE BACKGROUND CHECK CO	BACKGROUND CHECK-SC	20.00
Check Number 7465 Total	ONE SOURCE BACKGROUND CHECK CO	20.00
OTC BRANDS, INC	Christmas Ornaments	19.97
Check Number 7414 Total	OTC BRANDS, INC	19.97
OUTLAW PRINTERS	SO Shirts 2024	156.90
Check Number 7466 Total	OUTLAW PRINTERS	156.90
PAT'S CREATIVE	Sewing machine repair and fabric	104.82
Check Number 7467 Total	PAT'S CREATIVE	104.82
PRAIRIE STORAGE CONTAINERS	STORAGE CONTAINER RENT	150.00
Check Number 7468 Total	PRAIRIE STORAGE CONTAINERS	150.00
QUICKCARE MEDICAL SERVICES	BUS PHYSICAL-BD	125.00
Check Number 7469 Total	QUICKCARE MEDICAL SERVICES	125.00
QUILL CORPORATION	Toner for EL SPED printer.	647.08
QUILL CORPORATION	office supplies and Kleenex	159.41

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Posted - All; Batch Description 3 Records Selected

User ID: KAH

Vendor Name	Description	Amount
QUILL CORPORATION	HS office Supplies	33.99
QUILL CORPORATION	Paper	1,659.60
Check Number 7414 Total	QUILL CORPORATION	<u>2,500.08</u>
QUINTANA, LENA	Funko Pop Blanks for Personalized Projec	48.00
Check Number 7414 Total	QUINTANA, LENA	<u>48.00</u>
RABEN'S MARKET	FCS Groceries	206.70
RABEN'S MARKET	CUSTODIAL SUPPLIES	11.91
RABEN'S MARKET	Lilly-Life Skills Cooking	68.44
Check Number 7471 Total	RABEN'S MARKET	<u>287.05</u>
RAMSEY SOLUTIONS	25-26 Ramsey Finance Curriculum	974.67
Check Number 7472 Total	RAMSEY SOLUTIONS	<u>974.67</u>
ROCKY MOUNTAIN AIR SOLUTIONS	GAS RENTAL	47.62
ROCKY MOUNTAIN AIR SOLUTIONS	AG ED GAS	423.70
Check Number 7473 Total	ROCKY MOUNTAIN AIR SOLUTIONS	<u>471.32</u>
ROTH, MIKAELA	JAN MILEAGE REIMBURSEMENT	91.66
Check Number 7474 Total	ROTH, MIKAELA	<u>91.66</u>
SCHOOL NURSE SUPPLY, INC.	Nursing supplies	185.63
Check Number 7475 Total	SCHOOL NURSE SUPPLY, INC.	<u>185.63</u>
SOAR PEDIATRIC THERAPY, LLC	P/T SERVICE & MILEAGE	1,220.50
Check Number 7476 Total	SOAR PEDIATRIC THERAPY, LLC	<u>1,220.50</u>
STAR HERALD	2025 STAR HERALD HS SUBSCRIPTION	474.99
Check Number 7477 Total	STAR HERALD	<u>474.99</u>
START 2 SEW	SEWING PROJECTS	230.15
Check Number 7478 Total	START 2 SEW	<u>230.15</u>
TANDY LEATHER	Leather supplies for stitching and dying	631.72
Check Number 7414 Total	TANDY LEATHER	<u>631.72</u>
TEACHER DIRECT	Flex phones	174.40
Check Number 7479 Total	TEACHER DIRECT	<u>174.40</u>
U.S. POSTAL SERVICE	POSTAGE	11.65
Check Number 7414 Total	U.S. POSTAL SERVICE	<u>11.65</u>
UNITED AIRLINES	IAEL CONFERENCE AIRFARE	567.76
Check Number 7414 Total	UNITED AIRLINES	<u>567.76</u>
VALOR GENERAL STORE	EXTENSION CORDS FOR BUSES	181.96
Check Number 7480 Total	VALOR GENERAL STORE	<u>181.96</u>
VILLAGE PIZZA	PIZZA FOR FAFSA EVENT	180.82
Check Number 7414 Total	VILLAGE PIZZA	<u>180.82</u>
WALL STREET JOURNAL	CREDIT BACK FOR CANCELLATION	(22.35)

02/10/2025 12:29 PM

Posted - All; Batch Description 3 Records Selected

User ID: KAH

Vendor Name	Description	Amount
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WALL STREET JOURNAL	SUBSCRIPTION	41.72
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Check Number	7414 Total WALL STREET JOURNAL	<u>19.37</u>
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WALMART	Art Room Storage and supplies.	93.71
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Check Number	7414 Total WALMART	<u>93.71</u>
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WESTCO	FUEL	5,687.94
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Check Number	7481 Total WESTCO	<u>5,687.94</u>
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WPCI	DOT TESTING	38.00
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Check Number	7482 Total WPCI	<u>38.00</u>
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Fund Number	01	<u>102,436.55</u>
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Checking Account ID	1	<u>102,436.55</u>
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Vendor Name	Description	Amount
Checking Account ID 6	Fund Number 06	NUTRITION FUND
CASH-WA DISTRIBUTING	FOOD SUPPLIES	1,972.00
CASH-WA DISTRIBUTING	FOOD SUPPLIES	634.76
CASH-WA DISTRIBUTING	FOOD SUPPLIES	968.24
CASH-WA DISTRIBUTING	FOOD SUPPLIES	1,086.49
CASH-WA DISTRIBUTING	FOOD SUPPLIES	(48.84)
Check Number 7211 Total	CASH-WA DISTRIBUTING	<u>4,612.65</u>
HILAND DAIRY	MILK	2,346.77
Check Number 7212 Total	HILAND DAIRY	<u>2,346.77</u>
RABEN'S MARKET	FOOD SUPPLIES	55.78
Check Number 7213 Total	RABEN'S MARKET	<u>55.78</u>
SIMPLY CLEAN	SERVICED DISHWASHER	15.00
Check Number 7214 Total	SIMPLY CLEAN	<u>15.00</u>
US FOODS	FOOD SUPPLIES	53.60
US FOODS	FOOD SUPPLIES	3,422.78
US FOODS	FOOD SUPPLIES	218.37
Check Number 7215 Total	US FOODS	<u>3,694.75</u>
Fund Number 06		<u>10,724.95</u>
Checking Account ID 6		<u>10,724.95</u>

602.03 - OPEN CAMPUS PRIVILEGES

The campuses of the district are closed for students in grades PK-6.

The campuses of the district are closed for students in grades 7-12 except for open campus privileges during designated lunch periods, school-to-work or internship programs, and trips permitted by faculty or administration.

Open campus privileges for students in grades 7-12 may be temporarily suspended or revoked for student conduct violations, academic failure, or other reasons that are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process.

Approved:

Reviewed:

Revised:

504.05 - STUDENT VEHICLES

~~Except for those students that have permission to use vehicles during the day, they should not go to their vehicles during the school day or the lunch period.~~

~~Students are not to use any form of motorized transportation other than that provided by the school, faculty, or staff, or their own parents without specific approval from the principal. Then, the student will be allowed to go directly to and from their destination. Students who live close to school may walk home for lunch if they so choose.~~

The school assumes no liability for pupils driving motor vehicles.

Pupils driving cars to school are required to park them in the designated area upon arrival at school if they choose to park on school grounds.

It shall be the responsibility of all faculty and school employees to report any violation of traffic laws or any improper conduct of student drivers to the principal.

The Board adopts the following rules regarding parking and driving on school district property and other shared facilities that the school district, students, and staff use, maintain, and access as part of school and extracurricular activities.

Parking

The administration may designate certain areas of the parking lots as staff-only parking. Any areas designated as staff only parking may not be used by students or visitors.

The two north rows of parking in the south lot is are reserved for elementary staff and visitors. The east row of the west parking lot is reserved for high school staff and visitors.

Temporary changes to parking may be designated by the administration to accommodate special events, ceremonies, or community needs at neighboring facilities.

Students shall have no expectation of privacy regarding vehicles they bring on to School District property. School personnel may search the contents of any vehicle driven or parked on School District property by a student.

Administration may request that any vehicle parked in violation of this policy be moved. Failure or inability to move the vehicle may result in the vehicle being towed at the vehicle owner's expense.

~~If a student violates good driving practices /and or drives during the lunch period without permission, they will be required to report to the office first thing in the morning to turn in their keys and will not be allowed to pick them up until school is dismissed for the day. If the problem continues, we will ask to have his/her parents bring him/her to school. If the student lives in the rural area served by the District, we will suggest that they ride the bus.~~

Driving/Vehicles

- All vehicles on School District property must be licensed, registered, and insured according to law. The administration may report to law enforcement any vehicle suspected to be unlicensed, unregistered or uninsured according to law.
- Anyone operating a vehicle on School District property must hold the requisite license to
- operate such vehicle and be covered by insurance as required by law. The administration may report any suspected violations to law enforcement.
- No ATVs, UTVs, golf carts, dirt bikes, or similar vehicles may be operated on School District property, unless they meet all of the requirements in item 1 above except by school employees in the course of their employment or as specifically authorized in advance by the administration.
- Operating a vehicle on School District property beyond the established parking lots and driveways of the school is prohibited.
- Operating a vehicle in an unsafe or reckless manner is prohibited.
- Anyone operating a vehicle on School District property shall follow all general traffic and driving laws and regulations.
- Vehicles driven or parked on School District property shall not display images or messages that contain profanity, that are sexual in nature, or that are obscene, vulgar, or offensive. This shall include, but not be limited to decals, bumper stickers, flags, accessories, and license plates.

Any student, staff member, or patron who repeatedly violates this policy may lose his or her right to drive and/or park on School District property. Any student or staff member who violates this policy may be disciplined at the discretion of the administration.

Approved:

Reviewed: 10/10/2022, 10/14/2024

Revised:

604.02 - SUMMER SCHOOL INSTRUCTION

~~Generally, only supplementary elementary~~ Supplementary courses will be offered during summer school. ~~However,~~ The board, in its discretion, may offer summer school for one or more courses and student activities for students who need additional help and instruction or for enrichment in those areas. This decision shall be within the discretion of the board.

Upon receiving a request for summer school, the board shall weigh the benefit to the students and the school district as well as the school district's budget and availability of certificated employees to conduct summer school.

The high school provides summer school for credit recovery. Students are able to recover ~~up to~~ 2-classes during a two week period and through other educational partnerships that may be available. Students are selected for summer school by administration.

It shall be the responsibility of the superintendent to implement this policy.

Cross Reference: 411.02 Summer School Certificated Employees
 604 Instructional Curriculum
 801.07 Summer School Program Transportation Service

Approved:
Reviewed: 02/13/2023
Revised:

Hemingford Public Schools

2025-2026 Calendar

Get Up Bobcat Nation!

<https://www.hemingfordschools.org/>

2025														2026								
2025							August 2025							2026								
AUGUST							4-10 Box Butte County Fair							JANUARY								
Teacher Inservice-no school for students- August 11-13							Open House - August 12							First Days of School August 14-15 (2:00pm dismissal)								
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S		
					1	2						1	2	4	5	6	7	8	9	10		
3	4	5	6	7	8	9	First Days of School August 14-15 (2:00pm dismissal)							11	12	13	14	15	16	17		
10	11	12	13	14	15	16	September 2025							18	19	20	21	22	23	24		
17	18	19	20	21	22	23	September 1 - Labor Day - No School							25	26	27	28	29	30	31		
24	25	26	27	28	29	30	September 1 - Labor Day - No School															
31							September 1 - Labor Day - No School															
SEPTEMBER							October 2025							FEBRUARY								
October 10 - End of First Quarter							October 15 - No School for Students - P/T Conferences 1:00-7:00							October 16-17 - No School - Fall Break								
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S		
	1	2	3	4	5	6	1	2	3	4	5	6	7	8	9	10	11	12	13	14		
7	8	9	10	11	12	13	October 16-17 - No School - Fall Break							15	16	17	18	19	20	21		
14	15	16	17	18	19	20	November 2025							22	23	24	25	26	27	28		
21	22	23	24	25	26	27	November 26-28 No School - Thanksgiving Break															
28	29	30					November 26-28 No School - Thanksgiving Break															
OCTOBER							December 2025							MARCH								
December 19 - End of 2nd Quarter/1st Semester							December 20-31 No School - Christmas Break							January 1-2 No School - Christmas Break								
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S		
			1	2	3	4	1	2	3	4	5	6	7	8	9	10	11	12	13	14		
5	6	7	8	9	10	11	8	9	10	11	12	13	14	15	16	17	18	19	20	21		
12	13	14	15	16	17	18	January 2026							22	23	24	25	26	27	28		
19	20	21	22	23	24	25	January 1-2 No School - Christmas Break							29	30	31						
26	27	28	29	30	31		January 5 - Teacher Inservice - No School for Students															
NOVEMBER							February 2026							APRIL								
January 6 - Start of 3rd Quarter							February 13-16 Winter Break - No School							February 16 - No School for Students - Teacher Inservice at ESU 13								
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S		
						1	1	2	3	4	5	6	7	5	6	7	8	9	10	11		
2	3	4	5	6	7	8	February 16 - No School for Students - Teacher Inservice at ESU 13							12	13	14	15	16	17	18		
9	10	11	12	13	14	15	March 2026							19	20	21	22	23	24	25		
16	17	18	19	20	21	22	March 13 - End of Quarter 3							26	27	28	29	30				
23	24	25	26	27	28	29	March 18 - No School for Students - P/T Conferences 1:00-7:00															
30							March 19-20 No School - Spring Break															
DECEMBER							April 2026							MAY								
April 3-6 No School - Easter Break							April 3-6 No School - Easter Break							April 3-6 No School - Easter Break								
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S		
	1	2	3	4	5	6	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
7	8	9	10	11	12	13	May 2026							17	18	19	20	21	22	23		
14	15	16	17	18	19	20	May 1 - Teacher Work Day							24	25	26	27	28	29	30		
21	22	23	24	25	26	27	May 9 - Graduation							31								
28	29	30	31				May 20- Students Last Day (11:30 dismissal)															
2025							2026							2026								
First Day/Last Day of School							Staff							Students								
No School - Break							Q1							44								
Teacher Inservice and Parent/Teacher Conferences							Q2							45								
							Q3							49								
							Q4							46								
							Total							184								
														174								

NOTE: Proposed in-service dates are subject to revision, pending availability of consultants &/or district needs.

Preschool will not be in session on half days and on Parent-Teacher Conference Days.

Preschool sessions will be shortened during late starts or early outs due to inclement weather.

Breakfast will not be served on late starts due to inclement weather.

NOTE: This calendar does not allow for any inclement weather days as forgiven days. Depending on time of year and calendar status, days missed due to inclement weather, contagious disease, pandemic flu, or other Acts of God, may or may not be scheduled as make-up days, subject to administrative discretion. If make-up days are added to the end of the year, the last day for students (May) and last day for teachers (May) will be later than noted herein.

STUDENT BOARD REPRESENTATIVE - MONTHLY REPORT TEMPLATE



Student Board Representative
Board of Education Report
Date: February 10, 2025

Submitted by: Emma Hitchcock

1. Student Activities

- a. FFA has added their Vet science team to their group of state qualifiers
- b. Aurora Hinman placed 4th at Districts and has punched her ticket to state
- c. The esports teams are succeeding they have had mario kart wins
 - Week one 94-62, Fortnite placed 5th, jv fornite got 6th
 - Week 2 Mario Kart win 107-49, Fortnite and Fortnite jv got 1st beat really big schools like Omaha, Lincoln, Bridgeport, Kearney
 - 8 matches this week
- d. Basketball WTC wrapped up girls taking 6th, and boys taking a 5th place finish.

2. Other Pertinent Student Information/Feedback from Students

- a. Students are enjoying all of the involvement from different groups around school

3. Progress on Student Board Member Initiative

- a. I am looking to keep bringing recognition to our more unsupported groups like esports and wrestling.
- b. I am happy to notice that I've seen students being more involved in classes recently.

Hemingford Public Schools
Administrative Reports to Board of Education

February 10, 2025

Mr. Arneson
HES Enrollment

Preschool	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade	Total
14	26	20	20	26	41	29	32	208

Strategic Plan:

- The elementary MTSS team has been meeting every couple of weeks to strategize and plan our next steps. With our Accreditation visit next year, we spent some time discussing our MTSS/CIP Document and what needs to be filled out.
- My visit to Bridgeport was a great way for me to prepare for our visit next year. It was nice to see what they did for their visit and gave me some ideas for ours.
- Accreditation and Rule 10, hour tracking update: (Following Pages)

Assessment:

- Winter testing is all wrapped up.
- We continue to progress monitor with mClass.

Facilities:

- Mobius will be installing our new doorbell system soon.

Personnel:

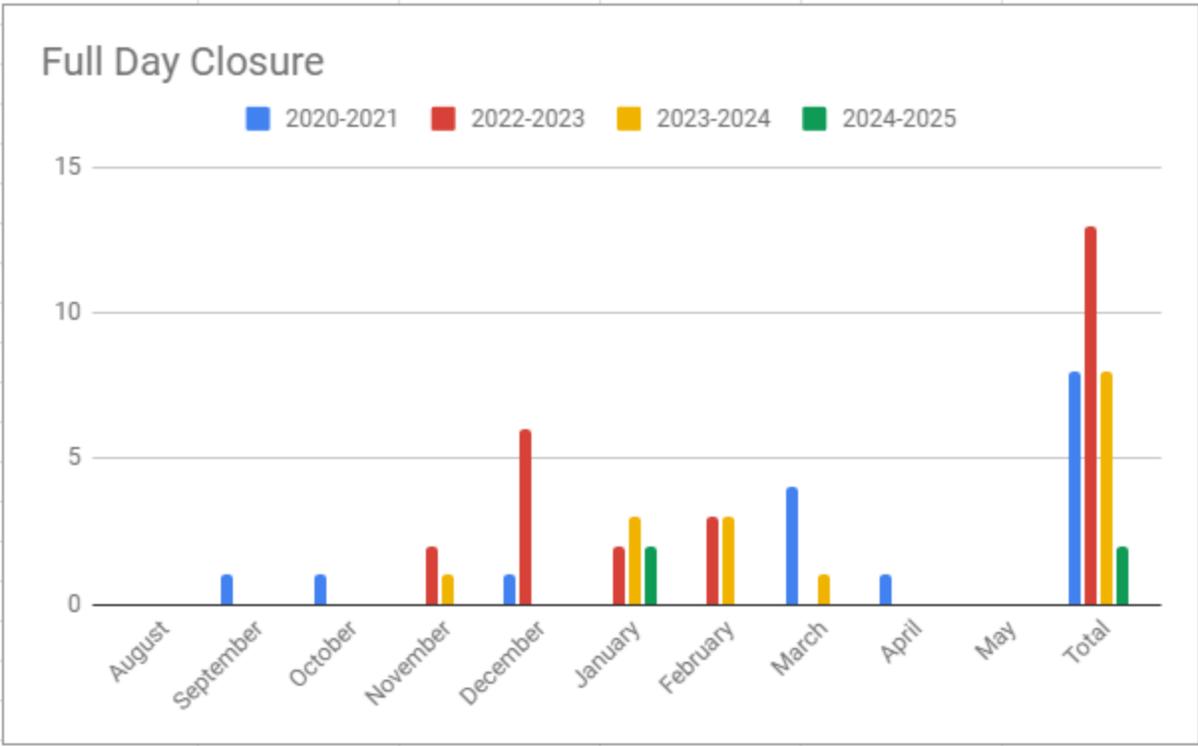
- None

Upcoming Events:

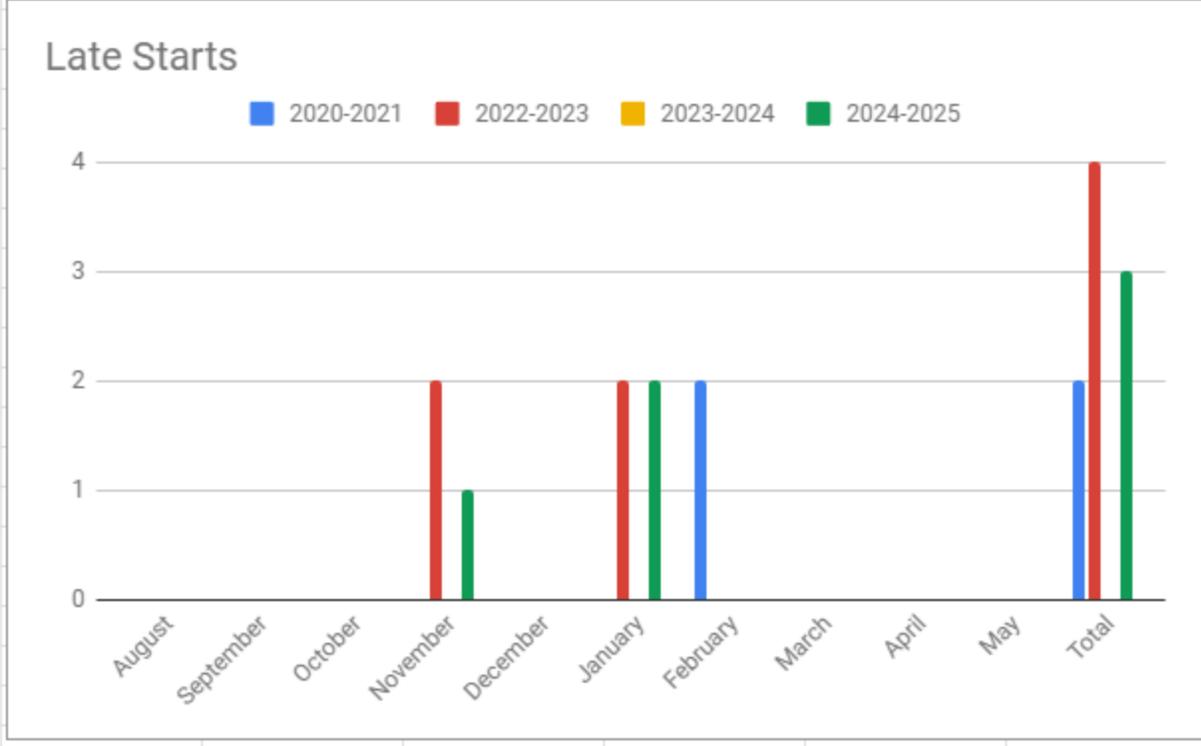
March 12 - Parent/Teacher Conferences

March 19 to 21 - NRCSA in Kearney (Mandy, Julie, and myself are presenting)

Full Day	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
August	0		0	0	0
September	1		0	0	0
October	1		0	0	0
November	0		2	1	0
December	1		6	0	0
January	0		2	3	2
February	0		3	3	
March	4		0	1	
April	1		0	0	
May	0		0	0	
Total	8		13	8	2



Late Starts	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
August	0			0	0
September	0			0	0
October	0			0	0
November	0		2	0	1
December	0		0	0	0
January	0		2	0	2
February	2		0	0	
March	0		0	0	
April	0		0	0	
May	0		0	0	
Total	2		4	0	3



1080 Hrs = 180 days * 5.7 hr/day	Yearly Cushion Hours		124.8
	Yearly Cushion Days		17.17
	Cushion Hours Left		95.80
	Cushin Days Left		13.18

1032 Hrs = 180 days * 5.7 hr/day	Yearly Cushion Hours		126.5
	Yearly Cushion Days		18.07
	Cushion Hours Left		97.50
	Cushin Days Left		13.93

PreSchool				Required Hours		450
	AM Scheduled	Cancelled	Hours	PM Scheduled	Cancelled	Hours
	3.5			3.5		
August 2024	8		28.00	8		28.00
September 2024	16		56.00	16		56.00
October 2024	17		59.50	17		59.50
November 2024	14	1	45.50	14		49.00
December 2024	12		42.00	12		42.00
January 2025	15	4	38.50	15	2	45.50
February 2025	15		52.50	15		52.50
March 2025	15		52.50	15		52.50
April 2025	17		59.50	17		59.50
May 2025	9		31.50	9		31.50
		Total Hours	465.50	Total Hours		476.00

Mrs. Plog

Special Education Numbers - From SRS (Student Records System) Current as of 2/9/25

Birth-3
0

Preschool	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade	(B-6th) Total
6	5	2 (-2)	7	6	6 (-1)	4	6	42 (-3)

7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	12+ (To age 21)	(7-12+) Total
8 (+2)	2	6 (-1)	7	4 (+1)	5	0	32 (+2)

Total Enrollment in PowerSchool - 392 (+5) - High School 177 (+2), Elementary 215 (+3)

Total Special Education Students - 75 (-1)

Special Education Percentage - 19.41%

State Average- 17% (NDE State Education Profile as of 2023-2024, the most recent data year available)

- This morning, Kristy and I submitted a Reimbursement request for \$45, 773 for our Title I - 6200 Federal Grant funds. As of now, Title I and IDEA federal funds are not included in President Trump's federal funds freeze, but Dr. Miller, Kristy, and myself felt it was important to request the funds early in case something changes. We typically request these federal funds in August after the teachers have received their last paycheck for the previous school year.
- Thanks for your time at the Strategic Planning School Board meeting last week. We are lucky to have a board that is willing to put so much time and effort into helping our school improve and be the best it can be.
- This week I will attend the NDE Special Education Advisory Council (SEAC) meeting in Lincoln. On Friday I will leave early to attend District Wrestling in Sutherland. Go Bobcats!!

- Don't forget! The annual Staff Recognition Dinner is Friday, February 28, 2024. You are all welcome to attend. Contact Ammie Frost at afrost@gubn.org with any questions.
- Let me know if you have any questions, thanks so much!!

State Statute 79-720 Compliance Report

(Multicultural Report to Board of Education)

(Compliance with Neb. Statute 79-719 et seq., NDE Rule 10.004.01F, and Board Policy 604.04)

February 2025

Multicultural Education

Hemingford Public Schools incorporates multicultural education in all curriculum areas at all grades. Multicultural education includes, but is not limited to, studies relative to the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans with special emphasis on human relations and respect of all people.

Curriculum and instruction are designed to provide opportunities for students to expand their knowledge and understanding of academic content while also recognizing diversity and the importance of our shared humanity.

Current practices include:

- Use of textbooks and other curricula that include multicultural perspectives and content and are appropriate at all grade levels.
- The cultural background of authors is acknowledged through their writing in the classrooms.
- Students in the high school have the opportunity to attend opportunities to explore culture and leadership for diverse groups of students.
- Students in high school foreign language classes are immersed in Hispanic culture through practice, food, song, and ceremony.
- Students at the elementary level have an introduction to multicultural experiences through classroom instruction.

Goals:

1. Continue to utilize instructional materials that incorporate multicultural awareness into the classrooms.
2. Continue to emphasize respect for all people to work to eliminate stereotypes and racism.

Policy Reference: Policy 604.04

Nebraska Council of School Administrators

NCSA Legislative Bill Summaries

109th Legislature, First Session

(Convened January 8, 2025)

Prepared by

Dr. Michael Dulaney

NCSA Executive Director

— Updated February 2, 2025 —

<i>Category</i>	<i>Bill</i>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>	<i>Pg.</i>
Board of Educational Lands and Funds	LB 652	Hansen	Education	Terminate the Board of Educational Lands and Funds	1
	LB 675	Raybould	Education	Provide requirements for the purchase, lease, sale, or exchange of school lands located within the boundaries of an Indian reservation	1
	LR 28CA	Hansen	Education	Constitutional amendment to eliminate provisions creating the Board of Educational Lands and Funds	1
Bond Elections	LB 135	Holdcroft	Government	Provide, change, and eliminate provisions relating to elections for certain purposes related to bonds and tax levies	2
Consumption Tax	LB 331	Hardin	Revenue	Adopt the Nebraska EPIC Option Consumption Tax Act and terminate tax provisions	3
	LR 10CA	Hardin	Revenue	Constitutional amendment to require the state to impose a consumption tax or an excise tax on all new goods and services and to provide a tax exemption for grocery items	4
	LR 11CA	Hardin	Revenue	Constitutional amendment to prohibit governmental entities from imposing any taxes other than retail consumption taxes and excise taxes	5
Criminal / Juvenile Codes	LB 49	McKinney	Education	Provide for a model ban and bar policy for school districts	5
Curriculum, Assessment	LB 213	Holdcroft	Education	Require the State Board of Education to adopt academic content standards on human embryology under the science education standards	6
	LB 417	Bostar	Education	Provide for administration of the Nebraska Promise Program by the Board of Regents of the University of Nebraska, adopt the College Promise Act, and change provisions relating to the Quality Education Accountability Act	7
	LB 426	Andersen	Education	Authorize an American flag education program and change provisions relating to the distribution of lottery funds used for education	7

Category	Bill	Sponsor	Committee	Subject	Pg.
Curriculum, Assessment - <i>continued</i>	LB 528	Jacobson	Education	Change and eliminate provisions relating to grants from the State Department of Education Improvement Grant Fund	8
Cybersecurity	LB 241	Hallstrom	Banking	Provide immunity from liability for cybersecurity events	9
	LB 599	DeBoer	Education	Require the State Board of Education to adopt a policy relating to cybersecurity	10
Education Savings	LB 131	Sorrentino	Revenue	Include elementary and secondary schools in the Nebraska educational savings plan trust and change tax benefits	10
	LB 427	Andersen	Education	Require the State Treasurer to establish an educational savings account for students enrolled in kindergarten through grade twelve at an approved or accredited public, private, denominational, or parochial school	11
Educational Service Units	LB 162	Juarez	Health	Adopt the Child Care Safety and Security Act and provide duties to ESUs	11
	LB 389	Murman	Education	Eliminate the levy authority of educational service units and provide state funding to educational service units	13
	LB 680	Education Com	Education	Change provisions relating to educational service units	13
Employment Issues	LB 197	Storm	Business and Labor	Change provisions relating to disqualification for benefits, claim determinations, and claim redeterminations under the Employment Security Law	14
	LB 224	Guereca	Government	Require paid maternity leave for state employees	14
	LB 258	Raybould	Business and Labor	Change provisions relating to the minimum wage under the Wage and Hour Act	14
	LB 300	Murman	Education	Change provisions relating to the Superintendent Pay Transparency Act and provide a limit for superintendent and educational service unit administrator compensation	15
	LB 353	Lonowski	Education	Allow public school employees to join or terminate membership in a labor organization	16
	LB 361	Conrad	Business and Labor	Change provisions of the Nebraska Fair Employment Practice Act to provide for jury trials and prohibit discrimination for exercise of rights under the Nebraska Workers' Compensation Act	16
	LB 429	Murman	Education	Provide requirements and restrictions for school boards relating to professional employees' organizations	17
	LB 440	Spivey	Education	Adopt the Education Leave and Support Act	17
	LB 455	Hallstrom	Business and Labor	Provide for confidentiality of and access to certain injury reports under the Nebraska Workers' Compensation Act	18

Category	Bill	Sponsor	Committee	Subject	Pg.
Employment Issues - <i>continued</i>	LB 522	Guereca	Business and Labor	Change provisions relating to the date when compensation begins and provide for cost-of-living adjustments under the Nebraska Workers' Compensation Act	20
	LB 544	Dover	Business and Labor	Disqualify certain individuals from receiving benefits under the Employment Security Law	20
	LB 589	Conrad	Education	Change provisions relating to reimbursement for special education programs and require school districts to provide special education staff with professional leave as prescribed	21
	LB 617	Kauth	Business and Labor	Change provisions of the Nebraska Workers' Compensation Act	21
Enrollment, Attendance	LB 143	Rountree	Education	Change provisions relating to student enrollment	21
	LB 492	Conrad	Judiciary	Change juvenile court jurisdiction relating to habitual truancy and provisions relating to compulsory school attendance	22
Graduation Requirements	LB 296	Arch	Education	Require NDE to create a centralized education records system and employ registrars relating to students under the jurisdiction of the juvenile court and change provisions relating to graduation requirements	23
	LB 681	Education Com	Education	Change provisions relating to the definition of graduate degree program	25
Income Taxes	LB 171	Brandt	Revenue	Change provisions relating to individual and corporate income tax rates	26
	LB 649	Revenue Com	Revenue	Change provisions relating to an income tax rate	26
Legislative Structure	LR 19CA	Dover	Executive Board	Constitutional amendment to change legislative term limits to three consecutive terms	26
	LR 25CA	Hansen	Executive Board	Constitutional amendment to change the compensation of members of the Legislature and provide for health insurance	26
	LR 27CA	Hunt	Executive Board	Constitutional amendment to change legislative term limits to three consecutive terms	27
Mandates	LB 670	Murman	Education	Require schools to adopt a safety plan and provide, change requirements related to training for staff of child care and schools, and change training requirements for resource officers	27
	LR 16CA	Urban Affairs Com	Government	Constitutional amendment to require the Legislature to reimburse political subdivisions	28
	LR 18CA	Government Com	Government	Constitutional amendment to require the Legislature to reimburse political subdivisions	29
Miscellaneous	LB 11	Hughes	Appropriations	Appropriate funds for the Nebraska Statewide Workforce and Education Reporting System Act	29
	LB 29	Conrad	Government	Create a review process for agency rules and regulations	30

Category	Bill	Sponsor	Committee	Subject	Pg.
Miscellaneous – <i>continued</i>	LB 119	Hardin	Health	Provide requirements for the Rural Health Opportunity Program and provide	31
	LB 122	Meyer	Education	Require display of the state and national motto in schools	31
	LB 126	Holdcroft	Government	Change provisions relating to redemption of bonds of political subdivisions	32
	LB 173	Prokop	Appropriations	Appropriate funds for aid to community colleges and state intent	32
	LB 244	Sanders	Government	Restate findings under the Nebraska Political Accountability and Disclosure Act	33
	LB 282	Prokop	Education	Provide for reimbursement for teachers for school supplies	33
	LB 538	Hardin	Education	Require school boards and postsecondary educational institutions to adopt a policy and provide training relating to discrimination and antisemitism and provide for Title VI coordinators	33
	LB 549	Lippincott	Education	Allow a school board to employ a chaplain, including in a volunteer capacity, at a school	35
	LB 550	Lippincott	Education	Require school districts to adopt a policy that excuses students to attend a released time course for religious instruction	35
	LB 567	Quick	Education	Authorize school policies relating to community engagement	37
	LB 594	Prokop	Transportation	Change and eliminate provisions relating to the use of handheld wireless communication devices while operating a motor vehicle	37
	LB 625	Dover	Education	Provide for the establishment of a database of financial information from all school districts in the state	38
	LB 631	Hansen	Appropriations	State intent relating to funding for the School Emergency Response Mapping Fund	38
	LB 671	Murman	Education	Change and eliminate provisions relating to education	39
	LB 691	Murman	Education	Require school districts and private schools to display the Ten Commandments in school buildings	39
Open Meetings / Public Records	LB 579	Cavanaugh, M.	Executive Board	Prohibit charging a fee for public records requests by members of the Legislature	39
Option Enrollment	LB 653	Murman	Education	Change provisions relating to reimbursement for special education programs, enrollment option program, reimbursement for option students, and uses of the Education Future Fund	40
Parental Involvement	LB 383	Storer	Government	Adopt the Parental Rights in Social Media Act	41
	LB 390	Murman	Education	Require each school board to adopt a policy relating to access by a parent, guardian, or educational decisionmaker to certain school library information	42

Category	Bill	Sponsor	Committee	Subject	Pg.
Parental Involvement - <i>continued</i>	LB 428	Murman	Education	Change provisions relating to school policies on the involvement of parents, guardians, and educational decisionmakers in schools	42
Property Taxes	LB 242	Riepe	Revenue	Change the Property Tax Growth Limitation Act and the School District Property Tax Relief Act and change provisions relating to budget limitations, municipal occupation taxes, and property tax statements	43
	LB 384	Storer	Revenue	Require a majority of the elected members of the governing bodies of participating political subdivisions to attend joint public hearings under the Property Tax Request Act	43
	LB 424	Andersen	Revenue	Limit increases in property tax bills	44
	LB 439	Spivey	Revenue	Adopt the Property Tax Circuit Breaker Act	44
	LB 484	Quick	Revenue	Redefine agricultural land and horticultural land for property tax assessment	45
	LB 564	Brandt	Revenue	Change provisions relating to fund transfers to the School District Property Tax Relief Credit Fund and the amount of tax relief granted under the School District Property Tax Relief Act	45
	LB 683	Raybould	Revenue	Change provisions relating to duties of county assessors regarding notification of real property assessments and eliminate and change provisions of the Property Tax Request Act	45
	LR 12CA	Kauth	Revenue	Constitutional amendment to impose a limit on ad valorem taxes for real property, provide a new method of valuing real property for tax purposes, provide certain exceptions, and eliminate conflicting constitutional provisions	47
Retirement	LB 295	Retirement Com	Retirement	Change provisions relating to the County Retirement, Judges Retirement, State Patrol Retirement, School Retirement, the State Employees Retirement, the Spousal Pension Rights Act, and the Public Employees Retirement Board	50
	LB 420	Retirement Com	Retirement	Change provisions relating to the Public Employees Retirement Board	52
	LB 645	Ballard	Retirement	Change provisions relating to the School Retirement Fund	52
	LB 689	Lonowski	Retirement	Redefine terms under the School Employees Retirement Act and the Class V School Employees Retirement Act	53
	LB 713	Ballard	Retirement	Change provisions of the School Employees Retirement Act	53
Sales Tax	LB 169	Brandt	Revenue	Eliminate certain sales and use tax exemptions and impose sales and use tax on certain services provided	54
	LB 170	Brandt	Revenue	Eliminate the sales tax exemptions for candy and soft drinks	54

Category	Bill	Sponsor	Committee	Subject	Pg.
Sales Tax - <i>continued</i>	LB 479	Moser	Revenue	Change the distribution of sales and use tax revenue	55
	LB 648	Revenue Committee	Revenue	Change the sales and use tax rate	55
Scholarship Plans	LB 391	Murman	Revenue	Adopt the Give to Enable Scholarship Act and provide for certain income tax adjustments	55
	LB 509	Sorrentino	Revenue	Adopt the Opportunity Scholarships Act and provide for income tax credits	56
	LB 557	Armendariz	Education	Change provisions relating to the enrollment option program and provide funding to students denied option enrollment	57
	LB 624	Dover	Appropriations	Appropriate funds to the State Treasurer for education scholarships	58
	LB 633	Hansen	Education	Change provisions relating to applications rejected under the enrollment option program and create the Nebraska Option Enrollment Tuition Account Program	58
School Budget and Finance	LB 161	Juarez	Education	Redefine formula students under the school finance formula	60
	LB 123	Sanders	Government	Change provisions relating to withholding money due to noncompliance with budget limits and annual audits for certain political subdivisions	60
	LB 249	Sanders	Education	Provide for military impact funding and change provisions relating to local formula resources under TEEOSA	60
	LB 303	Hughes	Education	Change provisions relating to foundation aid and certain certification dates and provide for base levy adjustments under TEEOSA and create the School Finance Reform Commission	61
	LB 498	Murman	Education	Change provisions relating to foundation aid and certification dates under TEEOSA	64
	LB 500	DeBoer	Education	Create the School Financing Review Commission	64
	LB 575	Hallstrom	Revenue	Change provisions relating to the Property Tax Request Act and property tax levy limits	66
	LB 597	DeBoer	Education	Change provisions relating to foundation aid, local effort rate yield, adjusted valuations of property, and certification dates under the TEEOSA	67
	LB 598	DeBoer	Education	Provide funding to school districts to cover extraordinary increases in limited English proficiency student expenditures, change provisions relating to the elementary site allowance and certification dates under the Tax Equity and Educational Opportunities Support Act and reimbursement for special education programs and support services, and change eligible uses of the Education Future Fund	68

Category	Bill	Sponsor	Committee	Subject	Pg.
School Budget and Finance - <i>continued</i>	LB 692	Murman	Revenue	Change provisions relating to property tax request authority under the School District Property Tax Limitation Act	68
	LB 711	Hunt	Education	Change provisions relating to the new school adjustment under the Tax Equity and Educational Opportunities Support Act	69
School Participation	LB 497	Murman	Education	Provide for admission of and participation in extracurricular activities by certain students that are not residents of the school district	70
School Psychologists	LB 84	Rountree	Education	Adopt the School Psychologist Interstate Licensure Compact	70
Special Education	LB 682	Education Com	Education	Update terminology relating to individualized education programs for high school students	71
State Budget	LB 261	Spkr Arch	Appropriations	Appropriate funds for the expenses of Nebraska State Government for the biennium ending June 30, 2027, and appropriate Federal Funds allocated to the State of Nebraska pursuant to the federal American Rescue Plan Act of 2021	71
Student Discipline	LB 149	Hansen	Education	Eliminate the prohibition on suspending a student in prekindergarten through second grade	72
	LB 352	Ballard	Education	Change provisions relating to reports on student achievement and discipline required under the Quality Education Accountability Act	72
	LB 430	Murman	Education	Provide an additional exception to the prohibition on suspending a student in prekindergarten through second grade and change provisions relating to short-term and long-term suspension under the Student Discipline Act	73
Student Safety, Health, and Welfare	LB 14	Cavanaugh, M.	Education	Adopt the Hunger-Free Schools Act	74
	LB 140	Sanders	Education	Require school policies relating to use of electronic communication devices by students	75
	LB 192	Quick	Health	Eliminate a sunset date under the Supplemental Nutrition Assistance Program	76
	LB 329	von Gillern	Judiciary	Change provisions relating to sexual abuse by a school employee	77
	LB 457	Bostar	Banking	Require anaphylaxis policies for school districts and licensed child care facilities and provide a limit on the amount an insured is required to pay by an insurance policy or benefit plan for epinephrine injectors	77
	LB 463	Ballard	Education	Require school districts to develop a cardiac emergency response plan under the School Safety and Security Reporting Act and provide for grants for such plans from the Medicaid Managed Care Excess Profit Fund	78

<i>Category</i>	<i>Bill</i>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>	<i>Pg.</i>
Student Safety, Health, and Welfare - <i>continued</i>	LB 517	Juarez	Education	Provide requirements for the state school security director regarding protective door assemblies and other school entry systems	80
	LB 685	Lonowski	Education	Require schools to install a secure master key box as prescribed, provide powers and duties to the state school security director, change provisions relating to a grant program for security-related infrastructure projects and the School Safety and Security Fund, and provide for a transfer from the Cash Reserve Fund	81
Student Surveillance	LB 31	Conrad	Education	Require school policies relating to the use of student surveillance, monitoring, and tracking technology by school districts	81
Teacher Retention and Recruitment	LB 408	Dungan	Education	Adopt the Special Education Teacher Forgivable Loan Program Act	83
	LB 411	Dungan	Education	Change provisions relating to the Nebraska Teacher Recruitment and Retention Act	84
	LB 523	Juarez	Education	Adopt the Student Teacher Compensation Act	85
	LB 524	Juarez	Education	Authorize paraeducator grants under the Nebraska Teacher Recruitment and Retention Act and change eligible uses of the Education Future Fund	86
	LB 572	Hughes	Education	Authorize a school district to exceed its budget authority for stipends paid to a student teacher and change the applicability of the School District Property Tax Limitation Act	87
Tort Claims	LB 156	Conrad	Judiciary	Allow tort claims under the State Tort Claims Act and Political Subdivisions Tort Claims Act for sexual assaults of children in school settings	87
	LB 236	Conrad	Judiciary	Allow claims involving child abuse or sexual assault of a child under the Political Subdivisions Tort Claims Act	88
Transgender Issues	LB 89	Kauth	Government	Adopt the Stand With Women Act	88
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Board of Educational Lands and Funds

LB 652	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hansen	Education	Terminate the Board of Educational Lands and Funds

LB 652 proposes to terminate the Board of Educational Lands and Funds on July 1, 2027.

The Department of Administrative Services (DAS) would assume control of all school lands that had been under the general management and control of the board immediately prior to the board's termination. DAS must sell such lands as the leases for the lands expire.

The person leasing the land most recently would have the right of first refusal to purchase the land. If the person does not purchase the land, DAS must sell the land at public auction.

The proceeds of the sales of the lands would be remitted to the State Treasurer for credit to the permanent school fund of the state. In addition, any funds placed into the temporary school fund of the state by the Board of Educational Lands and Funds that remain in the fund on July 1, 2027, would be distributed to the school districts of the state.

The central problem of LB 652 is that Article VII, Section 6 recognizes the existence and authority of the Board of Educational Lands and Funds. The Constitution would have to be amended in order to make the intent of LB 652 possible.

LB 675	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Raybould	Education	Provide requirements for the purchase, lease, sale, or exchange of school lands located within the boundaries of an Indian reservation

LB 675 amends laws related to the Board of Educational Lands and Funds. The bill provides that, if any school lands listed to be sold are within the boundaries of an Indian reservation, the Indian tribe with jurisdiction over the Indian reservation lands shall have the first right of refusal for purchase from the Board of Educational Lands and Funds.

LR 28CA	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hansen	Education	Constitutional amendment to eliminate provisions creating the Board of Educational Lands and Funds

LR 28CA would propose a constitutional amendment to repeal Article VII, Section 6 of the Nebraska Constitution.

This provision states, in part, that the general management of all lands set apart for educational purposes will be vested, under the direction of the Legislature, in a board of five members to be known as the Board of Educational Lands and Funds.

This provision has been a part of the Nebraska Constitution since 1875 and has provided a steady stream of funding to all school districts.

Bond Elections

LB 135	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Holdcroft	Government	Provide, change, and eliminate provisions relating to elections for certain purposes related to bonds and tax levies

Senator Holdcroft introduced a similar measure (LB 878) in the 2024 Session, which was placed on General File but advanced no further.

LB 135 creates a separate election process and provides limitations for school districts that call for an election to (i) approve the issuance of bonds, (ii) approve a property tax levy or levy increase, or (iii) approve exceeding a property tax levy limitation by a school district.

The election must be held in conjunction with the statewide primary or general election or, in an odd-numbered year, in conjunction with a regularly scheduled general election of a political subdivision. The school board must file the order or certify the question for the issue to be on the ballot by:

- March 1 for the statewide primary election,
- September 1 for the statewide general election, and
- the eighth Friday prior to the general election of a political subdivision.

Exception

The question may also be submitted at a special election if the purpose of the bonds, of the tax levy or levy increase, or of exceeding the tax levy limitation is to address an emergency due to circumstances beyond the control of the school board of the school district, such as the destruction of a facility or other infrastructure by fire, flood, tornado, or other emergency circumstance.

Process

The school board of the school district must:

- (a) designate the form of ballot,
- (b) reimburse the election commissioner or county clerk for the expenses of conducting the election and at the minimum rate as described in law,
- (c) give notice of the election by first-class mail at least 30 days prior to the election, and
- (d) cause the sample ballot to be published in a newspaper of general circulation in the school district one time, not more than 15 days, nor less than 7 days prior to the election. No notice of the election would be required to be given by the election commissioner or county clerk. The notice of election must state where ballots for early voting may be obtained.

The ballots would be counted by the election commissioner or county clerk conducting the election and two disinterested persons appointed by the election commissioner or county clerk. When the polls are closed, the receiving board would deliver the ballots to the election commissioner or county clerk conducting the election who, with the two disinterested persons appointed by the election commissioner or county clerk, would proceed to count the ballots. Ballots for early voting shall be furnished to the election commissioner or county clerk and ready for distribution by the election commissioner or county clerk conducting the election not less than 21 days prior to the election.

When the school district lies in more than one county, the election commissioner or county clerk in any other county containing part of such school district would, upon request, certify its registration books for those precincts in which the school district is located to the election commissioner or county clerk conducting the election and would immediately forward all requests for ballots for early voting to the election commissioner or county clerk charged with issuing the ballots or otherwise arrange for distribution of ballots for early voting.

Not less than five days prior to the election, the school board of the school district would certify to the election commissioner or county clerk conducting the election a list of all registered voters of the school district in any other county or counties qualified to vote on the question.

Other Provisions

- All ballots cast at the election shall be counted by the same board.
- When all the ballots have been counted, the returns of such election shall be turned over to the school board of the school district in which the election was held for the purpose of making a canvass.
- The two disinterested persons appointed on the counting board would receive wages at no less than the minimum rate set in section 48-1203 for each hour of service rendered (current state minimum wage).
- The question may not be submitted at an election within ten months after being defeated at any election.
- The registered voters of the school district would be entitled to vote on the question presented at the election, and the question would be approved if a majority of the votes cast upon the question were in favor.

Consumption Tax

LB 331	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hardin	Revenue	Adopt the Nebraska EPIC Option Consumption Tax Act and terminate tax provisions

LB 331 is similar to Senator Erdman’s LB 16, which was referred to the Revenue Committee in 2024 but never advanced. A fiscal analysis of LB 331, like LB 16 (2024), is nearly impossible.

LB 331 would create the Nebraska EPIC Option Consumption Tax Act. The bill would immediately or eventually terminate the following:

- The Nebraska Budget Act,
- Tax-increment financing,
- Motor vehicle tax,
- Motor vehicle fees,
- Property tax,
- The inheritance tax,
- Sales and use taxes,
- The income tax,
- The Homestead exemption,
- The Tax Equity and Educational Opportunities Support Act (TEEOSA), and
- The Community College Aid Act

TEEOSA would apply until January 1, 2028, after which funding for public schools would be governed by the Nebraska EPIC Option Consumption Tax Act.

Consumption Tax

Under the EPIC Act, the consumption tax would begin on January 1, 2028 on taxable property or services at a rate of 7.5%.

Counties, cities, and villages could impose an additional consumption tax not to exceed 1% for the purpose of repaying bonds.

Under LB 331, beginning in 2028, the Governor would submit an annual statewide budget to the Legislature by December 1. The Appropriations Committee of the Legislature would approve and submit a bill or bills for the annual statewide budget for approval by the Legislature. The bill or bills would balance expenses with state revenue projected by the Nebraska Economic Forecasting Advisory Board.

LR 10CA	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hardin	Revenue	Constitutional amendment to require the state to impose a consumption tax or an excise tax on all new goods and services and to provide a tax exemption for grocery items

Similar to previous attempts by former senator Steve Erdman, LR 10CA proposes a consumption tax. The constitutional amendment provides that, beginning January 1, 2028, the state would impose a retail consumption tax or an excise tax on all new goods and services, and the Legislature may authorize political subdivisions to do the same. There shall be no exemptions except for grocery items purchased for off-premises consumption.

If approved by the Legislature, the measure would appear on the November 2026 General Election ballot.

See LR 11CA for the companion measure to LR 10CA.

LR 11CA	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hardin	Revenue	Constitutional amendment to prohibit governmental entities from imposing any taxes other than retail consumption taxes and excise taxes

Similar to previous attempts by former senator Steve Erdman, LR 11CA proposes that, beginning January 1, 2028, no other tax may be imposed in Nebraska except for the consumption tax proposed in the companion measure, LR 10CA.

If approved by the Legislature, the measure would appear on the November 2026 General Election ballot.

See LR 10CA for the companion measure to LR 11CA.

Criminal / Juvenile Codes

LB 49	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	McKinney	Education	Provide for a model ban and bar policy for school districts

LB 49 is the result of an interim study (LR 341), filed by Senator McKinney and received a public hearing by the Education Committee on November 1, 2024.

The interim study stated that:

School districts for Nebraska public schools are utilizing a ban and bar process by which school districts prohibit students and family members from school property with the threat of police enforcement should an individual violate a ban. There are no regulations related to the appropriate use of a ban, the length of a ban, or to whom and when a ban may be applied. There have been instances of school districts instituting bans against students and family members who have disagreed with staff or administrators regarding the educational needs of the student, even though there was no evidence of a threat by the student or family member, and some school districts have even implemented four-year bans. *There is no due process or appeal mechanism by which a student or family member can allege that a ban and bar is unreasonable or retaliatory.*

Under LB 49, a ban and bar action is defined as any action by a school district to prohibit students, family members of students, or other individuals from being on school property, attending school activities, or communicating with school officials, subject to enforcement as *criminal trespass* under the Nebraska Criminal Code (i.e., §§ 28-520 to 28-522) if an individual violates a ban and bar action.

LB 49 requires that, by January 1, 2026, the State Board of Education must develop and distribute a model policy relating to a ban and bar action. The policy must:

- (i) Specify that a *ban and bar action* by a school district may only be used in response to an immediate and significant threat of harm to a student, school official, or other individual or to facilitate the enforcement of a court order;
- (ii) Specify that any ban and bar action must be limited in scope and duration in such a manner as to accommodate the right of parents and family members to be involved in their child’s education and, in no event, exceed one calendar year unless otherwise required by court order;
- (iii) Protect the right of parents to be involved in the education of their children and their right to contest, appeal, or otherwise challenge a ban and bar action;
- (iv) Not discriminate or be applied in a discriminatory manner against any family members on the basis of race, color, religion, sex, disability, or national origin;
- (v) Provide that any individual subject to a ban and bar action must be given written notice of the action that includes the term of the ban and bar action, a description of the conduct giving rise to the ban and bar action and the evidence the school district has of the conduct, and instructions on how to appeal the ban and bar action; and
- (vi) Not be used against a student of the school district.

The model policy must provide that any individual subject to a ban and bar action may request a hearing before the school board of the school district. The individual may appear at the hearing to contest the issuance or scope of the ban and bar action. An appeal must be requested in writing and delivered to the school board within 10 days after receipt of notice by the individual of the ban and bar action. The individual may be represented by counsel at the individual’s expense. The school board must hear an appeal within 30 days after receipt of an appeal request.

School District Policy

LB 49 provides that, by July 1, 2026, each public school district must *either* adopt the model policy or adopt a policy consistent with the model policy.

Curriculum, Assessment

LB 213	<i>Sponsor</i> Holdcroft	<i>Committee</i> Education	<i>Subject</i> Require the State Board of Education to adopt academic content standards on human embryology under the science education standards
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LB 213 provides that, by March 1, 2026, the State Board must adopt measurable academic content standards for human embryology under the science education standards. The standards must be integrated into each school’s curriculum no later than the start of the 2026-27 school year and must include:

- (a) Instruction on human development that accurately portrays the biological science of human embryology, including the Carnegie Stages of Human Embryonic Development, in the curriculum of elementary, middle school, and high school students; and
- (b) High-definition visual recordings that are of at least four-dimensional quality, commonly referred to as 4D. The visual recordings must show the development of the brain, heart, sex organs, and other vital organs throughout fetal development.

A parent, guardian, or educational decisionmaker may opt their student out of the instruction.

The emergency clause is attached.

LB 417	<i>Sponsor</i> Bostar	<i>Committee</i> Education	<i>Subject</i> Provide for administration of the Nebraska Promise Program by the Board of Regents, adopt the College Promise Act, and change provisions relating to the Quality Education Accountability Act
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LB 417 contains a number of components, but of particular significance to K-12 education relates to a National Career Readiness Certificate.

The bill provides that, beginning with school year 2025-26, in addition to the national assessment instrument recommended by the State Board of Education, the State Board must also recommend nationally recognized, portable career-readiness assessments that lead to a National Career Readiness Certificate.

The option must be made available to all twelfth-grade public students during the fall semester of a student’s twelfth-grade year to retake the national assessment instrument that is also used as a standard college admission test administered OR to take any nationally recognized, portable career-readiness assessments that lead to a National Career Readiness Certificate recommended by the State Board.

Each school district is required to report individual student data for scores and sub-scores for any assessment taken according to the procedures established by the State Board and NDE for assessments.

An assessment described in LB 417 must be administered to any student who opts to take the assessment at no cost to the student.

LB 426	<i>Sponsor</i> Andersen	<i>Committee</i> Education	<i>Subject</i> Authorize an American flag education program and change provisions relating to the distribution of lottery funds used for education
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LB 426 amends the law related to the Committee on American civics (§ 79-724).

The bill provides that all public or private schools may, as a part of the social studies curriculum, engage students between the commencement of fifth grade and the completion of eighth grade in a one-hour American flag education program that includes (i) the U.S. Flag Code, (ii) the thirteen folds of the American flag, (iii) proper flag etiquette and conduct in the presentation of the flag, and (iv) the historical background of the flag. The flag education program may be developed and presented in consultation and partnership with a local recognized veterans organization.

As part of such program, each student would receive one American flag that is three feet by five feet and a flag etiquette booklet.

The costs of the program would be funded using lottery funds or private donations.

LB 528	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Jacobson	Education	Change and eliminate provisions relating to grants from the State Department of Education Improvement Grant Fund

Background

In 2023, LB 705 was passed and signed into law. The package bill contained the provisions of LB 787, introduced by Senator Wayne.

The "Wayne" provision required the State Board of Education to establish an innovation grant program to procure or purchase an annual license for learning platforms for use in schools to engage students in coursework and careers in Science, Technology, Engineering, Entrepreneurship, and Mathematics (STEEM).

The provision permitted a developer to apply to NDE for a grant for a learning platform that:

- (a) Is designed to teach information related to chemistry and physical science, business, or mathematics;
- (b) Aligns with the standards established by the state board relating to chemistry and physical science, business, or mathematics;
- (c) Connects such standards with real-world technologies and applications;
- (d) Highlights science, technology, engineering, entrepreneurship, and mathematics career pathways in Nebraska; and
- (e) Meets any additional requirements set out by the State Board.

Funding for the program would be provided under the School Improvement Grant Program.

Problem

NDE did exactly what it was required to do to implement the Wayne provision of LB 705 (2023); however, no developer was found to be qualified to receive the funding. A North Carolina developer believed it was, indeed, qualified to be awarded the grant.

New Legislation

Senator Jacobson filed LB 528 to transfer authority to implement the Wayne provision of LB 705 (2023) to the Department of Economic Development. LB 528 requires NDE to award the grant funds to the developer that was approved by the Department of Economic Development.

Cybersecurity

LB 241	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hallstrom	Banking	Provide immunity from liability for cybersecurity events

LB 241 provides that a private entity may not be liable in a class action resulting from a cybersecurity event unless the cybersecurity event was caused by willful, wanton, or gross negligence on the part of the private entity.

The bill defines “cybersecurity event” as an event resulting in unauthorized access to, or disruption or misuse of, an information system or nonpublic information stored on an information system.

An “information system” is:

- (a) A discrete set of electronic information resources organized for the collection, processing, maintenance, use, sharing, dissemination, or disposition of electronic nonpublic information; or
- (b) A specialized system, including an industrial or process control system, a telephone switching and private branch exchange system, and an environmental control system;

“Nonpublic information” is defined as information that is not publicly available and concerns a person that, because of a name, number, personal mark, or other identifier, can be used to identify such person, in combination with the following:

- (a) A social security number;
- (b) A driver’s license number or state identification card number;
- (c) A financial account number or credit or debit card number;
- (d) A security code, access code, or password that would permit access to such person’s financial accounts; or
- (e) Any biometric record;

“Private entity” is defined as a corporation, religious or charitable organization, association, partnership, limited liability company, limited liability partnership, or other private business entity, whether organized for-profit or not-for-profit; and

“Publicly available information” is defined as information that is lawfully made available through federal, state, or local government records or information that a private entity has a reasonable basis to believe is lawfully made available to the general public.

LB 599	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	DeBoer	Education	Require the State Board of Education to adopt a policy relating to cybersecurity

LB 599 requires the State Board of Education to adopt a policy that may be used in public schools, private schools, and ESUs relating to cybersecurity. The policy must include, at a minimum:

- (1) A cybersecurity framework guide for implementing cybersecurity controls in a prioritized manner;
- (2) The creation of a cybersecurity team that acts to assist schools and ESUs with cybersecurity needs and addresses cybersecurity issues from a statewide perspective to prevent and respond to cybersecurity threats;
- (3) A curriculum component that expands and defines digital citizenship requirements for students, parents, and teachers;
- (4) A pipeline for technology careers designed to recruit, retain, and support students from rural areas in pursuing careers in technology and encouraging such students to return and contribute to their local economies; and
- (5) A funding mechanism to assist in purchasing necessary cybersecurity controls and facilitating the acquisition of cybersecurity projects.

Education Savings

LB 131	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Sorrentino	Revenue	Include elementary and secondary schools in the Nebraska educational savings plan trust and change tax benefits

LB 131 amends the existing 529 program (NEST 529) to permit the use of savings plans for expenses for tuition in connection with enrollment or attendance at an elementary or secondary school up to \$10,000 per beneficiary per taxable year. This would make the plan applicable to private schools.

A 529 college savings plan is a tax-advantaged account for education expenses and is generally state-sponsored. Its name stems from Section 529 of the IRS tax code, which gives these plans special tax breaks to encourage saving for education.

LB 427	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Andersen	Education	Require the State Treasurer to establish an educational savings account for students enrolled in kindergarten through grade twelve at an approved or accredited public, private, denominational, or parochial school

LB 427 is nearly identical to LB 1386, introduced in 2024 by Senator Hansen. LB 1386 did not advance from committee.

In essence, LB 427 creates an educational savings account program for students attending private schools in Nebraska. Each eligible student would receive an account with \$1,500 deposited annually by the state.

The program would be managed and monitored by the State Treasurer. LB 427, as with the 2024 version of the bill, does not specify a funding source. The State Treasurer would need additional staff to implement and maintain the program. The overall cost of the program was estimated at \$40 million in 2024.

“Qualified educational expenses” would include:

- (a) Tuition and fees;
- (b) Textbooks, software, and required course materials;
- (c) Fees or payments for educational therapies, including tutoring or cognitive skills training;
- (d) Educational materials and support services, including the cost of paraprofessionals and assistants, for enrolled students with a disability or an enrolled student receiving services under a section 504 plan; and
- (e) Any other academic or learning material approved by the State Board of Education.

LB 427 requires the State Board of Education to adopt a list of “qualified educational expenses” and make the list available on the NDE website.

The applicant may withdraw money from the educational savings account for use on qualified educational expenses. The money must first be used for tuition and fees prior to use for other qualified educational expenses. The applicant would retain access to the account as long as the student for whom the account is created remains an enrolled student.

The educational savings account would terminate and the funds would be transferred to the General Fund (i) if the student no longer qualifies as an enrolled student, (ii) upon the enrolled student’s graduation from high school, or (iii) in the event of the death of the enrolled student.

Educational Service Units

LB 162	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Juarez	Health	Adopt the Child Care Safety and Security Act

LB 162 creates the Child Care Safety and Security Act on the basis that the safety and security of children in child care and early education programs warrants the need for emergency preparedness for, and response to, weather events, fires, intruders, accidents, and other threats to a child's safety.

The measure states that it is necessary that standards for emergency preparedness and response for child care and early education programs be aligned with the standards in elementary and secondary schools.

Definitions

"Child care and early education program" is defined as a program licensed under the Child Care Licensing Act and which operates as a for-profit or nonprofit organization, the federal Head Start program, and the Early Head Start program.

"Early childhood support agency" is defined as an organization that provides support services to a child care and early education program.

"Emergency response notification system" is defined as an electronic system that delivers alerts or other notifications during an emergency to a targeted group of subscribers.

"Designee" is defined as a public school district, city or village, local public health department, law enforcement agency, early childhood support agency, or local emergency management agency that enters into a memorandum of understanding (MOU).

"Safety and reunification procedure" is defined as a standard that is approved by the State Department of Education for the purpose of emergency preparedness and response.

Fund

LB 162 creates the Child Care Safety and Security Fund. The fund would be administered by NDE and would consist of money transferred by the Legislature. Given the availability of appropriations, NDE would award grants to ESUs on a competitive basis on behalf of designees for emergency response notification systems, training, and materials related to safety and reunification procedures.

Applications for Grants

ESUs may apply to NDE for a grant to provide funding to designees (such as school districts) operating within the boundaries of an ESU. To receive funding, a designee must enter into a MOU with the appropriate ESU in the designee's geographic area. In order to qualify for a grant, the ESU must demonstrate to NDE that:

- (1) A designee is assigned, through a MOU, to administer the emergency response notification system for child care and early education programs that opt into the notification system within a defined geographic area. The defined geographic area shall allow the designee to reasonably respond to local area emergencies. Other programs not required to be licensed under the Child Care Licensing Act within the defined geographic area may subscribe to

the emergency response notification system. Funding amounts for designees under (1) may not exceed \$1,000 per year;

- (2) A security and safety plan approved by NDE has been provided by the designee that would operate the emergency notification system. The security and safety plan must include information on a community response team to provide for reunification procedures;
- (3) A designee is assigned, through a MOU, to distribute safety and reunification procedure materials for use in facilities that care for children in child care and early education programs. Funding amounts for designees under (3) may not exceed \$1,000 per year; and
- (4) A designee is assigned, through a MOU, to coordinate, administer, or provide for safety and reunification procedure training to child care and early education programs, including, but not limited to, administrators, staff, children, and parents. Funding amounts for designees under (4) may not exceed \$1,000 per year.

LB 389	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Eliminate the levy authority of educational service units and provide state funding to ESUs

LB 389 provides that, beginning with fiscal year 2028-29, ESUs would no longer have the power to levy property taxes.

The measure provides that, beginning in 2029, funds would be distributed by the state to ESUs in order to offset the funds lost due to the elimination of their levy authority.

The amount to be distributed to each ESU would be equal to the amount of property taxes levied by the ESU for tax year 2027, increased by 3.5%.

For 2030 and each year thereafter, the amount to be distributed to each ESU would be equal to the amount distributed to the ESU in the prior year, increased by 3.5%.

The Department of Revenue would be required annually to determine the amount to be distributed to each ESU and certify the amounts to the State Treasurer and to the ESU. The distributions to the ESUs would occur in two equal payments, the first on or before March 31 and the second on or before August 31.

LB 680	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Education Com	Education	Change provisions relating to educational service units

LB 680 is a shell bill to be used by the Education Committee as a vehicle for other legislation as it deems necessary.

Employment Issues

LB 197	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Storm	Business and Labor	Change provisions relating to disqualification for benefits, claim determinations, and claim redeterminations under the Employment Security Law

The Employment Security Law was created to protect the rights of employers and employees. The law was designed to define employment and define what constituted unfair labor practices. The law also defines who is eligible for unemployment insurance benefits and what those benefits entail.

LB 197 allows the Nebraska Department of Labor to adjudicate claims for unemployment insurance benefits through other means than by a claim adjudicator. LB 197 also allows the Nebraska Department of Labor to reconsider a determination of benefits if an audit conducted as part of the benefit accuracy measurement program finds an error in the original determination of benefits.

LB 224	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Guereca	Government	Require paid maternity leave for state employees

LB 224 provides that maternity leave-eligible employees who work a full-time schedule will be entitled to 12 weeks of paid maternity leave for the birth of such employee's child. Maternity leave-eligible employees who are regularly employed less than 40 hours per week will be entitled to maternity leave proportionate to their regular workweek.

Maternity leave eligible employee means an employee who:

- (i) Is a state employee;
- (ii) Gives birth to a child; and
- (iii) Is assuming a parental role with respect to the child;

LB 258	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Raybould	Business and Labor	Change provisions relating to the minimum wage under the Wage and Hour Act

Currently, the minimum wage is set at \$13 per hour. In 2026, the rate will be \$15 per hour.

On January 1, 2027, the minimum wage would be increased by the increase in the cost of living as measured by the CPI.

LB 258 provides that, beginning in 2027, the minimum wage would be increased by the lesser of (a) 1.5%, rounded to the nearest cent, or (b) the increase in the cost of living as measured by the CPI.

Note: As per existing law, no later than October 15 of each year, commencing October 15, 2026, the Nebraska Department of Labor must calculate and publish the minimum wage rate that will take effect the following January 1.

LB 300	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Change provisions relating to the Superintendent Pay Transparency Act and provide a limit for superintendent and educational service unit administrator compensation

LB 300 amends the Superintendent Pay Transparency Act, which was created in 2014.

Under the measure, no school district or ESU may enter into any contract with a superintendent or ESU administrator for services to be rendered if the contract will cause the school district or ESU to pay compensation for any contract year in excess of five times the compensation for a beginning teacher in the school district or ESU for the same contract year.

“Salary” is defined as gross wages to be paid in exchange for personal services performed during the contract year and includes:

- (a) overtime pay,
- (b) member contributions pursuant to the School Employees Retirement Act or the Class V School Employees Retirement Act, and
- (c) amounts contributed to plans under section 125, 403(b), or 457 of the IRS Code or any other section of the code which defers or excludes such amounts from income.

“Compensation” is defined as a reasonable estimate of the total amount of salary and benefits to be paid by a school district or ESU in exchange for personal services performed during a contract year.

“Benefit” is defined as any amount, not included in salary, to be paid during the contract year or to be paid in the future by a school district or ESU in exchange for the personal services performed during the contract year, resulting in a benefit for the employee or the family of the employee including, but not limited to:

- (a) employer contributions pursuant to the School Employees Retirement Act or the Class V School Employees Retirement Act,
- (b) early retirement inducements for employees of the Class V school district for employees of all other school districts and ESUs,
- (c) cash awards paid by the school district or ESU,
- (d) severance pay,
- (e) employer contributions made for the purpose of separation payments to be made at retirement,
- (f) employer contributions to annuities,
- (g) employer contributions to group life, health, or disability insurance premiums,

- (h) payments made to an employee in lieu of employer contributions to insurance premiums, and
- (i) the maximum cash payment for potential unused leave of any type that could be accrued during the contract year.

“Compensation for a beginning teacher” is defined as compensation expected to be paid by a school district or ESU for the first year of teaching by a certificated teacher, assuming the certificated teacher receives the maximum benefits generally available to a teacher who does not receive additional compensation for duties beyond the standard teaching contract.

Other Provisions

If a superintendent of a school district also receives compensation from an ESU in which the school district is a member, the compensation must be deemed compensation from the school district.

If an administrator of an ESU receives compensation from a school district that is a member of the ESU, the compensation must be deemed compensation from the ESU.

Any contract entered into in violation of the new provisions of the Superintendent Pay Transparency Act would be invalid, and money belonging to a school district or ESU may not be expended on such a contract.

Any compensation received by a superintendent or administrator in violation of the limitations in LB 300 would be forfeited by the superintendent or administrator and returned to the school district or ESU, and a notice regarding the excess compensation must be filed with the Commissioner of Education within 30 days after the superintendent, administrator, school board, or board of the ESU becomes aware of the violation.

LB 353	<i>Sponsor</i> Lonowski	<i>Committee</i> Business and Labor	<i>Subject</i> Allow public school employees to join or terminate membership in a labor organization
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LB 353 provides that a labor organization representing public school employees or employers of public school employees may not, as part of any membership contract entered into or renewed after the effective date of the bill, place any restriction on when a public school employee may join or terminate membership in a labor organization.

The emergency clause is attached.

LB 361	<i>Sponsor</i> Conrad	<i>Committee</i> Business and Labor	<i>Subject</i> Change provisions of the Nebraska Fair Employment Practice Act to provide for jury trials and prohibit discrimination for exercise of rights under the Nebraska Workers’ Compensation Act
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LB 361 amends the Nebraska Fair Employment Practice Act.

The bill establishes that it is an unlawful employment practice for a covered entity to discriminate or retaliate against an individual because the individual has reported a work-related injury, brought a claim, or sought remedies under the Nebraska Workers’ Compensation Act.

The bill also provides that, in any civil action brought under the Nebraska Fair Employment Practice Act, there must be a right to a jury trial, including in cases brought against state and governmental agencies.

LB 429	<i>Sponsor</i> Murman	<i>Committee</i> Education	<i>Subject</i> Provide requirements and restrictions for school boards relating to professional employees’ organizations
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LB 429 provides that a school board may not grant access by a professional employees’ organization to the physical or electronic mailbox of any school employee without giving equal access to any other professional employees’ organization that requests such access.

If a professional employees’ organization is permitted to display information at or send a representative to attend a school employee meeting or event, including a school employee orientation meeting, in an effort to recruit new members, any other professional employees’ organization that requests permission to display information at or send a representative to attend such meeting must also be granted such permission.

If a professional employees’ organization is allowed to create and post signage or materials in a school such as an information board, a bulletin board, a poster, or a pamphlet, any other professional employees’ organization must also be granted permission to create and post signage and materials in an equal manner.

A school board may not designate any day or break in the school calendar by naming or referring to the day or break using the name of any professional employees’ organization.

“Professional employees’ organization” is defined as any organization that exists for the purpose, in whole or in part, of professional development or liability protection.

LB 440	<i>Sponsor</i> Spivey	<i>Committee</i> Education	<i>Subject</i> Adopt the Education Leave and Support Act
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LB 440 creates the Education Leave and Support Act, which would cover certificated teachers employed by a public school district.

Under the bill, beginning January 1, 2026, a payroll fee of .0035 of one percent would be levied on the taxable wages of “covered employees” in the state. Employers must collect the fee from covered employees and remit it quarterly to the State Treasurer. Employers would also contribute an amount equal to the total payroll fee collected from their covered employees as an employer

match and remit this contribution quarterly to the State Treasurer. All fees and contributions would be credited to the State Education Leave Fund, created under the bill.

“Covered employee” is defined as a certificated teacher employed by a school district.

For a teacher earning \$50,000, the fee would be \$14.58 per month.

The fund noted above must be used solely to reimburse school districts for the cost of hiring substitute teachers for the first six weeks of a covered employee’s FMLA leave.

FMLA leave is defined as leave taken by a covered employee under the federal Family and Medical Leave Act of 1993.

Reimbursements under the bill must be made from the fund in an amount not to exceed the actual daily cost of hiring a substitute teacher, as determined by the department.

Any covered employee for whom reimbursement is provided would not be required to use any accrued personal or sick leave for the first six weeks of FMLA leave.

Reimbursements would begin July 1, 2026. NDE must develop and implement procedures to:

- (a) Accept applications for reimbursement from school districts;
- (b) Review applications in order to ensure compliance with eligibility requirements; and
- (c) Disburse funds in a timely manner.

If the Fund accrues a surplus exceeding 20% of its projected annual needs, NDE must notify the State Treasurer, and the State Treasurer must transfer the excess funds to the Education Retention Fund. Funds transferred would be used to address teacher shortages and support professional development.

Any school district that misuses these funds must repay the funds in full and would be subject to penalties as prescribed by NDE.

LB 455	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hallstrom	Business and Labor	Provide for confidentiality of and access to certain injury reports under the Nebraska Workers’ Compensation Act

LB 455 amends the Nebraska Workers’ Compensation Act, which currently provides that, in every case of reportable injury arising out of and in the course of employment, the employer or workers’ compensation insurer must file a report with the Nebraska Workers’ Compensation Court. The report must be filed within 10 days after the employer or insurer has been given notice of or has knowledge of the injury.

LB 455 requires that the report must be confidential and not open to public inspection or copying, with some exceptions noted below, or as necessary for the Nebraska Workers’ Compensation Court to administer and enforce other provisions of the Act.

An employee may elect to waive confidentiality for reports involving the employee, and the reports may be open to public inspection or copying. An election, once made, would remain in effect notwithstanding any change in employment by the employee unless the election is revoked by the employee.

The compensation court must deny any request to inspect or copy a report unless an election to waive confidentiality has been made by the employee, OR:

- (a) The requester is the employee who is the subject of the report or an attorney or authorized agent of that employee. *An attorney or authorized agent of the employee must provide a written authorization for inspection or copying from the employee if requested by the compensation court;*
- (b) The requester is the employer, workers' compensation insurer, risk management pool, or third-party administrator that is a party to the report or an attorney or authorized agent of such party. *An attorney or authorized agent of a party must provide a written authorization for inspection or copying from the party if requested by the compensation court;*
- (c) The requester is (i) an attorney or an authorized agent of an insurer or a third-party administrator who is involved in administering any claim for insurance benefits related to any injury of the employee whose report is filed with the compensation court or (ii) an attorney representing a party to a lawsuit filed by or on behalf of the employee whose report is filed with the compensation court. *An attorney or authorized agent of the insurer or third-party administrator or an attorney representing a party to such a lawsuit must provide a written authorization for inspection or copying from the insurer, third-party administrator, or party, as applicable, if requested by the compensation court;*
- (d) The report requested will be used for the purpose of state or federal investigations or examinations or for the state or federal government to compile statistical information;
- (e) The report requested is sought for the purpose of identifying the number and nature of any injuries to any employees of an employer identified in the request and the compensation court is able to and does redact any information revealing the identity of the employee prior to releasing the report;
- (f) The report requested is a pleading filed with the compensation court or an exhibit submitted with a pleading filed with the compensation court;
- (g) The report requested will be used by a nonprofit organization for the purpose of sending condolences to, providing memorials for, or offering grief counseling to family members of an employee whose death was caused by a workplace incident; or
- (h) Release of the report is ordered by a court of competent jurisdiction.

The bill provides that any request to inspect or copy a report would be made in a form and manner prescribed by the administrator of the Nebraska Workers' Compensation Court.

LB 522	<i>Sponsor</i> Guereca	<i>Committee</i> Business and Labor	<i>Subject</i> Change provisions relating to the date when compensation begins and provide for cost-of-living adjustments under the Nebraska Workers' Compensation Act
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LB 522 amends the Nebraska Workers' Compensation Act (§ 48-121) relevant to the schedule of compensation for injuries resulting in disability.

The bill provides that, beginning in 2026, weekly income benefits lasting longer than 12 months would be adjusted to account for increases in the cost of living (COLA).

COLA percentage is defined as the greater of:

- (i) 1%; or
- (ii) The percentage change, for the most recent twelve-month period for which information is available, in the CPI for Urban Wage Earners and Clerical Workers.

On January 1, 2026, and on each January 1st thereafter, the Nebraska Workers' Compensation Court must determine the COLA percentage that will apply for the calendar year.

If a person receives a weekly income benefit that lasts longer than 12 months, the person's weekly income benefit must be automatically adjusted at the end of each twelve-month period. The adjusted amount would equal the then-current weekly income benefit amount multiplied by the COLA percentage in effect for that calendar year. The adjusted amount would be computed to the next higher whole dollar amount. The adjusted amount would apply for the next twelve-month period.

LB 522 also changes the section of the Nebraska Workers' Compensation Act (§ 48-119) relating to the date upon which compensation is computed.

Current law provides that no compensation would be allowed for the first seven calendar days of disability, but if disability extends beyond the period of seven calendar days, compensation would begin on the eighth calendar day of disability. If the disability continues for six weeks or longer, compensation would be computed from the date disability began.

LB 522 provides that no compensation would be allowed for the first three calendar days of disability, but if disability extends beyond the period of three calendar days, compensation would begin on the fourth calendar day of disability. If the disability continues for two weeks or longer, compensation would be computed from the date disability began.

LB 544	<i>Sponsor</i> Dover	<i>Committee</i> Business and Labor	<i>Subject</i> Disqualify certain individuals from receiving benefits under the Employment Security Law
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LB 544 amends the Employment Security Law.

The bill provides that an individual would be disqualified for benefits for any week in which he/she:

- (a) Fails to respond to an offer for a job within two business days; or
- (b) Fails to appear for a previously scheduled job interview without notifying the prospective employer of the need to cancel or reschedule the interview.

LB 544 requires the Department of Labor to establish a portal on its website, an email address, and a telephone hotline for employers to report individuals who fail to respond to offers of employment or who fail to appear for previously scheduled job interviews.

Prior to denying a week of benefits to an individual, the department must verify any information submitted by an employer about individuals who fail to respond to offers of employment or who fail to appear for previously scheduled job interviews.

LB 589	<i>Sponsor</i> Conrad	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to reimbursement for special education programs and support services and require school districts to provide special education staff with professional leave as prescribed
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LB 589 amends the Nebraska Special Education Act (§ 79-1142) relating to allowable and reimbursable costs for special education and support services.

The bill permits allowable and reimbursable costs to include substitute service costs directly associated with special education programs. Each school district must provide special education staff with four days of professional leave per year, supported by substitute personnel. The leave must be used onsite for the sole purpose of completing essential documentation for students receiving special education services on the staff's caseload.

LB 617	<i>Sponsor</i> Kauth	<i>Committee</i> Business and Labor	<i>Subject</i> Change provisions of the Nebraska Workers' Compensation Act
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LB 617 appears to be a shell bill to be used by the Business and Labor Committee as a vehicle as it deems necessary.

Enrollment, Attendance

LB 143	<i>Sponsor</i> Rountree	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to student enrollment
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Under existing law (§ 79-215), in order to carry out the provisions of the Interstate Compact on Educational Opportunity for Military Children, a school board must permit children of military families to enroll “preliminarily” in a school district if a parent presents evidence of military orders that the military family will be stationed in this state during the current or following school year.

LB 143 provides that the preliminary enrollment and any advanced enrollment policies related to a child of a military family shall also apply if the child has an individualized family service plan, has an IEP, or receives special education.

LB 492	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Conrad	Judiciary	Change juvenile court jurisdiction relating to habitual truancy and provisions relating to compulsory school attendance

Habitually Truant

LB 492 first amends the Nebraska Juvenile Code to provide a definition of "habitually truant" as follows:

"Habitually truant" from school means that a child 13 years of age or older and younger than 17 years of age who is enrolled in a public or private school has accrued 20 days or more of unexcused absences from school during a school year and has a documented loss of educational attainment as a result of such absences.

Defense to Adjudication

LB 492 creates a defense to adjudication of a petition alleging that a juvenile is a juvenile as described in section 43-247 (i.e., conducted himself or herself so as to injure or endanger seriously the morals or health of himself, herself, or others), if, after subtracting any absences that are excludable as provided below, the child has accrued less than 20 days of unexcused absences from school during the school year.

An absence would not be counted for purposes of section 43-247 if the absence:

- (1) Was caused by:
 - (a) A lack of adequate transportation;
 - (b) Failure by the school to coordinate necessary interventions or attendance supports agreed upon by the school and the child's family; or
 - (c) Physical or mental illness excused by a parent or guardian, with or without a note from a doctor or physician; or
- (2) Is otherwise excused by the school or the court.

Written Policy

The bill requires all school boards to have a written policy on attendance developed and annually reviewed in collaboration with the county attorney of the county in which the principal office of the school district is located. The policy must include a provision indicating how the school district will handle cases in which excessive absences are due to illness. The policy must also state the circumstances and number of absences or the hourly equivalent upon which the school must render all services to address barriers to attendance. The services must be provided prior to 20 days of absence.

Nonattendance Lists

LB 492 changes existing law (§ 79-206) requiring each superintendent of a school district to:

- (1) compare the names of the children enrolled with the last census report on file in his/her office from the district, and
- (2) prepare a list of all children resident in the district under his/her jurisdiction who are not attending school.

And may, but not shall, transmit the list to the enforcement officer or officers in the district.

Report to County Attorney

The bill changes the circumstances for when a school may report to the county attorney of the county in which the person resides when the school has documented the efforts it has made that the collaborative plan to reduce barriers identified to improve regular attendance has not been successful and that the child has accrued 20 days or more of unexcused absences during the school year with a documented loss of educational attainment as a result of the absences.

The referral must indicate which of the unexcused absences during the school year, if any, were absences excused by a parent or guardian for physical or mental illness.

Graduation Requirements

LB 296	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Arch	Education	Require NDE to create a centralized education records system and employ registrars relating to students under the jurisdiction of the juvenile court and change provisions relating to graduation requirements and the State Department of Education Improvement Grant Fund

Background: LB 705 (2023) required NDE, DHHS, the Office of Probation Administration, and the State Court Administrator to enter into a memorandum of understanding for the sharing of data relevant to students who are under the jurisdiction of the juvenile court. The purpose for the sharing of data is to provide systems-wide coordination to improve educational opportunities and outcomes and to facilitate service coordination for such students.

The memorandum would include the intent for NDE to contract with an outside consultant with expertise in the education of court-involved students to assist in the development of the policies and procedures.

In accordance with this directive, NDE contracted with Bellwether, which is a national nonprofit organization.

The “Bellwether Report,” entitled, “Data Sharing for Youth Under the Jurisdiction of the Juvenile Court,” was issued in September 2024. The executive summary of the report states that:

In Nebraska, students under the jurisdiction of the juvenile court are educated in diverse settings such as public schools, interim-program schools, special purpose schools, and non- public schools. Historically, these students have underperformed academically compared to their non-juvenile-court-involved peers and are disproportionately students of color, students with disabilities, and students from low-income families.

A key condition for positive educational outcomes for youth under the jurisdiction of the juvenile court is the efficient transfer of education records between placements. Currently, Nebraska faces significant challenges in this area, as identified through extensive interviews, focus groups, and stakeholder meetings. The obstacles to effective data sharing include delays, mistrust, lack of system integration, reliance on low-tech solutions, privacy concerns, and inadequate knowledge. These inefficiencies contribute to negative outcomes for youth, causing them to miss crucial instructional time or be subjected to redundant coursework. This often results in disengagement, frustration, and drop-out.

To address these issues, Bellwether, in collaboration with a team of state leaders, has developed a comprehensive set of recommendations that propose establishing a centralized records service under the Nebraska Department of Education (NDE). This system aims to centralize education data collection and distribution using highly trained registrars to ensure data accuracy, resolve discrepancies, and create comprehensive student records. This centralized service would streamline the data-sharing process and ensure compliance with privacy regulations. Beyond the centralization of records, the recommendations also advocate for improvements in governance design to enhance efficiency, consistency, and accountability. Additionally, the introduction of a statewide basic high school diploma aims to increase graduation rates for youth under the jurisdiction of the juvenile court.

If enacted comprehensively, these reforms will make Nebraska a national model for education data sharing that will positively impact the educational experiences and outcomes of youth under the jurisdiction of the juvenile court, providing them with a more cohesive educational experience.

LB 296 would implement the suggestions contained within the Bellwether Report along with the original directives contained within LB 705 (2023).

Centralized Education Records System

By July 1, 2026, NDE must maintain a centralized education records system for students under the jurisdiction of a juvenile court. The system must allow for the immediate transfer of education records as appropriate. Each approved or accredited school must share education records with the department for inclusion in the centralized education records system *immediately upon request* for any student under the jurisdiction of a juvenile court.

The Commissioner of Education is directed to employ registrars who would be responsible for ensuring the education records of students under the jurisdiction of a juvenile court are maintained in an accurate and timely manner in the centralized education records system.

Registrars would also analyze the education records of high school students under the jurisdiction of a juvenile court to determine if additional credit hours should be awarded by the Commissioner of Education for academic work that has been completed by the students.

The Commissioner of Education must, either upon request or in response to an analysis conducted by a registrar, award credit hours pursuant to rules adopted by the State Board to any high school student who is or was under the jurisdiction of a juvenile court and has evidence of the completion of academic work that would generally be required for the credit hours. Any credit hours awarded by the commissioner must be recognized by any approved or accredited school and must count toward meeting any graduation requirements related to the subject area of the credit hours.

The cost of the centralized education records system and registrars would be paid from the State Department of Education Improvement Grant Fund.

Diploma

Current law (§ 79-729) requires that each high school student must complete a minimum of 200 high school credit hours prior to graduation. At least 80% of the minimum credit hours must be core curriculum courses prescribed by the State Board.

LB 296 provides that, beginning with the 2026-27 school year, for a student who meets the above requirement and who was at any point during high school under the jurisdiction of a juvenile court and residing in an out-of-home placement under such jurisdiction:

- (i) A public high school must, upon request, allow such student to graduate with a high school diploma from such school without any additional requirements if the student was enrolled at any point in such high school; or
- (ii) If such student does not graduate from an approved or accredited high school, the Commissioner of Education must, upon request, award a state high school diploma.

The bill provides that no student, parent, or guardian may make any request that would result in a student receiving more than one high school diploma.

LB 681	<i>Sponsor</i> Education Com	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to the definition of graduate degree program
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LB 681 is a shell bill to be used by the Education Committee as a vehicle for other legislation as it deems necessary.

Income Taxes

LB 171	<i>Sponsor</i> Brandt	<i>Committee</i> Revenue	<i>Subject</i> Change provisions relating to individual and corporate income tax rates
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Individual Income Tax

The individual income tax rate is set to be reduced to 4.55% on January 1, 2026. LB 171 increases that planned rate reduction to 4.99%. The existing law proposes to reduce the rate to 3.99% on January 1, 2027. This plan is eliminated under LB 171 and leaves the rate at 4.99% going forward after 2026.

Corporate Income Tax

The corporate income tax rate is set to be reduced to 4.55% on January 1, 2026. LB 171 increases that planned rate reduction to 4.99%. The existing law proposes to reduce the rate to 3.99% on January 1, 2027. This plan is eliminated under LB 171 and leaves the rate at 4.99% going forward after 2026.

LB 649	<i>Sponsor</i> Revenue Com	<i>Committee</i> Revenue	<i>Subject</i> Change provisions relating to an income tax rate
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LB 649 is a vehicle to change income tax rates. The bill does not specify a new tax rate.

Legislative Structure

LR 19CA	<i>Sponsor</i> Dover	<i>Committee</i> Executive Board	<i>Subject</i> Constitutional amendment to change legislative term limits to three consecutive terms
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LR 19CA was introduced by Senator Dover and 23 co-sponsors. The constitutional amendment would change current provisions so that a state lawmaker could serve three rather than two (4-year) terms of office.

The measure contains no effective date, so presumably, some of the co-sponsors would benefit from the change.

If approved by the Legislature, the measure would appear on the 2026 General Election ballot.

LR 25CA	<i>Sponsor</i> Hansen	<i>Committee</i> Executive Board	<i>Subject</i> Constitutional amendment to change the compensation of members of the Legislature and provide for health insurance
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Each member of the Legislature is currently paid \$12,000 per year during their term of office.

LR 25CA is a constitutional amendment providing that, beginning January 6, 2027, each member of the Legislature would be paid the state minimum wage. It's difficult to ascertain the annual pay each member would actually receive under this proposal.

The proposed amendment also provides that members of the Legislature will receive health insurance paid by the state with equivalent benefits to those offered by Medicaid.

LR 27CA	<i>Sponsor</i> Hunt	<i>Committee</i> Executive Board	<i>Subject</i> Constitutional amendment to change legislative term limits to three consecutive terms
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LR 27CA is a constitutional amendment to increase legislative term limits to three consecutive terms rather than the current two terms.

If approved by the Legislature, the measure would appear on the November 2026 General Election ballot.

Mandates

LB 670	<i>Sponsor</i> Murman	<i>Committee</i> Education	<i>Subject</i> Require schools to adopt a safety plan and provide and change requirements related to training for staff of child care and schools
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LB 670 represents the efforts of a group of NCSA members who were asked by the Governor in 2023 to help reduce or eliminate mandates on school districts. *The bill was officially introduced at the request of the Governor.*

Mandatory Training

LB 670 amends section 43-2606, which permits DHHS to adopt and promulgate rules and regulations for mandatory training requirements for providers of child care and school-age-care programs. Such requirements shall include preservice orientation and at least four hours of annual inservice training.

LB 670 changes the requirement to no more than four hours of annual inservice training.

The bill prohibits the State Board of Education from adopting and promulgating rules and regulations that require more than four hours of annual inservice training for (i) teachers, (ii) paraeducators, or (iii) home visitors who have regular contact with children in prekindergarten programs.

A local school board may elect to require additional training for the employees of the school district.

Safety Plan

LB 670 proposes a new section of law requiring each school board of a school district and each governing board of a nonpublic school to adopt and maintain a safety plan and may use the model safety plan developed by the state school security director as a guide. The plan must be updated annually and must at a minimum include:

- (a) Fire drills and instruction on fire dangers and methods of fire prevention;
- (b) Tornado or other weather-related preparedness drills and instruction;
- (c) Vehicle safety and emergency evacuation drills and instruction; and
- (d) Any other safety and emergency drills or instruction deemed appropriate by the school board or governing board.

Each school district must provide the school district's safety plan to the school security director every three years.

The state school security director may provide suggestions and offer training or other resources relating to safety plans to any school.

The idea behind this new section is give more authority and latitude to the school board or governing body and less reporting to the state.

School Resource Officer/Security Guard

LB 670 amends section 79-2704 that requires each school resource officer or security guard to attend 20 hours of training.

The bill states that each school resource officer or security guard is required to have no more than 12 hours of training.

LR 16CA	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Urban Affairs Com	Government	Constitutional amendment to require the Legislature to reimburse political subdivisions

LR 16CA was introduced as a committee bill to amend the Nebraska Constitution, Article III, Section 22.

The measure would constitutionally prohibit the Legislature from imposing responsibility for a program created after the year 2026 or an increased level of service required under an existing program after the year 2026 on any political subdivision of the state unless the political subdivision is fully reimbursed by the state for the cost of such program or increase in level of service.

Reimbursement by the state must be in the form of a specific appropriation or an increase in state distribution of revenue to such political subdivision.

If approved by the Legislature, the measure would appear on the 2026 General Election ballot.

LR 18CA	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Government Committee	Government	Constitutional amendment to require the Legislature to reimburse political subdivisions

LR 18CA was introduced by a majority of members of the Government Committee. The measure would amend the Nebraska Constitution (Article III, section 22) to provide that the Legislature may not impose responsibility for a program created after the year 2026 or an increased level of service required under an existing program after the year 2026 on any political subdivision unless the political subdivision is fully reimbursed by the state for the cost of the program or increase in level of service. Reimbursement by the state would be in the form of a specific appropriation or an increase in state distribution of revenue to the political subdivision.

If approved by the Legislature, the measure would appear on the 2026 General Election ballot.

Miscellaneous

LB 11	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hughes	Appropriations	Appropriate funds for the Nebraska Statewide Workforce and Education Reporting System Act

Background: In 2020, Senator Matt Hansen introduced LB 1160 to create the Nebraska Statewide Workforce and Education Reporting System Act to be implemented by the Nebraska Department of Labor. The Act would:

- (1) Provide workforce-outcomes data to postsecondary institutions to guide program, educator, and institutional improvement;
- (2) Support students and parents in understanding what education, training, and career pathways best prepare students for occupational success;
- (3) Provide comprehensive data about student success and workforce outcomes to policymakers to inform decisions and resource allocation;
- (4) Track workforce outcomes in order to better align programs with demands in the labor market;
- (5) Disaggregate student outcomes by race, ethnicity, gender, and economic status in order to identify and close educational attainment gaps; and
- (6) Identify the long-term return on investment from early education programs.

The 2020 measure also required the Department of Labor to execute a memorandum of understanding with the Nebraska Statewide Workforce and Education Reporting System to ensure the exchange of available data throughout the prekindergarten to postsecondary education to workforce continuum. The Department of Education was included in this memorandum of understanding.

LB 11 is an appropriation bill meant to provide funding for various entities that are a part of the memorandum of understanding for purposes of the Nebraska Statewide Workforce and Education Reporting System Act.

The bill appropriates \$130,893 for FY2025-26 and \$179,795 for FY2026-27 to each of the following entities:

- Department of Education;
- Board of Trustees of the Nebraska State Colleges;
- Board of Regents of the University of Nebraska; and
- Coordinating Commission for Postsecondary Education.

LB 29	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Conrad	Government	Create a review process for agency rules and regulations

LB 29 amends the Administrative Procedure Act relating to state agency rules and regulations.

The bill provides that, beginning January 1, 2026, each agency must conduct a review of all existing and pending rules and regulations and *every three years* thereafter.

Each agency head must designate an individual who is responsible for oversight of the review. The report must indicate whether:

- (a) The rule or regulation is essential to the health, safety, or welfare of the public;
- (b) The costs of the rule or regulation outweigh the benefits;
- (c) The agency has a process in place to measure the effectiveness of the rule or regulation;
- (d) A less restrictive alternative has been considered; and
- (e) The rule or regulation was promulgated as the result of a (i) state statutory requirement, (ii) federal mandate, or (iii) court decision.

Upon receipt of the agency reports required, the Reference Committee (Executive Board) of the Legislature is required to refer each report to the appropriate standing committee of the Legislature based on each committee's jurisdictional oversight. The standing committee must then review the agency report and submit a report to the Clerk of the Legislature by December 15 of such year. Each standing committee report must include recommendations for legislation, if necessary, to clarify any rule or regulation or provide recommendations for clarifications to any rule or regulation.

Note: LB 29 requires that agency rulemaking and regulationmaking would be suspended during the pendency of the agency review process with the exception of any proposed rule or regulation that: (a) affects the health, safety, or welfare of the public; (b) is time sensitive; or (c) is subject to state or federal statutory deadlines.

LB 119	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hardin	Health	Provide requirements for the Rural Health Opportunity Program and provide

LB 119 creates the Rural Health Opportunity Program to encourage students from rural communities to pursue health care professions and return to practice in those rural communities.

The bill requires the Board of Trustees of the Nebraska State Colleges and the Board of Regents of the University of Nebraska to enter into a memorandum of understanding to administer the program, including a joint application and interview process to select students to participate in the program and be provisionally admitted into one of the eligible health care programs at the University of Nebraska Medical Center.

To be eligible, students must:

- (a) Attend, or be a graduate of, an approved or accredited high school in Nebraska or receive an equivalent of a diploma of high school equivalency in Nebraska; and
- (b) Have lived in, or been a resident of, a rural area of Nebraska as determined by the Board of Trustees of the Nebraska State Colleges and the Board of Regents of the University of Nebraska.

A student who participates in the program is entitled to a waiver of 100% of the cost of tuition and fees per academic year for up to four years at a state college for the purpose of completing the established health care program coursework at the state college that is required for early admission and transfer to an eligible health care program at the University of Nebraska Medical Center.

LB 119 does not specify the amount or source of funding. It states that the Legislature must provide sufficient appropriations.

LB 122	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Meyer	Education	Require display of the state and national motto in schools

LB 122 is similar to other legislation from the past requiring the display of the state and national motto in schools.

The bill requires each school board to prominently display the national motto of the United States, “In God We Trust”, and the state motto of Nebraska, “Equality Under the Law”, written legibly in English on a poster or plaque no less than 8.5” by 11” in size, in each classroom or in another

prominent place in each school building where each student is able to see and read it each day school is in session.

The bill allows a school board to accept contributions to defray the costs of implementing the legislation.

Notes: In 2021, Senator Erdman introduced LB 36 to require the display of the national motto in each school. Interestingly, in the 2021 legislation, language was included to require the Attorney General to intervene on behalf of any school board and any other party named as a defendant for their role in implementing the law.

The legislation is apparently for the benefit of only those students who have eyesight.

Arkansas, Florida, Louisiana, Mississippi, Tennessee, Utah, and Virginia have laws requiring the display of the national motto “In God We Trust” in public schools. Some states permit it but do not require it.

LB 126	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Holdcroft	Government	Change provisions relating to redemption of bonds of political subdivisions

LB 126 would allow counties that sell their bonds using a competitive sale process to have a 10-year call provision on their bonds rather than the current 5-year requirements. The bill would also modernize bond issuance language to reflect current practice.

LB 173	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Prokop	Appropriations	Appropriate funds for aid to community colleges and state

LB 173 would appropriate \$13,062,234 for FY2025-26 and \$14,062,234 for FY2026-27 to provide state aid to community colleges for dual enrollment.

The funds appropriated for dual enrollment would be distributed to community college areas in direct proportion to the full-time equivalent enrollment in dual-credit courses delivered by the respective community college areas based upon data reported to the Coordinating Commission for Postsecondary Education.

“Dual-enrollment course” is defined as a course delivered to a student for which credit may be applied toward high school graduation requirements or will be reported on the student’s high school transcript and for which credit may be applied toward graduation at a postsecondary educational institution.

The emergency clause is attached.

LB 244	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Sanders	Government	Restate findings under the Nebraska Political Accountability and Disclosure Act

LB 244 appears to be a shell bill to be used by the Government Committee as a vehicle as it deems necessary.

LB 282	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Prokop	Education	Provide for reimbursement for teachers for school supplies

LB 282 provides that, beginning with the 2025-26 school year, a teacher employed at an approved or accredited public or private school in this state teaching K-12 grade may apply to NDE to receive up to \$300 in reimbursement for school supplies paid for by the teacher. The teacher would be required to show receipts for the supplies in order to receive reimbursement.

The State Board is required to develop a policy relating to the types of school supplies that qualify for reimbursement.

The emergency clause is attached.

LB 538	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hardin	Education	Require school boards and postsecondary educational institutions to adopt a policy and provide training relating to discrimination and antisemitism and provide for Title VI coordinators

LB 538 requires that each school board adopt a policy relating to discrimination and antisemitism. The policy must:

- (a) Prohibit discrimination against a student or an employee of the school district on the basis of race, ethnicity, national origin, sex, disability, religion, or marital status;
- (b) Prohibit denying the benefits of any education program, class, or activity offered or sponsored by the school district on the basis of race, ethnicity, national origin, sex, disability, religion, or marital status;
- (c) Ensure the criteria for admission to an education program or class does not have the effect of restricting access by persons of a particular race, ethnicity, national origin, disability, religion, or marital status;
- (d) Require all education programs or classes offered by the school district be made available without discrimination on the basis of race, ethnicity, national origin, sex, disability, religion, or marital status;

- (e) Require guidance or counseling services and financial assistance services be made available to all students equally, regardless of race, ethnicity, national origin, sex, disability, religion, or marital status;
- (f) Treat harassment or discrimination against students or employees or resulting from institutional policies or programs of the school district motivated by, or including, *antisemitic discrimination* in an identical manner to harassment or discrimination motivated by race; and
- (g) Require that the definition of antisemitism provided in this section be included in the student and employee code of conduct of the school district and include antisemitism as prohibited conduct.

"Antisemitic discrimination" or antisemitism has the same meaning as the International Holocaust Remembrance Alliance's working definition of antisemitism, including its contemporary examples, as adopted on May 26, 2016. The working definition, found on the Holocaust Remembrance Alliance's website, provides the definition as follows:

"Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

Antisemitism Awareness Training

LB 538 provides that each school board must include antisemitism awareness training as part of other trainings on harassment provided by the school district to students and employees.

Each school district must formally report any incident or complaint of antisemitic discrimination and harassment to NDE for referral to the *Title VI coordinator*, whose position is created as noted below.

Title VI Coordinator

This new position refers to Title VI of the Civil Rights Act of 1964.

The bill requires the Commissioner of Education to designate an individual to fulfill the roles and duties of the Title VI coordinator within NDE.

The Title VI coordinator would monitor discrimination and harassment in school districts, including antisemitic discrimination. Duties of the coordinator include investigating all complaints of discrimination or harassment in school districts in violation of the required school district policy and filing an annual report.

If, after a reasonable investigation, the coordinator determines that a school district has engaged in, allowed, or not sufficiently prohibited discrimination or harassment, including antisemitic discrimination, in violation of the required school district policy or the federal Civil Rights Act of 1964, the coordinator must give written notice to such determination to the school board and require the school board to address the violation and comply with the policy and act. If the school

board does not comply within 30 days after written notice by the coordinator, the coordinator must report its finding to the U.S. Department of Education and the U.S. Department of Justice by making a complaint under Title VI of the Civil Rights Act of 1964.

The coordinator must annually submit a report to the Legislature. The report would detail the number of incidents or complaints received and the resolution, if any. The report may not identify any particular individual, employee, or student.

Note: Separate but similar provisions are included in LB 538 relevant to postsecondary institutions, and authority is granted to the Coordinating Commission on Postsecondary Education to also have a Title VI Coordinator for postsecondary institutions.

LB 549	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Lippincott	Education	Allow a school board to employ a chaplain, including in a volunteer capacity, at a school

LB 549 is similar to a bill offered by Senator Lippincott in 2024 (LB 1065), which was not advanced from committee.

LB 549 permits but does not require a school board to employ a chaplain, including in a volunteer capacity, to perform various duties at the school, including providing academic, career, emotional, and behavioral health supports to students. A chaplain employed under the bill would not be required to hold a certificate to teach, administer, or perform special services.

The employment of a chaplain would not be construed as an endorsement of any particular religion.

"Chaplain" is defined as a clergy member who is licensed, ordained, or endorsed by their religious organization and trained to serve in secular environments.

Prior to employment, a chaplain would be subject to a criminal history record information check and must pay any required fees for the check. A school board may not employ a chaplain if the chaplain's eligibility is denied by the Commissioner of Education based on the criminal history record information check.

A school board must, prior to employment of a chaplain, develop a policy consistent with this bill relating to employment of an uncertified individual to perform various duties at the school. The policy must include provisions relating to the employment, discipline, continued education, and termination of employment of a chaplain.

LB 550	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Lippincott	Education	Require school districts to adopt a policy that excuses students to attend a released time course for religious instruction

LB 550 is similar to a previous attempt by Senator Lippincott in 2024 (1066), which was not advanced from committee.

LB 550 provides that, by July 1, 2025, each school district must adopt a policy that excuses any student of the school district to attend a released time course for at least one class period per week. The policy must require:

- (a) The parent, guardian, or educational decisionmaker of the student to provide written consent for the student to attend the released time course;
- (b) The sponsoring entity to maintain attendance records and make such records available to the school district the student attends;
- (c) The sponsoring entity, parent, guardian, or educational decisionmaker to provide transportation to and from the place of instruction;
- (d) The sponsoring entity to make provision and assume liability for each student that attends its released time course while under the control of the sponsoring entity;
- (e) That no school district funds to be expended other than de minimis administrative costs; and
- (f) A released time course not to be held on school district property unless permitted under a neutral policy of equal access that opens school district property for use by community groups.

"Released time course" is defined as a course in religious instruction, taught by a sponsoring entity, during which a student is excused from public school to attend.

A school district may also adopt a policy that awards academic credit for the completion of a released time course. In determining the amount of credit to award for completion of the course, the school district must evaluate the course based on purely secular criteria that are substantially the same criteria used to evaluate similar courses. The decision to award credit for a released time course must be neutral to, and may not involve any test for, religious content or denominational affiliation.

For any period of time a student is excused from a school district to attend a released time course, the student must be considered as attending the school from which the student is excused for the purpose of determining school funding and satisfying attendance requirements.

The bill provides that nothing in the bill may be interpreted to deny a released time course or the sponsoring entity equal access to funds, benefits, or services that the school district may provide or make available to community groups or other independent entities.

Any person or organization aggrieved by a violation may bring an action against the school district responsible for the violation and seek appropriate relief. Appropriate relief includes:

- (a) Actual damages;
- (b) Such preliminary and other equitable or declaratory relief as may be appropriate; and

(c) Reasonable attorney's fees and other litigation costs reasonably incurred.

The emergency clause is attached.

LB 567	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Quick	Education	Authorize school policies relating to community engagement

LB 567 permits but does not require the State Board of Education to develop and adopt a model policy for use in school districts relating to community engagement to increase engagement between schools, students and their families, and surrounding communities. If the State Board chooses to do so, it should be completed by December 1, 2025.

The policy should include:

- (a) Integrated student supports representing a school-based approach to promoting students' well-being by providing and coordinating services for students and families that target academic and nonacademic barriers to educational and life success;
- (b) Extended learning time and opportunities before and after the typical school day, and over summer vacation and other breaks, and augment the learning opportunities offered during the traditional school day and year;
- (c) Collaborative leadership practices that engage stakeholders with different types of experience and expertise, including parents, students, teachers, principals, and community partners in working together and sharing decisions and responsibilities toward a commonly held vision or outcome for the school; and
- (d) Authentic family engagement that encompasses a broad array of interactions among parents, students, educators, and community members that fall along a spectrum in which families and community members exercise varying degrees of power within schools.

The bill permits but does not require a school district to adopt a policy relating to engagement between schools, students and their families, and surrounding communities. The policy must be consistent with the model policy if developed by the State Board of Education.

Note: LB 567 was developed by Stand for Schools, a nonprofit organization.

LB 594	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Prokop	Transportation	Change and eliminate provisions relating to the use of handheld wireless communication devices while operating a motor vehicle

LB 594 amends existing law (§ 60-6,179.01) to prohibit a person from physically holding or supporting with any part of his/her body, or otherwise use, a handheld wireless communication device while operating a motor vehicle that is in motion.

The bill changes the offense from a secondary to a primary offense.

A current exception permits a person to use a handheld device if operating a motor vehicle in an emergency situation. LB 594 specifies that such instances amount to an exception only if the person is communicating or attempting to communicate with emergency services.

The bill provides a new exception for when the person operating a motor vehicle that is in motion if the person is using the handheld wireless communication device:

- (a) Without touching the handheld wireless communication device; or
- (b) To initiate a function of the handheld wireless communication device with a single touch.

LB 625	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Dover	Education	Provide for the establishment of a database of financial information from all school districts in the state

LB 625 requires the Department of Revenue to develop, maintain, and make available for public inspection on its website a database of financial information from all school districts in the state.

The information required would include, but not be limited to, revenue sources, expenditures, and a balance sheet that contains all assets and liabilities, which reflects all committed and uncommitted funds. The Tax Commissioner must designate an implementation date for the database, which is no later than January 1, 2026.

School districts are required to provide to the department the information as is necessary to develop and maintain the database. School districts must provide updated information to the department on an annual basis, and the department must update the database no later than 30 days after receiving any such information.

The bill would not require the disclosure of information that is considered confidential under state or federal law or is not a public record.

LB 631	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hansen	Appropriations	State intent relating to funding for the School Emergency Response Mapping Fund

LB 1329 (2024) provided funding for facilitating the implementation of mapping data. The legislation provided \$525,000.

LB 631 would increase this funding to \$4 million for fiscal year 2025-26.

The emergency clause is attached.

LB 671	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Change and eliminate provisions relating to reports regarding the enrollment option program, programs for expelled students, educator evaluations, information related to dyslexia, the Nebraska Teacher Apprenticeship Program, high-need retention grants, property tax request documentation, and the College Pathway Program and eliminate obsolete provisions and provisions relating to the Junior Mathematics Prognosis Examination

LB 671 represents the NDE technical cleanup measure and makes editorial clarifications and technical adjustments to a series of laws found in Chapter 79 of the Nebraska statutory code.

LB 691	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Require school districts and private, denominational, and parochial schools to display the Ten Commandments in school buildings as prescribed

LB 691 provides that each school board of a public school district and each governing board of a private school that receives state funds must display the Ten Commandments:

- (a) In each classroom of an elementary school; and
- (b) In each school building of a middle school or high school.

The display of the Ten Commandments would be determined by each school board or governing board but must, at a minimum:

- (a) Focus on the text of the Ten Commandments in an easy-to-read font; and
- (b) Be displayed on a poster or framed document that is at least 11" by 14" in size.

The bill does not require a public school or private school to spend funding on the purchase of the display. A school board or a governing board may accept contributions to defray the costs of implementing the bill and may accept donated displays that comply with the requirements.

Open Meetings / Public Records

LB 579	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Cavanaugh, M.	Executive Board	Prohibit charging a fee for public records requests by members of the Legislature

LB 579 amends the Public Records law to state that no fee may be charged for a request made by a member of the Legislature.

Option Enrollment

LB 653	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Change provisions relating to reimbursement for special education programs, support services, and the enrollment option program, provide reimbursement for certain students under the enrollment option program, and change the authorized uses of the Education Future Fund

LB 653 is meant to make it more difficult to deny an application for option enrollment for students with an IEP.

Regardless of Capacity

The bill provides that “regardless of capacity” for special education services, the number of applications made by students with an IEP that are denied by the school district cannot exceed 16% of the total enrollment option applications denied by the school district in such school year.

A school district that accepts applications on a school building by school building basis under the enrollment option program and receives an application for a school building that is at capacity for purposes of the enrollment option program must notify the parent or guardian that submitted the application of the *other* school buildings in the school district that are not at capacity and are available to the student.

Any option school district that is not a member of a learning community must automatically accept as an option student the siblings of option students that apply to the school district.

Any option school district that is in a learning community must give first priority for enrollment to, *and automatically accept regardless of capacity*, siblings of option students enrolled in the option school district.

Notification

A school district that receives an incomplete application must notify the applicant within 10 business days after receipt of the incomplete application that the application is incomplete and will be automatically rejected if not corrected.

Funding

By October 15th of each school fiscal year, a school district that accepts an application for an option student with an IEP with expected costs for education and support services of the student that are at least five times greater than the adjusted average per pupil cost of the preceding year, may apply to NDE for a payment from the Education Future Fund to cover the expenses. The application must include detailed expected costs for providing education and support services to such student.

NDE is required to make a payment to each qualifying applicant school district by November 15th for the school fiscal year in which the application is submitted. The payment would equal the expected amount to provide education and support services for the student subtracted from the adjusted average per pupil cost of the preceding school fiscal year, except that if the sum of all payments for applicant school districts for the school fiscal year exceed the available balance for such purpose in the Education Future Fund, each payment would be reduced proportionally so the sum of all payments for applicant school districts for such school fiscal year equals the available balance for such purpose in the fund.

LB 653 amends TEEOSA, relevant to the Education Future Fund, to provide funding for education and support services of students with an IEP that are accepted as option students into a school district to allow school districts to accept more option students and allow students to receive the best education possible.

Parental Involvement

LB 383	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Storer	Government	Adopt the Parental Rights in Social Media Act

LB 383 creates the Parental Rights in Social Media Act.

The bill provides that a social media company may not permit a minor to become an account holder. A social media platform must use a reasonable age verification method to verify the age of an individual seeking to become an account holder on the company’s social media platform. A social media company may use a third-party vendor to perform such verification.

A social media company or third-party vendor conducting the verification may not retain any identifying information of an individual after verification is complete.

However, a social media company may allow a minor to become an account holder if the parent of the minor provides express parental consent authorizing the minor to become an account holder. A social media company or third-party vendor must verify the express parental consent, which would include:

- (a) Age verification of the parent through a reasonable age verification method; and
- (b) An oath, affirmation, or form signed by the parent and returned to the social media company or third-party vendor by common carrier, facsimile, or electronic scan stating that the consenting adult is the minor user’s parent and authorizes such minor to become an account holder.

Once age and parental consent are verified, the social media company may permit the minor to become an account holder. Reverification of an account holder is not required unless parental consent is revoked by a parent.

“Social media company” means a person that is an interactive computer service and that provides a social media platform.

The Nebraska Attorney General would enforce the Parental Rights in Social Media Act and may impose a penalty of up to \$2,500 per violation.

This act becomes operative on January 1, 2026. The severability clause is attached.

LB 390	<i>Sponsor</i> Murman	<i>Committee</i> Education	<i>Subject</i> Require each school board to adopt a policy relating to access by a parent, guardian, or educational decisionmaker to certain school library information
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LB 390 creates a new section of law. It provides that each school board of a public school district must adopt a policy for implementation at the beginning of the 2026-27 school year, relating to the rights of a parent, guardian, or educational decisionmaker to access school library materials. The policy must:

- (a) Require the creation of an online catalog of all books in the school district’s library, categorized by school building, which must be accessible for viewing by a parent, guardian, or educational decisionmaker of a student attending the school district; and
- (b) Provide the opportunity for a parent, guardian, or educational decisionmaker of a student to be notified when the student of the parent, guardian, or educational decisionmaker checks out a book from the school library by means of a website or application notification or by opting in to email notifications. The notification must include:
 - (i) The title of the book checked out by the student;
 - (ii) The name of the author of the book checked out by the student; and
 - (iii) The date the book checked out by the student is due to be returned to the school library.

“Educational decisionmaker” is defined as a person designated or ordered by a court to make educational decisions on behalf of a child (§ 79-530).

LB 428	<i>Sponsor</i> Murman	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to school policies on the involvement of parents, guardians, and educational decisionmakers in schools
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LB 428 amends the Parental Involvement Act (§ 79-532). The Parental Involvement Act has been the subject of significant controversy in the Legislature for the past several years.

The current Parental Involvement Act requires school districts to adopt a policy, which includes a number of prescribed provisions. LB 428 makes additional requirements for the policy as follows.

- (a) If the school administers a “nonanonymous” survey requesting that students provide (i) sexual information, (ii) mental health information, (iii) medical information, (iv)

information on health-risk behaviors, (v) religious information, (vi) information of political affiliation, or (vii) any other information that the school board deems to be sensitive in nature, the school district must, at least 30 days prior to the administration of the survey, notify parents, guardians, and educational decisionmakers of students that are to receive the survey.

The notice must be made through the school’s electronic notification system or by physical mail to the address on file for the student. The notice must describe (i) the nature and types of questions included in the survey, (ii) the purposes and age-appropriateness of the survey, (iii) how information collected by the survey will be used, (iv) who will have access to such information, (v) the steps that will be taken to protect student privacy, and (vi) whether and how any findings or results of such survey will be disclosed;

- (b) Parents, guardians, and educational decisionmakers have the right to: (i) Request that a copy of the survey be sent through the school’s electronic notification system or physical mail to the address on file for the student, (ii) review the questionnaire or survey in person at the school, and (iii) exempt their child from participating in the survey;
- (c) Unless required by federal or state law or regulation, school personnel administering any such survey may not disclose personally identifiable information of a child; and
- (d) No survey requesting sexual information of a student may be administered to any student in kindergarten through grade six.

Property Taxes

LB 242	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Riepe	Revenue	Change the Property Tax Growth Limitation Act and the School District Property Tax Relief Act and change provisions relating to budget limitations, municipal occupation taxes, and property tax statements

LB 242 was requested by the League of Nebraska Municipalities to provide technical adjustments to provisions within LB 34, passed in the 2024 Special Session.

LB 384	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Storer	Revenue	Require a majority of the elected members of the governing bodies of participating political subdivisions to attend joint public hearings under the Property Tax Request Act

LB 384 amends the Property Tax Request Act and requires at least a majority of the elected members of the governing body from each participating political subdivision to attend the joint public hearing.

The bill eliminates the current provision that an elected official may be the designated representative from a participating political subdivision.

LB 424	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Andersen	Revenue	Limit increases in property tax bills

LB 424 provides that the property tax bill for any parcel of real property may not exceed the prior year's property tax bill by more than the allowable growth percentage. "Property tax bill" means the amount of property taxes due for a parcel of real property, as shown on the property tax statement for the parcel.

"Allowable growth percentage" is defined as the lesser of:

- (i) The inflation rate; or
- (ii) 3%;

"Inflation rate" is defined as the percentage change in the CPI for All Urban Consumers, as prepared by the U.S. Department of Labor, Bureau of Labor Statistics, for the twelve-month period ending on August 31 of the year in which the property tax bill is determined.

The provisions of the bill would not apply if the increase in a property tax bill is due to improvements made to the relevant parcel of real property.

LB 439	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Spivey	Revenue	Adopt the Property Tax Circuit Breaker Act

There have been several similar bills introduced in the past few years. LB 439 is most similar to LB 1367 (2024), introduced by Senator John Cavanaugh.

LB 439 creates the Property Tax Circuit Breaker Act. For taxable years beginning on or after January 1, 2026, a qualifying taxpayer would be eligible to receive a refundable income tax credit if the total amount of property taxes paid by the taxpayer on his or her principal residence during the taxable year would exceed the taxpayer's threshold amount for the taxable year. The threshold amount would mean 5% of a qualifying taxpayer's federal-adjusted gross income. Only one tax credit per residence could be claimed in any year under the Act.

The credit would be in an amount calculated as follows:

- a. The qualifying taxpayer's threshold amount for the taxable year would be subtracted from the total amount of property taxes paid by the qualifying taxpayer on his or her principal residence during the taxable year.
- b. The total in part a above would then be multiplied by 50%

For purposes of the calculation, the amount of property taxes paid on the qualifying taxpayer's principal residence could not exceed the amount of property taxes paid on a residence with a

taxable value equal to 200% of the average assessed value of single-family residential property in the qualifying taxpayer's county of residence.

A qualifying taxpayer would apply for the credit by submitting an application to the Department of Revenue. If the department determines that the qualifying taxpayer qualifies for the tax credit, the department would approve the application and certify the amount of the approved credit to the taxpayer. A qualifying taxpayer would claim any tax credit under the Act by attaching the tax credit certification received from the DOR to the qualifying taxpayer's income tax return.

LB 484	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Quick	Revenue	Redefine agricultural land and horticultural land for property tax assessment

For purposes of property tax assessment, LB 484 would classify land used for commercial purposes that are not agricultural or horticultural purposes, such as land used for a solar farm or wind farm, as agricultural land and horticultural land.

LB 564	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Brandt	Revenue	Change provisions relating to fund transfers to the School District Property Tax Relief Credit Fund and the amount of tax relief granted under the School District Property Tax Relief Act

LB 564 amends part of the law created at the 2024 Special Session (LB 34) relating to the creation of the School District Property Tax Relief Credit Fund.

The law requires the State Treasurer to transfer \$750 million from the General Fund to the School District Property Tax Relief Credit Fund in fiscal year 2024-25, which was done. The law provided intent to transfer additional sums beginning in fiscal year 2025-26.

LB 564 eliminates the existing intent to transfer additional sums to the Fund from fiscal year 2025-26 through 2029-30 (sums ranging between \$700 to \$900 million per year).

The bill creates a new system to calculate the amount transferred from one year to the next. Beginning for fiscal year 2025-26, the amount to be transferred to the Fund would be the previous year's amount plus \$150 million. The amount for 2025-26, therefore, would be \$900 million, and the amount for 2026-27 would be \$1.05 billion.

LB 683	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Raybould	Revenue	Change provisions relating to duties of county assessors regarding notification of real property assessments and eliminate and change provisions of the Property Tax Request Act

LB 683 represents an attempt to better inform property owners of their legal rights as it relates to property assessments. It also amends the Property Tax Request Act.

The bill requires county assessors to create a notice to be delivered to property owners. The notice must identify the item of real property and display a column for the prior tax year and the current tax year.

Under the column for the prior tax year, the notice must display the valuation of the parcel in the prior year and the amount each political subdivision levied against such parcel in the prior year.

Under the column for the current tax year, the notice must display the valuation of the parcel in the current year and the time and place when each political subdivision levying a tax against the parcel is convening the budget hearing of each political subdivision.

The notice must state the following, in a font size larger than any other font appearing on the notice:

KNOW YOUR RIGHTS: If you believe the valuation of the parcel described in this notice to be in error, you may file a protest of this valuation with the county clerk on or before June 30, and your protest shall be heard and decided by the county board of equalization. If you are concerned about the effect your valuation may have on how much tax will be levied against your parcel, you are encouraged to attend any and all of the budget hearings for the above-listed political subdivisions. Please be advised that the same levy rate from the prior year applied to an increased valuation in the current year will result in a higher levy of taxes; a levy rate higher than the prior year applied to the same valuation in the current year will also result in a higher levy of taxes.

The notice must also state, the date of convening of the county board of equalization and the dates for filing a protest.

The notice must also state the following:

The time and place of the budget hearings have been reported to the county assessor by each political subdivision. Such time and place can change based on unforeseen circumstances. You are encouraged to verify with each political subdivision that the time and place of the budget hearings has not changed.

LB 683 also provides that, by May 15th, each political subdivision levying a tax against property must inform the county assessor of every county in which the political subdivision has the authority to levy a tax against property of the time and place the political subdivision's budget hearing will convene.

Property Tax Request Act

Currently, the Property Tax Request Act provides that if any county, city, school district, or community college seeks to increase its property tax request by more than the allowable growth percentage, the political subdivision must comply with the requirements of section 77-1633 (joint public hearing).

LB 683 eliminates this requirement.

LR 12CA	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Kauth	Revenue	Constitutional amendment to impose a limit on ad valorem taxes for real property, provide a new method of valuing real property for tax purposes, provide certain exceptions, and eliminate conflicting constitutional provisions

LR 12CA is essentially the same measure Senator Kauth introduced during the 2024 Special Session (LR 6CA), which did not advance from committee.

LR 12CA amends the Nebraska Constitution (Article VIII) as follows:

Maximum Tax Limit: Beginning January 1, 2027, the maximum amount of any ad valorem tax on real property may not exceed 1.5% of the “full cash value” of such property. The tax would be collected by the counties and apportioned as prescribed by the Legislature to the political subdivisions within the counties.

Exceptions: The limitation would not apply to ad valorem taxes or special assessments to pay the interest and redemption charges on any of the following:

- (a) Bonded indebtedness approved by the voters prior to January 1, 2027;
- (b) Bonded indebtedness for the acquisition or improvement of real property approved on or after January 1, 2027, by two-thirds of the votes cast by the voters voting on the proposition; or
- (c) Bonded indebtedness incurred by a school district or community college area for the construction, reconstruction, rehabilitation, or replacement of school or community college facilities, including the furnishing and equipping of such facilities, or the acquisition or lease of real property for such facilities, approved on or after January 1, 2027, by 55% of the votes cast. This would apply only if the proposition approved by the voters and resulting in the bonded indebtedness includes all of the following accountability requirements:
 - (i) A requirement that the proceeds from the sale of the bonds be used only for the purposes specified above;
 - (ii) A list of the specific school or community college facility projects to be funded and a requirement that the school board or community college board of governors conduct an annual independent performance audit to ensure that the funds have been expended only on the specific projects listed; and
 - (iii) A requirement that the school board or community college board of governors conduct an annual independent financial audit of the proceeds from the sale of the bonds until all of those proceeds have been expended for the applicable school or community college facility project.

Full Cash Value: Full cash value means the county assessor’s valuation of real property for 2027 or, thereafter, the appraised value of real property when purchased, when newly constructed, or when a change in ownership has occurred after the 2025 assessment.

Full cash value must be adjusted from year to year by the inflationary rate, not to exceed 2% for any given year, or the deflationary rate, if applicable, as shown in the CPI or comparable data for the area subject to taxation, and may also be reduced to reflect substantial damage, destruction, or other factors causing a decline in value.

Transfer Full Cash Value: Subject to applicable procedures and definitions as provided by statute, an individual who is (i) over 55 years of age, (ii) severely disabled, or (iii) a victim of a natural disaster may transfer the full cash value of the individual’s primary residence to a replacement primary residence located in this state so long as the replacement primary residence:

- (a) Is similar in size, utility, and function to the original primary residence;
- (b) Has a fair market value that is comparable to the fair market value of the original primary residence; and
- (c) Is purchased or newly constructed by the individual within two years after the sale of the original primary residence.

Terms:

“Newly constructed” does not include the construction, installation, removal, or modification of any portion or structural component of an existing building or structure if the construction, installation, removal, or modification is for the purpose of making the building more accessible to, or more usable by, a disabled person.

“Change in ownership” does not include the acquisition of real property as a replacement for comparable property if the person acquiring the real property has been displaced from the property by eminent domain proceedings, by acquisition by a public entity, or by governmental action that has resulted in a judgment of inverse condemnation. The real property acquired must be deemed comparable to the property replaced if it is similar in size, utility, and function.

“Purchased” and “change in ownership” do not include the purchase or transfer of real property between spouses since January 1, 2027, including, but not limited to, all of the following:

- (a) Transfers to a trustee for the beneficial use of a spouse, or the surviving spouse of a deceased transferor, or by a trustee of such a trust to the spouse of the trustor;
- (b) Transfers to a spouse that take effect upon the death of a spouse;
- (c) Transfers to a spouse or former spouse in connection with a property settlement agreement or decree of dissolution of a marriage or legal separation;
- (d) The creation, transfer, or termination, solely between spouses, of any co-owner’s interest;
or

- (e) The distribution of a legal entity’s property to a spouse or former spouse in exchange for the interest of the spouse in the legal entity in connection with a property settlement agreement or a decree of dissolution of a marriage or legal separation.

“Purchased” and “change in ownership” do not include the purchase or transfer of the principal residence of the transferor in the case of a purchase or transfer between parents and their children, as defined by the Legislature, and the purchase or transfer of the first \$1 million of the full cash value of all other real property between parents and their children, as defined by the Legislature. This applies to both voluntary transfers and transfers resulting from a court order or judicial decree.

The exclusion established above also applies to a purchase or transfer of real property between grandparents and their grandchildren, as defined by the Legislature, if the purchase or transfer otherwise qualifies and if all of the parents of the grandchildren, who qualify as children of the grandparents, are deceased as of the date of the purchase or transfer.

Qualified Contaminated Property: The full cash value of “qualified contaminated property” may be transferred to a replacement property that is acquired or newly constructed as a replacement for the qualified contaminated property if the replacement real property has a fair market value that is comparable to the fair market value of the qualified contaminated property if that property were not contaminated. This applies only to replacement property that is acquired or newly constructed within five years after ownership in the qualified contaminated property is sold or otherwise transferred.

If the remediation of the environmental problems on qualified contaminated property requires the destruction of, or results in substantial damage to, a structure located on that property, the term “new construction” does not include the repair of a substantially damaged structure, or the construction of a structure replacing a destroyed structure on the qualified contaminated property, that is performed after the remediation of the environmental problems on that property, provided that the repaired or replacement structure is similar in size, utility, and function to the original structure.

“Qualified contaminated property” means residential or nonresidential real property that:

- (i) In the case of residential real property, is rendered uninhabitable, and in the case of nonresidential real property, is rendered unusable, as the result of either environmental problems, in the nature of and including, but not limited to, the presence of toxic or hazardous materials, or the remediation of those environmental problems, except where the existence of the environmental problems was known to the owner, or to a related individual or entity as described below, at the time the real property was acquired or constructed. For purposes of this subdivision, residential real property is uninhabitable if that property, as a result of health hazards caused by or associated with the environmental problems, is unfit for human habitation, and nonresidential real property is unusable if that property, as a result of health hazards caused by or associated with the environmental problems, is unhealthy and unsuitable for occupancy;
- (ii) Is located on a site that has been designated as a toxic or environmental hazard or as an environmental cleanup site by an agency of the State of Nebraska or the federal government;

- (iii) Has not been rendered uninhabitable or unusable, as described in (i), by any act or omission in which an owner of that real property participated or acquiesced.

It shall be rebuttably presumed that an owner of the real property participated or acquiesced in an act or omission that rendered the real property uninhabitable or unusable, as applicable, if that owner is related to any individual or entity that committed that act or omission in any of the following ways:

- (i) Is a spouse, parent, child, grandparent, grandchild, or sibling of that individual;
- (ii) Is a corporate parent, subsidiary, or affiliate of that entity;
- (iii) Is an owner of, or has control of, that entity; or
- (iv) Is owned or controlled by that entity.

If the presumption, noted above, is not overcome, the owner will not receive the relief provided for, as provided above. The presumption may be overcome by presentation of satisfactory evidence to the county assessor.

Retirement

LB 295	<i>Sponsor</i> Retirement	<i>Committee</i> Retirement	<i>Subject</i> Change provisions relating to the County Employees Retirement Act, the Judges Retirement Act, the Nebraska State Patrol Retirement Act, the School Employees Retirement Act, the State Employees Retirement Act, the Spousal Pension Rights Act, and the Public Employees Retirement Board
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LB 295 makes technical and substantive changes to all five state-sponsored retirement plans (School Employees, Judges, State Patrol, State Employees, and County), but it also has provisions related to the Class V (OPS) Plan.

As it relates to the School Employees Plan, the following changes are proposed.

Definition of Compensation

Currently, “compensation” is defined as gross wages or salaries payable to the member for personal services performed during the plan year and includes:

- (i) overtime pay,
- (ii) member retirement contributions,
- (iii) retroactive salary payments paid pursuant to court order, arbitration, or litigation and grievance settlements, and
- (iv) amounts contributed by the member to plans under sections 125, 403(b), and 457 of the IRS Code or any other section of the code which defers or excludes such amounts from income.

LB 295 would add a fifth item, which is leave of absence pay.

Regular Employee

The current definition of “regular employee” is an employee hired by a public school or under contract in a regular full-time or part-time position who works a full-time or part-time schedule on an ongoing basis for 20 or more hours per week. An employee hired to provide service for less than 20 hours per week but who provides service for an average of 20 or more per week in each calendar month of any three calendar months of a plan year must, beginning with the next full payroll period, commence contributions and would be deemed a regular employee for all future employment with the same employer.

LB 295 specifies that the 24-hour-per-week threshold would be calculated by dividing the total number of hours of service provided for the same employer in a calendar month by the total number of calendar days in the month and multiplying such number by seven.

Repayment of Benefit

Currently, if the Public Employees Retirement Board (PERB) determines that termination of employment has not occurred and a retirement benefit has been paid to a member of the Plan, the member must repay the benefit to the retirement system.

LB 295 stipulates that the PERB may determine that all or any portion of such benefit was the result of an inadvertent overpayment. (What is not stipulated in this proposed change is whether the member must still repay the inadvertent overpayment.)

Lawfully Present Employees

Currently, no school employee would be authorized to participate in the Plan unless the employee is a U.S. citizen or is lawfully present in the U.S.

The law requires the employing public school and the school employee to maintain at least one of the documents listed below, which must be unexpired. LB 295 provides that the document is still valid if it has an expiration date that has been extended by the U.S. Department of Homeland Security or the U.S. Citizenship and Immigration Services.

Currently, the permitted documents include:

- (a) A state-issued driver’s license;
- (b) A state-issued identification card;
- (c) A certified copy of a birth certificate or delayed birth certificate issued in any state, territory, or possession of the U.S.;
- (d) A Consular Report of Birth Abroad issued by the U.S. Department of State;
- (e) A U.S. passport;
- (f) A foreign passport with a U.S. visa;
- (g) A U.S. Certificate of Naturalization;
- (h) A U.S. Certificate of Citizenship;
- (i) A tribal certificate of Native American blood or similar document;

- (j) A U.S. Citizenship and Immigration Services Employment Authorization Document, Form I-766;
- (k) A U.S. Citizenship and Immigration Services Permanent Resident Card, Form I-551; or
- (l) Any other document issued by the U.S. Department of Homeland Security or the U.S. Citizenship and Immigration Services granting employment authorization in the U.S. and approved by the retirement board.

LB 295 would add an additional permitted document type: A state-issued motor vehicle learner’s permit.

LB 420	<i>Sponsor</i> Retirement Committee	<i>Committee</i> Retirement	<i>Subject</i> Change provisions relating to the Public Employees Retirement Board
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The Public Employees Retirement Board (PERB) is comprised of nine appointed members and the state investment officer as a nonvoting, ex officio member.

Seven of the appointed members must be active or retired participants in the retirement systems administered by the board.

Two of the appointed members (i) may not be employees of the State of Nebraska or any of its political subdivisions, and (ii) must have at least 10 years of experience in the management of a public or private organization or have at least 5 years of experience in the field of actuarial analysis or the administration of an employee benefit plan.

LB 420 provides that the two appointed members noted above must have at least 10 years of experience in the field of actuarial analysis or the administration of an employee benefit plan.

LB 645	<i>Sponsor</i> Ballard	<i>Committee</i> Retirement	<i>Subject</i> Change provisions relating to the School Retirement Fund
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In 2013, the Legislature took action to override a gubernatorial veto of LB 553, which, in part, increased the state's contribution to the School Employees Retirement Plan to 2% per school employee.

In 2024, the Public Employees Retirement Board (PERB) heard from the state actuary that the School Plan was doing exceedingly well with a funding ratio of 99%.

LB 645 was introduced in part to save the state money and to provide a new state contribution calculation for the School Plan.

Beginning on July 1, 2025, the state contribution to the School Plan would be determined as follows:

- (a) If the actuarially funded ratio is less than 92%, an amount equal to 2% of the compensation of all members of the retirement system;
- (b) If the actuarially funded ratio is 92% or greater and less than 94%, an amount equal to 1.6% of the compensation of all members of the retirement system;
- (c) If the actuarially funded ratio is 94% or greater and less than 96%, an amount equal to 1.2% of the compensation of all members of the retirement system;
- (d) If the actuarially funded ratio is 96% or greater and less than 98%, an amount equal to .8% of the compensation of all members of the retirement system;
- (e) If the actuarially funded ratio is 98% or greater and less than 100%, an amount equal to .4% of the compensation of all members of the retirement system; and
- (f) If the actuarially funded ratio is 100% or greater, the state would not be required to provide a state contribution.

LB 689	<i>Sponsor</i> Lonowski	<i>Committee</i> Retirement	<i>Subject</i> Redefine terms under the School Employees Retirement Act and the Class V School Employees Retirement Act
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LB 689 is applicable to both the School Employees and Class V (OPS) Retirement Plans.

Analysis from Mr. Jake Curtiss, Director of Employee Relations, Millard Public Schools.

LB 689 would modify the termination statutes under the school retirement plans and no longer limit intermittent work (subbing) to only 8 days a calendar month during the 180-day period following a separation/termination or distribution from the plan.

The 8-day limit was a number that was jointly agreed to between NSEA, NCSA, and NPERS leadership as a defensible amount of work which would not jeopardize the retirement benefit being paid by NPERS and still afford school districts with the ability to have recent retirees substitute teach on a limited basis.

This change to allow unlimited subbing is problematic from the viewpoint of the IRS and establishing a bone fide separation. If this change is enacted and the IRS audits the plan and determines this is no longer a qualified retirement plan, there would be major financial ramifications to the plan and distributions.

LB 713	<i>Sponsor</i> Ballard	<i>Committee</i> Retirement	<i>Subject</i> Change provisions of the School Employees Retirement Act
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LB 713 is a shell bill for the Retirement Committee to use as a vehicle as it deems necessary.

Sales Tax

LB 169	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Brandt	Revenue	Eliminate certain sales and use tax exemptions and impose sales and use tax on certain services

LB 169 eliminates sales tax exemptions for:

- Chartered flights;
- Cleaning of clothing,
- Dating services;
- Hair care and hair removal services, except for the cutting of hair;
- Interior design and decorating services;
- Lobbying services;
- Local passenger transportation by chartered road vehicles, including limousines and similar luxury vehicles;
- Marketing and telemarketing services;
- Massage services;
- Nail care services;
- Personal instruction services for dance, golf, or tennis;
- Sightseeing services by ground vehicles;
- Skin care services;
- Swimming pool cleaning and maintenance services;
- Tattoo and body modification services;
- Telefloral delivery services, defined as amounts received by florists in this state who make deliveries in this state under instructions received from florists in other states;
- Travel agency services; and
- Weight loss services.

LB 170	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Brandt	Revenue	Eliminate the sales tax exemptions for candy and soft drinks

LB 170 would eliminate the sales tax exemption (and thereby increase state revenue) for candy and soft drinks.

Under the bill, “candy” is defined as a preparation of sugar, honey, or other natural or artificial sweeteners in combination with chocolate, fruits, nuts, or other ingredients or flavorings in the form of bars, drops, or pieces. Candy does not include any preparation that contains flour or that requires refrigeration.

“Soft drinks” is defined as nonalcoholic beverages that contain natural or artificial sweeteners. Soft drinks do not include beverages that contain milk or milk products, soy, rice, or similar milk substitutes or that contain greater than 50% vegetable or fruit juice by volume.

LB 479	<i>Sponsor</i> Moser	<i>Committee</i> Revenue	<i>Subject</i> Change the distribution of sales and use tax revenue
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One of the most memorable legislative battles in 2011 was LB 84 (introduced by State Senator Fischer), which passed by a 33-10 vote and established a dedicated quarter cent sales tax revenue for road construction. The measure was controversial among lawmakers in 2011, but it established a priority for improving Nebraska’s roads and highways.

Under LB 479, beginning on October 1, 2025, this dedicated portion of the state sales tax would be increased to one half cent. As currently provided, the proceeds would continue to be divided between the Highway Trust Fund and the Highway Allocation Fund.

An increase in a dedicated portion of the same sales tax rate necessarily means a reduction in sales tax revenue for other purposes.

LB 648	<i>Sponsor</i> Revenue Com	<i>Committee</i> Revenue	<i>Subject</i> Change the sales and use tax rate
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LB 648 is a vehicle to change the state sales tax rate, which is currently set at 5.5%. The bill does not specify a new tax rate.

Scholarship Plans

LB 391	<i>Sponsor</i> Murman	<i>Committee</i> Revenue	<i>Subject</i> Adopt the Give to Enable Scholarship Act and provide for certain income tax adjustments
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LB 391 creates the Give to Enable Scholarship Act and also creates the Give to Enable Scholarship Fund.

The Fund would be administered by the State Treasurer. The State Treasurer would accept contributions from any private individual or private entity and credit the contributions received to the Give to Enable Scholarship Fund for the purpose of providing an ongoing source of funding for the program. No General Funds would be transferred to the Fund.

The bill creates the Give to Enable Scholarship Program, which begins on January 1, 2026, and administered by the State Treasurer.

The purpose of the program would be to promote access to accounts by establishing accounts using distributions from the Give to Enable Scholarship Fund. The accounts may then be used to pay the qualified disability expenses of qualified individuals.

Beginning January 1, 2026, any qualified individual would be eligible to participate in the Give to Enable Scholarship program. In order to participate in the program, a qualified individual must

submit an application for an account to the State Treasurer. The State Treasurer would accept applications from January 1 to June 1 of each year beginning in 2026.

The State Treasurer may approve as many applications as funding for the program allows for each calendar year. Accounts would be established by April 1st of the year following the year the application is approved and would be funded with no less than the minimum amount required to open an account or such greater amount as determined by the State Treasurer in his/her sole discretion.

“Qualified individual” is defined as an individual with a disability who does not have an account at the time he/she is approved to become a participant in the program.

LB 391 provides an income tax exemption for contributions to the Give to Enable Scholarship Fund.

LB 509	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Sorrentino	Revenue	Adopt the Opportunity Scholarships Act and provide for income tax credits

LB 509 is very similar to LB 753 (2023), which was the subject of a referendum to repeal but was replaced by LB 1402, which was also the subject of a successful referendum to repeal.

LB 509 creates the Opportunity Scholarships Act. Under the Act, individual and corporate taxpayers would qualify for a non-refundable tax credit equal to the amount the taxpayer contributed to a scholarship-granting organization.

Scholarship-granting organizations would then funnel the contributions to qualified students attending a private school.

No taxpayer may receive tax credits in an amount exceeding 50% of their state income tax liability. Each nonprofit, scholarship-granting organization certified by the Nebraska Department of Revenue must provide education scholarships to assist eligible students to attend a qualified, nonprofit, private elementary or secondary school.

The annual limit on the total amount of tax credits for calendar years 2025, 2026, and 2027 would be \$25 million. The annual limit on the total amount of tax credits for calendar year 2028 and each year thereafter would be calculated by taking the annual limit from the prior calendar year and then multiplying the amount by:

- (a) 125% if the intended tax credit amounts in the prior calendar year exceeded 90% of the annual limit applicable to that calendar year or
- (b) 100% if the intended tax credit amounts in the prior calendar year did not exceed 90% of the annual limit applicable to that calendar year.

The annual limit may be increased until it reaches \$100 million.

LB 557	<i>Sponsor</i> Armendariz	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to the enrollment option program and provide funding to students denied option enrollment
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LB 557 eliminates much of the existing enrollment option process and procedures. The bill provides that a student may apply for option enrollment at any time prior to graduation.

The bill amends current law (§ 79-238) that requires a school board of the option school district to adopt by resolution specific capacity standards for acceptance and rejection of applications.

Under LB 557, the standards may only include a random selection process and the interest of the student and parent or legal guardian. The standards may not include:

- (a) previous academic achievement,
- (b) athletic or other extracurricular ability,
- (c) disabilities,
- (d) proficiency in the English language,
- (e) residential address,
- (f) any capacity measurement of the school district,
- (g) any measure that discriminates based on race, ethnicity, socioeconomic status, or any protected class, or
- (h) certain previous disciplinary proceedings.

If an application for enrollment as an option student is rejected by the option school district, the school district must provide written notification to the parent or guardian stating (a) the specific reasons for the rejection, (b) the process for appealing the rejection to the State Board of Education, and (c) the process for requesting an *educational support payment* for the student.

Educational Support Payment

LB 557 provides that a parent or legal guardian of a student whose option enrollment application is rejected by the school district would be eligible to receive \$2,500 to support the student's education during the applicable school year in which the option enrollment application was denied.

The parent or guardian may apply to NDE to receive the educational support payment. Upon evidence of the rejected application, NDE must provide the payment to the parent or legal guardian of the student. The payment must be used at the parent's or legal guardian's discretion for the educational support of the student. The payment would not be considered taxable income.

Note: No funding source is mentioned for the payments.

Focus Programs, Focus Schools, or Magnet Schools

Under current law (§ 79-769), any one or more member school districts of a learning community may establish one or more focus programs, focus schools, or magnet schools.

The definitions of focus programs, focus schools, or magnet schools include language for student socioeconomic diversity.

LB 557 defines "student who contributes to the socioeconomic diversity of enrollment" to mean:

- (i) a student who does not qualify for free or reduced-price lunches when, based upon the certification, the school building the student will attend either has more students qualifying for free or reduced-price lunches than the average percentage of the students in all school buildings in the learning community or provides free meals to all students under the community eligibility provision OR
- (ii) a student who qualifies for free or reduced-price lunches based on information collected from parents and guardians when, based upon the certification, the school building the student will attend has fewer students qualifying for free or reduced-price lunches than the average percentage of such students in all school buildings in the learning community and does not provide free meals to all students pursuant to the community eligibility provision.

LB 624	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Dover	Appropriations	Appropriate funds to the State Treasurer for education scholarships

LB 624 appropriates funds to the State Treasurer in order to contract with an unspecified entity to provide education scholarships to low-income and at-risk elementary and secondary students to increase their access to educational choice and opportunities at approved or accredited private schools.

The bill provides intent to appropriate \$10 million from the General Fund annually to the State Treasurer for this purpose beginning with fiscal year 2025-26.

The appropriation shall only be used for such purpose.

LB 624 provides no guidelines to the State Treasurer on the program to provide these scholarships.

LB 633	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hansen	Education	Change provisions relating to applications rejected under the enrollment option program and create the Nebraska Option Enrollment Tuition Account Program

LB 633 is a form of a voucher bill.

Under current provisions of the enrollment option program, a rejecting school district must provide written notification to the parent or guardian stating:

- (a) the specific reasons for the rejection including, for students with an IEP or with a diagnosed disability, a description of services and accommodations required that the school district does not have the capacity to provide, and
- (b) the process for appealing such rejection to the State Board of Education.

LB 633 would add a third component of the written notice to include the process for declining to appeal and requesting a "scholarship account."

If the parent or guardian chooses not to appeal but instead to request an option enrollment tuition account, the parent or guardian must send a request and copy of the rejection notice to the State Board of Education within 30 days after the date when notification of the rejection was received. Upon receipt of the request and copy of the rejection notice, the board is required to issue an option enrollment tuition account to the parent or guardian.

LB 633 creates the Nebraska Option Enrollment Tuition Account Program under the authority of the State Board of Education.

The State Board is required to establish and cause funds to be credited to a scholarship account within 15 calendar days upon receiving a notice of a decline to appeal and a request for a scholarship account, accompanied by a copy of the rejection notice.

The State Board must credit to a scholarship account for:

- (a) An eligible student, an amount of funds equal to the adjusted average per pupil cost of the preceding year; and
- (b) an eligible student who has a disability, an additional amount of funds equal to the reimbursement rate of the eligible student's resident school district.

Signed Agreement: The State Board must provide the parent of an eligible student access to funds deposited into a scholarship account, upon a signed agreement, to:

- (a) Not enroll the eligible student as a full-time student in a public school district;
- (b) use the funds in a scholarship account only for "qualified education expenses" and provide verification upon request by the State Board; and
- (c) comply with all other rules and requirements of the program.

The bill defines "qualified education expense" as the cost to educate an eligible student attending a private school that fulfills applicable accreditation and approval requirements established by the State Board.

A parent of an eligible student would lose access to funds in a scholarship account if:

- (a) The student reenrolls in a public school district;
- (b) the student moves out of state;
- (c) the student graduates from high school or earns a diploma of high school equivalency; or

(d) the parent or legal guardian of the eligible student fails to comply with the signed agreement.

Note: No funding source is provided in the bill. However, the bill grants authority to the State Board to use up to 5% of scholarship account funds for purposes of administering the program or may use such funds to contract with a third party to assist in carrying out the program.

School Budget and Finance

LB 123	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Sanders	Government	Change provisions relating to withholding money due to noncompliance with budget limits and annual audits for certain political subdivisions

LB 123 relates to noncompliance with budget limitations and duties of the Auditor of Public Accounts and State Treasurer.

Under LB 123, political subdivisions that are noncompliant would “continue to forfeit state aid until the governmental unit reaches compliance...” All state aid that is forfeited would remain forfeited and be redistributed in the noncompliant governmental unit’s county or, if there is no eligible recipient, be returned to the Highway Allocation Fund. If the governmental unit remains noncompliant within 12 months after the original delinquency order is given, that governmental unit would be ineligible for future distributions of state aid.

Upon becoming compliant, the governmental unit would be eligible for future distributions of state aid.

LB 161	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Juarez	Education	Redefine formula students under the Tax Equity and Educational Opportunities Support Act

Under the current provisions of TEEOSA, the final calculation of state aid uses the sum of average daily membership (ADM) plus 60% of the qualified early childhood education average daily membership.

LB 161 would enhance the calculation by using 100% of the qualified early childhood education average daily membership.

LB 249	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Sanders	Education	Provide for military impact funding and change provisions relating to local formula resources under the Tax Equity and Educational Opportunities Support Act

LB 249 amends TEEOSA and provides that, beginning for school fiscal year 2025-26, NDE must determine the military impact funding to be paid to each school district in accordance with this bill. The measure was introduced due to the decrease in federal impact aid to some school districts.

Under the bill, a district would receive military impact funding if the district received a basic support payment of federal impact aid under section 7003 of the federal Elementary and Secondary Education Act of 1965 in the school fiscal year immediately preceding the school fiscal year for which the aid is to be calculated and the district provides free public education to federally connected children whose parents are on active duty in the uniformed services.

The amount of military impact funding provided to a district would be calculated by:

- (A) subtracting the per-pupil federal impact aid from the per-pupil general fund tax levy and
- (B) multiplying the amount calculated in (A) by the number of federally connected children whose parents are on active duty in the uniformed services actually enrolled in the district as of the day of the fall membership count.

LB 249 provides that a district’s military impact funding would be zero if the amount in (A) produces a negative result.

“Per-pupil federal impact aid amount” means the amount calculated by dividing:

- (i) the amount the district received as a basic support payment of federal impact aid under section 7003 of the federal Elementary and Secondary Education Act of 1965 in the school fiscal year immediately preceding the school fiscal year for which the aid is to be calculated BY
- (ii) the number of federally connected children whose parents are on active duty in the uniformed services actually enrolled in the district as of the day of the fall membership count.

“Per-pupil general fund tax levy” means the amount calculated by dividing:

- (i) the total local property tax levy receipts of such district from the preceding school fiscal year BY
- (ii) the fall membership of the district, without the inclusion of federally connected children whose parents are on active duty in the uniformed services and who otherwise are included in the calculation of the fall membership.

For state aid calculated beginning in school fiscal year 2025-26, local system formula resources would include military impact funding.

LB 303	<i>Sponsor</i> Hughes	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to foundation aid and certain certification dates and provide for base levy adjustments under TEEOSA and create the School Finance Reform Commission
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LB 303 incorporates three major components relating to school finance and was introduced by Senator Hughes at the request of the Governor. The bill was the subject of discussion through the Governor's office and included representatives of the school community beginning in 2024.

Maximum Levy

The current maximum levy of \$1.05 would end with the 2024-25 fiscal year. Beginning with fiscal year 2025-26, the maximum school district levy would be \$1.02. This would produce a Local Effort Rate (LER) of 97 cents.

Changes in TEEOSA

Foundation Aid

Beginning with school fiscal year 2025-26, the foundation aid to be paid to each school district would be calculated as follows:

- (i) The amount of \$1,590 multiplied by
- (ii) the number of formula students for the school district.

The current amount is \$1,500.

Base Levy Adjustment

LB 303 creates a new section of TEEOSA. Beginning in school fiscal year 2025-26, NDE must calculate a "base levy adjustment" for each school district to adjust the calculated state aid amount for the ensuing school fiscal year prior to certification.

The "base levy" would be equal to 30 cents per one hundred dollars of taxable valuation.

The "potential general fund levy" for the ensuing school fiscal year would equal the general fund levy for the school fiscal year immediately preceding the school fiscal year for which aid is being calculated, plus the potential general fund levy change calculated below.

The "potential general fund levy change" would equal the difference between the amount of state aid for the school fiscal year immediately preceding the school fiscal year for which aid is being calculated and the state aid calculated for the ensuing school fiscal year divided by the adjusted valuation and multiplied by 100.

If the potential general fund levy for the ensuing school fiscal year is less than the base levy, the difference between such amounts would be multiplied by the adjusted valuation and divided by 100.

The amount would then be subtracted from the state aid calculated for the ensuing school fiscal year to determine the adjusted amount of state aid to be distributed to the school district in the ensuing school fiscal year.

School Finance Reform Commission

LB 303 creates the School Finance Reform Commission. The purpose of the commission is to study and provide advisory recommendations relating to school funding in Nebraska.

The commission shall:

- (a) Evaluate the current formula under the Tax Equity and Educational Opportunities Support Act for funding education and make recommendations for adjustments or changes that may be necessary to help prevent the increase of local property taxes;
- (b) Regularly review the resources side of the formula;
- (c) Regularly review the needs side of the formula; and
- (d) Analyze options for how to minimize the negative impact on schools during times when the state may be unable to fully fund the formula.

By December 1 of each year, the commission must prepare and electronically deliver to the Clerk of the Legislature an annual report with the observations and recommendations.

The commission would consist of 11 voting members and four consulting members for a total of 15 members. The 11 voting members would be:

- (a) Two members appointed to serve at the pleasure of the Governor;
- (b) The Chairperson of the Education Committee of the Legislature;
- (c) The Chairperson of the Revenue Committee of the Legislature;
- (d) The Chairperson of the Appropriations Committee of the Legislature;
- (e) A superintendent of a Class I school district appointed by the Governor;
- (f) A superintendent of a Class II school district appointed by the Governor;
- (g) Two superintendents of a Class III school district appointed by the Governor;
- (h) A superintendent of a Class IV school district appointed by the Governor; and
- (i) A superintendent of a Class V school district appointed by the Governor.

The four nonvoting, consulting members would be:

- (a) The Commissioner of Education or designee;
- (b) The finance officer of NDE or designee;
- (c) The Legislative Fiscal Analyst or designee; and
- (d) The budget administrator of the budget division of the Department of Administrative Services or designee.

The members of the commission would serve for a term of two years or until their successor is appointed and qualified. If at any point a member no longer meets the qualification for the

member’s position on the commission, the member must vacate membership on the commission. Any vacancy in the commission would be filled in the same manner or qualification as the original appointment.

The commission must annually elect a chairperson from among its members. The commission would meet at the call of the chairperson or at the request of any five members and may meet as often as necessary to carry out its duties, but at least once per year.

LB 498	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Change provisions relating to foundation aid and certification dates under TEEOSA

The current amount of foundation aid to be paid to each school district equals (i) \$1,500 multiplied by (ii) the number of formula students for the school district.

Under LB 498, beginning in fiscal year 2025-26, the foundation aid to be paid to each school district would equal:

- (i) the amount of foundation aid paid per formula student in the immediately preceding school fiscal year, increased by the percentage increase in the CPI for the previous calendar year, multiplied by
- (ii) the number of formula students for the school district.

The emergency clause is attached.

LB 500	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	DeBoer	Education	Create the School Financing Review Commission

LB 500 is similar to, but not identical, to a bill that Senator DeBoer offered in 2021 (LB 132), which advanced to Select File but did not pass.

LB 500 creates the School Financing Review Commission. The commission would consist of 21 members, including (note that Class I and II districts would not have representation):

- (a) The Commissioner of Education or designee;
- (b) One representative of the Governor appointed by the Governor;
- (c) Three members of the Legislature, who shall be nonvoting members of the commission, one from each congressional district with no more than two from the same political party and with one being a member of the Education Committee and one being a member of the Revenue Committee;
- (d) The Property Tax Administrator or designee;
- (e) One representative of postsecondary education with expertise in school finance;

- (f) One member of the ESUCC;
- (g) One school board member and one school administrator, each representing a Class III school district with not more than 1,200 students;
- (h) One school board member and one school administrator, each representing a Class III school district with more than 1,200 students but not more than 10,000 students;
- (i) One representative of a Class IV school district and one representative of a Class V school district. One member appointed must be a school board member of the school district being represented, and the other member appointed must be a school administrator in the other school district being represented;
- (j) One member who is teaching as a certificated teacher in a public school; and
- (k) Six members from the state at large, two from each congressional district, who reside in school districts of varied sizes and with varying percentages of limited English proficiency students and poverty students. At least one of the members appointed must have experience in business, and at least one must have experience in farming.

The members described in (e) through (k) would be appointed by the Governor within 30 days after the bill becomes law to serve through December 31, 2034, and any vacancy would be filled by the Governor for the remainder of the vacated term.

The Commissioner of Education or designee would be the chairperson of the commission, and the commission would elect a vice-chairperson from among its members.

The staff of NDE may assist as needed and requested by the chairperson of the commission in accordance with guidelines developed by the commission.

The commission must conduct an in-depth review of the financing of the public elementary and secondary schools. As a part of such in-depth review, the commission must:

- (a) Examine methods of financing public elementary and secondary schools, including methods used in other states, which would provide equitable educational opportunities across the state and offer alternatives to a heavy reliance on property tax;
- (b) Examine the option of using a measure of income as a component in the financing of public elementary and secondary schools;
- (c) Examine the option of using sales tax as a component in the financing of public elementary and secondary schools, including an examination of the experience of any other states with such option;
- (d) Examine financing issues as they relate to the quality and performance of public elementary and secondary schools;
- (e) Examine options for funding public prekindergarten services;
- (f) Examine options for funding college-readiness and career readiness programs, including, but not limited to, programs of excellence, dual-enrollment courses, and career academies;

- (g) Examine the costs and resources necessary to meet the diverse and growing needs of students across the state, including the needs of poverty students and limited English proficiency students;
- (h) Examine methods used by other states to fund public elementary and secondary school infrastructure needs;
- (i) Examine other issues related to public elementary and secondary school finance as necessary and as determined by the chairperson; and
- (j) Prepare a preliminary report and present it to the Legislative Council in November 2025. A final report with recommendations on maintaining adequate and equitable funding for public schools in light of information gathered through the review would be presented to the Governor, to the State Board of Education, and to the Legislature by December 1, 2025.

After submission of its final report and to assure that every Nebraskan is educated for success, the School Financing Review Commission must:

- (a) Review the mission of providing Nebraskans the opportunity to acquire the necessary skills and knowledge to be productive individuals;
- (b) Review, make recommendations on, and report on progress toward achieving any goals established by the Legislature and NDE related to the mission. The commission may solicit comments, concerns, and case studies from schools of all sizes in Nebraska and develop best practices for implementing and achieving such goals; and
- (c) Review the implementation of the TEEOSA and the implementation of any recommendations contained in the reports.

The emergency clause is attached.

LB 575	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hallstrom	Revenue	Change provisions relating to the Property Tax Request Act and property tax levy limits

Joint Public Hearing

LB 575 amends the Property Tax Request Act, which was created under LB 644 (2021). Currently, the joint public hearing required under the Act must be held on or after September 14 and prior to September 24, and before any of the participating political subdivisions file their adopted budget statements.

LB 575 changes the dates to July 14 and July 24.

Levy Limits

LB 575 provides that, in addition to the specific levy limits provided in law, if the total taxable valuation of property in a political subdivision exceeds the total taxable valuation from the prior year, then the political subdivision's levy may be no more than the levy necessary to raise the exact same amount of property taxes as was raised by the political subdivision in the prior year.

A political subdivision may exceed the additional levy limit provided in the bill upon the affirmative vote of at least two-thirds of the members of the governing body of the political subdivision.

LB 597	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	DeBoer	Education	Change provisions relating to foundation aid, local effort rate yield, adjusted valuations of property, and certification dates under TEEOSA

LB 597 amends TEEOSA in three areas: (i) changes foundation aid; (ii) changes local effort rate; and (iii) changes state aid value.

Foundation Aid

LB 597 provides that, beginning in school fiscal year 2025-26, the foundation aid to be paid to each school district in each school fiscal year would equal the greater of:

- (i) \$1,500 multiplied by the number of formula students for the school district; or
- (ii) 7.5% of the basic funding calculated under TEEOSA for the school district.

Local Effort Rate

LB 597 provides that, beginning with school fiscal year 2025-26:

- (a) For state aid certified, the local effort rate would be the maximum levy for the school fiscal year for which aid is being certified, less 10 cents;
- (b) for the final calculation of state aid, the local effort rate would be the rate which, when multiplied by the total adjusted valuation of all taxable property in local systems receiving equalization aid, will produce the amount needed to support the total formula need of the local systems when added to state aid appropriated by the Legislature and *other actual receipts* of local systems; and
- (c) the local effort rate yield for the school fiscal years must be determined by multiplying each local system's total adjusted valuation by the local effort rate.

State Aid Value

For purposes of calculating state aid value, LB 597 would decrease the adjusted valuation for agricultural land and special valuation land from 72% (currently) to 65% of the actual value.

The emergency clause is attached.

LB 598	<i>Sponsor</i> DeBoer	<i>Committee</i> Education	<i>Subject</i> Provide funding to school districts to cover extraordinary increases in limited English proficiency student expenditures, change provisions relating to the elementary site allowance and certification dates under TEEOSA and reimbursement for special education programs and support services, and change eligible uses of the Education Future Fund
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LB 598 intends to add a new section to TEEOSA relating to limited English proficiency (LEP) students.

(A) The bill provides that, by January 15 of each school fiscal year, a school district with expected expenditures for LEP students that total the greater of:

- (i) at least \$50,000 annually, or
- (ii) one-half percent or more of the school district's annual budget.

Such district may submit an application to NDE for a payment from the Education Future Fund to cover an *extraordinary increase in limited English proficiency student expenditures*.

The application must include the LEP student expenditures of the applicant school district as of the immediately preceding December 31 for the school fiscal year in which the application is submitted.

(B) NDE would divide the LEP student expenditures for the school fiscal year immediately preceding the school fiscal year in which an application is submitted by two and multiply the result by 107% for each applicant school district.

Each applicant school district would qualify for a maximum payment equal to the difference of the LEP student expenditures for the current school fiscal year (A) minus the amount calculated in (B) for the school district for the school fiscal year.

NDE is required to make a payment to each applicant school district by January 31 for the school fiscal year in which the application is submitted. The payment would equal the maximum payment determined above, except that if the sum of all maximum payments for applicant school districts for the school fiscal year exceeds the available balance for such purpose in the Education Future Fund, each payment would be reduced proportionally so that the sum of all payments for applicant school districts for such school fiscal year equals the available balance for such purpose in the fund.

LB 692	<i>Sponsor</i> Murman	<i>Committee</i> Revenue	<i>Subject</i> Change provisions relating to property tax request authority under the School District Property Tax Limitation Act
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Calculation of Property Tax Request Authority

Under the current provisions of the School District Property Tax Limitation Act, NDE is required to calculate each school district's property tax request authority on an annual basis. In part, this is done by taking the school district's property tax request from the prior year and adding it to the non-property-tax revenue from the prior year minus any investment income from special building funds from the prior year. The total would be increased by the school district's base growth percentage.

LB 692 would change this part of the calculation as follows:

The school district's property tax request from the prior year minus the amount, if any, the property tax request exceeded the school district's property tax request authority in the prior year added to the non-property-tax revenue from the prior year minus any investment income from special building funds from the prior year. The total would be increased by the school district's base growth percentage.

Unused Property Tax Request Authority

Under the bill, a school district may choose not to increase its property tax request by the full amount allowed by the school district's property tax request authority in a particular year. In such cases, the school district may carry forward to future years the amount of unused property tax request authority, excluding any increases to property tax request authority resulting from increases of the school district's base growth percentage.

LB 711	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hunt	Education	Change provisions relating to the new school adjustment under TEEOSA

LB 711 amends TEEOSA relevant to the existing Two-year New School Adjustment. First, the bill renames the adjustment as the "Two-year New Schools Adjustment."

Currently, the first-year new schools school adjustment for each approved district equals the school district's basic funding per formula student multiplied by 20% of the approved estimated additional student capacity. The second-year new schools school adjustment equals the school district's basic funding per formula student multiplied by 10% of the approved estimated additional student capacity.

LB 711 would increase the second-year new schools school adjustment to equal the school district's basic funding per formula student multiplied by 20% of the approved estimated additional student capacity.

School Participation

LB 497	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Provide for admission of and participation in extracurricular activities by certain students that are not residents of the school district

LB 497 is essentially the same bill that Senator Murman in 2024 (LB 1273). LB 1273 was placed on General File but advanced no further.

LB 497 provides that a school board must admit a student who is also enrolled (i) in a private school or (ii) in a home school, without charge for part-time enrollment in the school district for purposes of participation in extracurricular activities IF the school district where the student or student's parent resides does not offer the extracurricular activity in which the student desires to participate through part-time enrollment AND the school district in which the student is attempting to attend part-time is the closest school district to where the student or student's parent resides that offers the extracurricular activity.

School Psychologists

LB 84	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Rountree	Education	Adopt the School Psychologist Interstate Licensure Compact

LB 84 is the model legislation promoted by the National Center for Interstate Compacts for the School Psychologist Interstate Licensure Compact. Once seven states enact the ICSP model legislation, the compact member states can begin the process of making the Compact operational. Only West Virginia and Colorado have adopted the Compact so far.

The purpose of this Compact is to facilitate the interstate practice of School Psychology in educational or school settings, and, in so doing, to improve the availability of School Psychological Services to the public. The Compact is intended to establish a pathway to allow School Psychologists to obtain equivalent licenses to provide School Psychological Services in any Member State. In this way, this Compact would enable the member states to ensure that safe and effective School Psychological Services are available and delivered by appropriately qualified professionals in their educational settings.

The objectives of the Compact are to:

- A. Enable School Psychologists who qualify for receipt of an Equivalent License to practice in other Member States without first satisfying burdensome and duplicative requirements;
- B. Promote the mobility of School Psychologists between and among the Member States in order to address workforce shortages and to ensure that safe and reliable School Psychological Services are available in each Member State;

- C. Enhance the public accessibility of School Psychological Services by increasing the availability of qualified, licensed School Psychologists through the establishment of an efficient and streamlined pathway for Licensees to practice in other Member States;
- D. Preserve and respect the authority of each Member State to protect the health and safety of its residents by ensuring that only qualified, licensed professionals are authorized to provide School Psychological Services within that State;
- E. Require School Psychologists practicing within a Member State to comply with the Scope of Practice laws present in the State where the School Psychological Services are being provided;
- F. Promote cooperation between the Member States in regulating the practice of School Psychology within those States; and
- G. Facilitate the relocation of military members and their spouses who are licensed to provide School Psychological Services.

Under LB 84, “School Psychological Services” means academic, mental, and behavioral health services, including assessment, prevention, consultation and collaboration, intervention, and evaluation provided by a School Psychologist in a school, as outlined in applicable professional standards as determined by Commission Rule.

“School Psychologist” means an individual who has met the requirements to obtain a Home State License that legally conveys the professional title of School Psychologist or its equivalent as determined by the Rules of the Commission.

Special Education

LB 682	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Education	Education	Update terminology relating to individualized education programs for high school students

LB 682 is a shell bill to be used by the Education Committee as a vehicle as it deems necessary.

State Budget

LB 261	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Speaker Arch	Appropriations	Appropriate funds for the expenses of Nebraska State Government for the biennium ending June 30, 2027, and appropriate Federal Funds allocated to the State of Nebraska pursuant to the federal American Rescue Plan Act of 2021

LB 261 represents the mainline biennium budget bill for 2025-26, introduced by Speaker Arch on behalf of the Governor. LB 261 is one measure in a package of bills that comprise the budget proposal, including:

- LB 260 (Speaker Arch) Provide, change, and eliminate provisions relating to appropriations
- LB 262 (Speaker Arch) Appropriate funds for salaries of members of the Legislature
- LB 263 (Speaker Arch) Appropriate funds for salaries of constitutional officers
- LB 264 (Speaker Arch) Provide, change, and eliminate transfers from the Cash Reserve Fund and various other funds and change, terminate, and eliminate various statutory programs.

Student Discipline

LB 149	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hansen	Education	Eliminate the prohibition on suspending a student in prekindergarten through second grade

Background: In 2023, LB 705 was passed and signed into law, which, in part, prohibited an elementary school from suspending a student in prekindergarten through second grade. Each school district was required to develop a policy to implement this provision. Under the law, an elementary school was allowed to suspend a student in prekindergarten through second grade if the student brings a “deadly weapon” on school grounds.

The heart of LB 149 (2025) is contained within the outright repealer provision (Section 5 of the bill), which repeals Section 79-265.01. LB 149 would eliminate the law created in 2023 and permit suspension of any student under the provisions of the Student Discipline Act.

LB 352	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Ballard	Education	Change provisions relating to reports on student achievement and discipline required under the Quality Education Accountability Act

In 2021, the Legislature passed a measure (LB 154 - Wayne) to require the State Board to implement a statewide system for tracking individual student discipline, using the student identifier system of the department, that can be aggregated to track student discipline by type of discipline and demographic characteristics, including race, poverty, high mobility, attendance, disability, and limited English proficiency.

LB 352 takes Senator Wayne’s efforts to another level. The bill requires the State Board to create a database for the public that contains all student discipline data, de-identified. The database must be searchable by school district, school building, offense, type of discipline imposed, type of school resource officer or other law enforcement involvement, type of restraint, if any, and type of seclusion, if any.

The measure requires the Commissioner of Education to oversee compliance with the requirement. The commissioner is required to take appropriate remedial action within the commissioner’s authority, up to and including qualifying the noncompliance as a violation of the rules and regulations for the accreditation of schools.

LB 430	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Provide an additional exception to the prohibition on suspending a student in prekindergarten through second grade and change provisions relating to short-term and long-term suspension under the Student Discipline Act

LB 430 makes three changes to the Student Discipline Act, most notably changes to the legislation passed in 2023 (LB 705).

Prohibited Suspension

In 2023, the Legislature passed LB 705, which, in part, would prohibit an elementary school from suspending a student in pre-kindergarten through second grade. The only exception would be if the student brings a deadly weapon onto school grounds, into a vehicle owned, leased, or contracted by a school, or at a school-sponsored activity or athletic event.

LB 430 would add a second exception if the student engages in violent behavior capable of causing physical harm to another student or school employee.

Short-term Suspension

Currently, the principal must send a written statement to the student and his/her parent or guardian describing the student’s conduct, misconduct, or violation of the rule or standard and the reasons for the action taken.

LB 430 requires additional information in the written statement, including:

- (a) The actions made by the school to try to discontinue or alleviate the behavior of the student prior to considering suspension;
- (b) Resources the school can provide or recommend to assist the student; and
- (c) How the school plans to handle such behavior moving forward, including an actionable plan aimed at maximizing strategies to keep the student in school.

Long-term Suspension, Expulsion, or Mandatory Reassignment

Currently, the school must send written notice by registered or certified mail to the student and his/her parent or guardian informing them of the rights established under the Student Discipline Act. The written notice must include the following:

- (a) The rule or standard of conduct allegedly violated, and the acts of the student alleged to constitute a cause for long-term suspension, expulsion, or mandatory reassignment, including a summary of the evidence to be presented against the student; and
- (b) The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject.

LB 430 would require additional information in the written notice as follows:

- (a) Resources the school can provide or recommend to assist the student; and
- (b) How the school plans to handle such behavior moving forward, including an actionable plan aimed at maximizing strategies to keep the student in school.

Student Safety, Health, and Welfare

LB 14	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Cavanaugh, M.	Education	Adopt the Hunger-Free Schools Act

LB 14 is nearly identical to previous attempts by the sponsor on the topic of free meals for students. LB 99 (2023) and LB 117 (2021) were also introduced by Senator Cavanaugh.

The difference between LB 14 and previous versions is that the measure applies not only to public schools but also nonprofit private schools.

LB 14 creates the Hunger-Free Schools Act. To qualify, a school must:

- (1) Offer “eligible breakfasts” and “eligible lunches” at no cost to all students for any school breakfast program or school lunch program operated by the school during the school day;
- (2) Submit information regarding the number of eligible breakfasts and eligible lunches served in a manner prescribed by NDE; and
- (3) Maximize federal reimbursement for eligible breakfasts and eligible lunches by operating under the community eligibility provision if the school has an identified student percentage greater than or equal to 62.5%.

NDE is required to reimburse each qualified school a portion of the cost of each eligible breakfast and each eligible lunch served by such school during the second preceding school fiscal year in an amount intended to offset the cost of the provision of the eligible breakfasts and eligible lunches at no cost to all students. NDE must make disbursements annually to each qualified school that complies with the requirements of the Program in the amount of:

- (a) For each qualified school that has adopted the community eligibility provision for the school fiscal year that such eligible breakfasts and eligible lunches were served:

- (i) The difference between the federal reimbursement rate for a free breakfast and the federal reimbursement rate for a fully paid breakfast for each fully paid breakfast served; and
 - (ii) The difference between the federal reimbursement rate for a free lunch and the federal reimbursement rate for a fully paid lunch for each fully paid lunch served; and
- (b) For each qualified school that has not adopted the community eligibility provision in the year that the eligible breakfasts and eligible lunches were served:
- (i) 30 cents for each eligible breakfast served to a student eligible for a reduced-price breakfast;
 - (ii) 40 cents for each eligible lunch served to a student eligible for a reduced-price lunch;
 - (iii) The difference between the federal reimbursement rate for a free breakfast and the federal reimbursement rate for a fully paid breakfast for each fully paid breakfast served; and
 - (iv) The difference between the federal reimbursement rate for a free lunch and the federal reimbursement rate for a fully paid lunch for each fully paid lunch served.

The bill provides intent language to appropriate funds to carry out the Hunger-Free Schools Act. In 2023, the fiscal note for LB 99 indicated a cost of \$55 million for the Program.

The legislation permits a school to collect information from the parent or guardian of a student to determine eligibility for other services of the school district.

Note: Eligible breakfast and eligible lunch is defined as a school breakfast or school lunch served to a student that is reimbursable, in total or in part, with federal funds, as specified under regulations promulgated by the U.S. Department of Agriculture under the federal Child Nutrition Act of 1966.

LB 140	<i>Sponsor</i> Sanders	<i>Committee</i> Education	<i>Subject</i> Require school policies relating to use of electronic communication devices by students
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LB 140 was introduced at the request of the Governor. The bill provides that, prior to school year 2025-26, each school board must adopt a policy that establishes rules and standards concerning the use of “electronic communication devices” by students while on school property or attending a school function.

The bill defines “electronic communication device” as any device that transmits by electronic means any writing, sound, visual image, or data of any nature to another electronic communication device. Electronic communication device includes a cell phone.

The development of the policy must include stakeholder participation to ensure that the policies are responsive to the unique needs and desires of students, parents, and educators in each community. The policy:

- (a) Must prohibit the use of an electronic communication device by students while on school property or attending a school function (except as provided below); and
- (b) May include student discipline and enforcement mechanisms that limit access to cell phones by students only if the school board adopts the policy as part of the rules and standards adopted in accordance with the requirements of section 79-262 (Student Discipline Act).

Exceptions:

The policy may not prohibit a student from using an electronic communication device while on school property or attending a school function under any of the following circumstances:

- (a) When required by a student’s IEP;
- (b) When authorized by a teacher for educational purposes during instructional time;
- (c) In the case of an emergency or perceived threat of danger;
- (d) When necessary to monitor or manage a student’s health care; or
- (e) When determined appropriate by the school board or otherwise allowed by an appropriate school employee.

Note: The bill is not meant to authorize monitoring, collecting, or otherwise accessing any information on an electronic communicating device not owned by or provided for academic use by the school district.

LB 192	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Quick	Health	Eliminate a sunset date under the Supplemental Nutrition Assistance Program

LB 192 would eliminate the October 1, 2025 sunset on Nebraska’s current eligibility level of SNAP set at 165% of the Federal Poverty Level.

Nebraska’s SNAP eligibility is set to go down to 130% of the Federal Poverty Level on October 1, 2025.

According to the sponsor of the bill, under SNAP program rules, the federal government pays 100% of program benefit costs, and 50% of administrative costs, meaning that the only cost to the state associated with LB 192 is projected to be 50% of the administrative costs of the program.

LB 329	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	von Gillern	Judiciary	Change provisions relating to sexual abuse by a school employee

In 2020, the Legislature passed legislation (LB 881) to create the criminal offense of sexual abuse by a school employee (§ 28-316.01).

Under the law, a person commits the offense of sexual abuse by a school employee if a school employee subjects a student in the school to which such employee is assigned for work to sexual penetration or sexual contact or engages in a pattern or scheme of conduct to subject a student in the school to which such employee is assigned for work to sexual penetration or sexual contact.

LB 329 would broaden this law to include “school contract worker,” which is defined as a person 19 years of age or older who, as part of such person’s employment, spends time working at a public or private school approved or accredited by NDE but is not employed by the school, including, but not limited to, a school resource officer, a construction worker, or a school consultant or independent contractor.

LB 457	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Bostar	Banking	Require anaphylaxis policies for school districts and licensed child care facilities and provide a limit on the amount an insured is required to pay by an insurance policy or benefit plan for epinephrine injectors

LB 457 requires DHHS, in consultation with NDE, to develop model anaphylaxis policies available for use in school districts and licensed child care programs setting forth guidelines and procedures to be followed for the prevention of anaphylaxis and during a medical emergency resulting from anaphylaxis.

The policies may be developed with input from representatives of (i) allergy medicine, (ii) pediatric physicians, (iii) school nurses and other health care providers with expertise in treating children with anaphylaxis, (iv) parents of children with severe allergies, (v) school administrators, (vi) teachers, (vii) school food service directors, and (viii) other appropriate entities.

The policies must include:

- (a) A procedure and treatment plan, including emergency protocols and responsibilities for staff members of licensed child care programs, school nurses, and other appropriate school personnel, for responding to anaphylaxis;
- (b) A procedure and appropriate guidelines for the development and implementation of an individualized health care plan for children with a food or other allergy that could result in anaphylaxis;
- (c) A communication plan for the intake and dissemination of information provided by the state regarding children with a food or other allergy that could result in anaphylaxis,

including a discussion of methods, treatments, and therapies to reduce the risk of allergic reactions, including anaphylaxis;

- (d) Strategies for the reduction of the risk of exposure to anaphylactic causative agents, including food and other allergens; and
- (e) A communication plan for discussion with children who have developed adequate verbal communication and comprehension skills and with the parents, guardians, and educational decisionmakers of all children attending the school district or licensed child care program about foods that are safe and unsafe and about strategies to avoid exposure to unsafe food.

The policies must be reexamined and updated as needed at least once every three years to be consistent with best practices relating to anaphylaxis prevention, treatment, and emergency response methods.

A model policy developed or updated must be made available on the applicable department's website (presumably both the DHHS and NDE websites).

Required Policy

LB 457 provides that, by July 1, 2026, each school district must adopt a written policy to address incidents of anaphylaxis involving students at school. A school board may use the model policy in school districts as a guide. The policy may not conflict with or hinder the implementation of an individualized anaphylaxis plan of a student and must be consistent with existing law (§ 79-224) relating to self-management by a student.

A school district must publish the policy in any school district handbook, manual, or similar publication that sets forth the comprehensive rules, procedures, and standards of conduct for students at school.

A school district with a policy to address incidents of anaphylaxis involving students at school that is in effect prior to the effective date of the bill may remain in effect and must satisfy the requirements noted above.

LB 463	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Ballard	Education	Require school districts to develop a cardiac emergency response plan under the School Safety and Security Reporting Act and provide for grants for such plans from the Medicaid Managed Care Excess Profit Fund

Cardiac Emergency Response Plan Template

LB 463 adds a new duty for the state safety and security director, who would be required to establish a cardiac emergency response plan template for use by schools in developing a plan to respond in the event of a sudden cardiac arrest on school grounds or at any school-sponsored activity or event.

The template must integrate core elements established by the American Heart Association or other nationally recognized cardiovascular care organizations for response in the event of a cardiac arrest and must, at a minimum, include the following requirements:

- (a) Establishment of a school cardiac emergency response team;
- (b) Activation of the cardiac emergency response team when an individual experiences sudden cardiac arrest on school grounds or at a school-sponsored activity or event;
- (c) Placement of automated external defibrillators on school grounds;
- (d) Routine maintenance of automated external defibrillators;
- (e) Distribution of the cardiac emergency response plan on school grounds;
- (f) Stipulation of appropriate school personnel to receive training, including licensed coaches, school nurses, and athletic trainers;
- (g) Training of stipulated school personnel and the cardiac emergency response team in first aid, cardiopulmonary resuscitation, and automated external defibrillator use;
- (h) Annual practice by faculty and students of the cardiac emergency response plan using drills;
- (i) Coordination with local emergency medical services providers; and
- (j) Annual review and evaluation of the cardiac emergency response plan by the school board of the school district

School District Requirement

Beginning in school year 2026-27, each school district must:

- (a) Develop and adopt a cardiac emergency response plan using the template developed by the state school security director for use by school personnel when an individual experiences sudden cardiac arrest on school grounds or at a school-sponsored activity or athletic event;
- (b) Place automated external defibrillators on school grounds at locations and in a manner consistent with the guidelines established by the American Heart Association or another nationally recognized organization focused on emergency cardiovascular care;
- (c) Place an automated external defibrillator in an easily accessible location onsite at each school athletic venue when a school-sponsored activity or athletic event is taking place;
- (d) Identify each automated external defibrillator with appropriate signage; and
- (e) Ensure each automated external defibrillator available on school grounds or at a school athletic venue is in an unlocked location that allows the automated external defibrillator to be retrieved and placed on an individual experiencing cardiac arrest in fewer than three minutes.

An approved or accredited nonpublic school may develop and adopt a cardiac emergency response plan using the template developed by the state safety and security director.

Grant Program

LB 463 requires NDE to develop a grant program to provide grants to school districts for costs associated with the development and implementation of a cardiac emergency response plan.

A school district may apply to the department for a grant to develop and implement a cardiac emergency response plan. The application must include:

- (a) The name of the school district and a contact person;
- (c) The amount of funds requested and the use of such funds; and
- (d) Any other information the department may require.

The grants would be funded using funds from the Medicaid Managed Care Excess Profit Fund. NDE must develop a priority system for awarding grants, with first priority to school districts that receive Title I funds. The total amount of grants may not exceed \$1.5 million.

LB 517	<i>Sponsor</i> Juarez	<i>Committee</i> Education	<i>Subject</i> Provide requirements for the state school security director regarding protective door assemblies and other school entry systems
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Current law requires school districts to provide the state school security director with the safety and security plans of the school district. LB 517 would expand this requirement to include annual inspection information of protective door assemblies, door-locking systems, and double-entry doors of school buildings within the school district.

LB 517 also requires the state school security director to establish standards related to protective door assemblies in each school building that is used for the instruction of students, which must include requiring that every school board have an annual inspection of all applicable protective door assemblies to be conducted by a trained inspector with appropriate knowledge, training, and experience relating to door assemblies and building security.

"Protective door assemblies" is defined as:

- (a) doors with panic hardware or fire exit hardware,
- (b) door assemblies in exit enclosures,
- (c) electronically controlled egress doors, and
- (d) door assemblies with special locking arrangements, such as delayed egress, sensor-released egress doors, and elevator lobby doors.

LB 685	<i>Sponsor</i> Lonowski	<i>Committee</i> Education	<i>Subject</i> Require schools to install a secure master key box as prescribed, provide powers and duties to the state school security director, change provisions relating to a grant program for security-related infrastructure projects and the School Safety and Security Fund, and provide for a transfer from the Cash Reserve Fund
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LB 685 requires each school board of a public school or governing body of a private school to have one exterior secure master key box that meets Underwriters Laboratories Standard 1037 installed at each school building to permit emergency access from the exterior of a school building to law enforcement.

The school board or governing body must work with local law enforcement authorities in the school district on the precise location of the secure master key box required by the legislation. The school board or governing body must adopt a policy consistent with the legislation.

The duties of the state school security director would be expanded to include overseeing compliance by public schools with the installation of a secure master key box.

The bill requires NDE to establish a subaccount for the \$1 million transferred under the School Safety and Security Fund to provide grants for the exterior secure master key box.

Student Surveillance

LB 31	<i>Sponsor</i> Conrad	<i>Committee</i> Education	<i>Subject</i> Require school policies relating to the use of student surveillance, monitoring, and tracking technology by school districts
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LB 31 is the result of an interim study, filed by Senator Conrad. The study was granted a public hearing before the Education Committee on November 1, 2024.

In the bill, Senator Conrad declares that the:

[U]se of student surveillance, monitoring, and tracking technology tools by school districts, other governmental entities, and companies contracting with schools for the use of student surveys and student surveillance, monitoring, and tracking has grown exponentially in recent years, *raising serious concerns about transparency, use of taxpayer dollars, parental rights, and student privacy*;

She also notes that numerous public schools in Nebraska have instituted various tracking systems that surveil and monitor students, including digital hall passes, anti-vaping devices, fingerprint swipes, cameras, and electronic surveys. And that tools of mass surveillance are being purchased and utilized with taxpayer funds through contracts with private companies.

The bill provides that parents have a well-established and fundamental right to control their children's education. Students have a well-established and fundamental right to privacy from unwarranted government surveillance. Taxpayers have a well-established right to ensure public entities are good stewards of public funds and a well-established right to transparency for governmental operations and expenditures.

LB 31 requires that, by December 1, 2025, the State Board of Education must develop and distribute a model policy relating to the use by school districts of student surveillance, monitoring, and tracking technology. The policy must require school districts to:

- (1) Specifically identify and inventory the type of surveillance tools or student surveys that gather personal information considered for use or actually used in the school district, including:
 - (a) The name and contact information for each private company, vendor, or governmental entity, providing such technology;
 - (b) The cost of each surveillance, monitoring, and tracking technology tool to purchase and maintain;
 - (c) A description of each student surveillance, monitoring, and tracking technology tool, including a description of privacy protection measures for each tool and data collection and data sharing and usage activities;
 - (d) Whether or not parents may opt their student out of being subjected to a student surveillance, monitoring, and tracking tool;
 - (e) If and how the data from a student surveillance monitoring and tracking technology tool will be shared with law enforcement or implicate punitive actions under the Student Discipline Act;
 - (f) How student surveillance monitoring and tracking technology tools ensure proper accommodations for students with disabilities or individualized education programs;
 - (g) How biometric or personally identifiable information is stored, shared, or sold with the private companies, vendors, or governmental entities providing such tools; and
 - (h) Clearly delineate what remedies are available to students and parents for violations of personal privacy related to such surveillance, monitoring, and tracking technology tools, including the Consumer Protection Act, the Political Subdivisions Tort Claims Act and section 79-2,104 (access to school files or records); and
- (2) Post the inventory and information related to surveillance, monitoring, and tracking technology tools considered for use or actually utilized by the school district on the school district's website and ensure such inventory and information is available in hard copy upon request.

School District Policy

LB 31 requires that, beginning May 1, 2026, each school board must adopt a written policy to be implemented by the school district at the start of school year 2026-27 that provides for standards and guidelines for the purchase and use of tools of mass surveillance. The policy must include procedures and provisions in conformance with the minimum standards set forth in the model policy developed by the State Board of Education and may include any other procedures and provisions the school board deems necessary to conform with the spirit and intent of the legislation.

Teacher Retention and Recruitment

LB 408	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Dungan	Education	Adopt the Special Education Teacher Forgivable Loan Program Act

LB 408 creates the Special Education Teacher Forgivable Loan Program Act, a measure similar to a previous effort by Senator Dungan in 2024 (2024).

The Program would be administered by NDE. The department may award a forgivable loan to an eligible student to pay for in-state tuition or the equivalent of in-state tuition at any eligible institution. The department may award up to 25 forgivable loans each academic year for each eligible institution.

An eligible student who is awarded a forgivable loan under the Program must enter a contract with the department prior to the department dispersing any money for such loan. The contract must contain at least the following terms:

- (a) The eligible student must only be eligible to receive a loan under the program for the first five years that the eligible student is enrolled in a teacher education program;
- (b) The loan would only be used to pay for any remaining tuition due to the eligible institution attended by the eligible student after applying all awarded federal and state financial aid grants and scholarships;
- (c) The eligible student must begin teaching special education at a Nebraska elementary or secondary school within one year after graduating with a degree in education; and
- (d) The eligible student must teach special education at a Nebraska elementary or secondary school for:
 - (i) Five consecutive years after graduating with a degree in education; or
 - (ii) The equivalent number of years of loans taken.

The bill provides that when an eligible student, who was awarded any forgivable loan, graduates from an eligible institution, the department must determine the dollar amount of forgivable loans the student received each year and the overall total dollar amount of forgivable loans paid to the eligible student.

An eligible student is defined as:

- (a) Is a United States citizen or an eligible noncitizen;

- (b) Is a high school graduate or the equivalent of a high school graduate;
- (c) Is enrolled in good standing at a state college in Nebraska or the University of Nebraska;
- (d) Is seeking initial certification as a teacher with an endorsement in special education; and
- (e) Has applied for federal financial aid grants and state scholarships and grants to cover tuition and fees; and

For each year after graduating from an eligible institution that an eligible student complies with the terms of the contract, the department must forgive 20% of the total dollar amount of forgivable loans paid to the eligible student. After the fifth consecutive year of compliance with the terms of the contract, the department must notify the eligible student that the total amount of forgivable loans that were owed by such eligible student are forgiven.

For an eligible student that received less than five total years of forgivable loans, for each year after graduating from an eligible institution that an eligible student complies with the terms of the contract, the department must forgive the amount of one year's worth of forgivable loans paid to the eligible student. After the eligible student complies with the terms of the contract for the number of years that the eligible student received a forgivable loan, the department must notify the eligible student that the total amount of forgivable loans that were owed by the eligible student are forgiven.

If an eligible student who accepted a forgivable loan fails to comply with the terms of the contract, the eligible student may receive a deferment from the obligation of repayment.

Any eligible student who accepted a forgivable loan who fails to comply with the terms of the contract and who does not receive a deferment from the obligation of repayment must repay the remaining balance of any forgivable loan with simple interest at a rate of 5% per year.

LB 411	<i>Sponsor</i> Dungan	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to the Nebraska Teacher Recruitment and Retention Act
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LB 411 amends the Nebraska Teacher Recruitment and Retention Act, which was created in 2023 under LB 705.

Beginning on July 1, 2025, NDE must automatically provide a retention grant to a teacher who is eligible.

A teacher is eligible to receive:

- (i) For the teacher's first through sixth school year of full-time employment teaching at a Nebraska school, a retention grant of \$2,500 per school year;
- (ii) For the teacher's seventh through fifteenth school year of full-time employment teaching at a Nebraska school, a retention grant of \$3,000 per school year;

- (iii) Beginning with the teacher’s sixteenth year of full-time employment teaching at a Nebraska school and each year of full-time employment teaching at a Nebraska school thereafter, a retention grant of \$4,000 per school year; and
- (iv) (A) A high-need retention grant of \$5,000 if, on or after July 1, 2025, a teacher:
 - (I) Obtains an endorsement in special education, mathematics, science, technology, or dual-credit; and
 - (II) Signs a contract to complete a year of full-time employment as a teacher to teach in such endorsement area at a Nebraska school.
- (B) A teacher may only be eligible to receive one high-need retention grant. A teacher who received a high-need retention grant prior to July 1, 2025, may not be eligible for a high-need retention grant.

LB 523	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Juarez	Education	Adopt the Student Teacher Compensation Act

LB 523 creates the Student Teacher Compensation Act to provide financial compensation to student teachers and support the academic and professional success of those students while encouraging more individuals to enter and complete a teacher education program.

"Student teacher" is defined as an individual enrolled in an accredited teacher education program who is completing a supervised teaching practicum in a participating school as part of the requirements for teacher certification.

The bill is applicable to both public and private schools in Nebraska hosting a student teacher.

Under LB 523, NDE is required to develop a stipend program to provide financial compensation to student teachers. The department must provide a stipend of \$4,000 per student-teaching semester to any student teacher who applies for the stipend and is eligible.

The application for a stipend must include:

- (a) The name of the student-teacher;
- (b) The name of the accredited teacher education program in which the student teacher is enrolled;
- (c) The participating school in which the student teacher is completing a supervised teaching practicum;
- (d) A demonstration of financial hardship in a manner determined by NDE; and
- (e) Any other information NDE may require.

A student teacher would be eligible for a stipend if the student teacher:

- (a) Is enrolled in an accredited teacher education program in Nebraska;

- (b) Is in the process of completing or signing a contract to complete a supervised teaching practicum at a participating school; and
- (c) Demonstrates a financial need in a manner determined by NDE.

NDE is required to submit an annual report to the Clerk of the Legislature and the Governor detailing the implementation of the Student Teacher Compensation Act. The report must include:

- (a) The number of student teachers receiving a stipend;
- (b) The distribution by geographic area and subject matter area of student teachers receiving a stipend; and
- (c) Feedback from participants and schools regarding the effectiveness of the Student Teacher Compensation Act.

LB 523 provides intent for funding from the Legislature, grants, private donations, or federal programs.

This act becomes operative on July 1, 2025. The emergency clause is attached.

LB 524	<i>Sponsor</i> Juarez	<i>Committee</i> Education	<i>Subject</i> Authorize paraeducator grants under the Nebraska Teacher Recruitment and Retention Act and change eligible uses of the Education Future Fund
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LB 524 amends the Nebraska Teacher Recruitment and Retention Act, which was enacted in 2023 under LB 705.

LB 524 is designed to make it possible for paraeducators to receive retention grants. The bill provides that a paraeducator is eligible to receive:

- (a) A retention grant of \$1,000 if the paraeducator signs a contract to work as a paraeducator and works on average 28 hours or more per week during the school year in school year 2025-26 or 2026-27; and
- (b) A retention grant in an amount proportional to the grant provided in (a) based on the actual number of hours worked if the paraeducator signs a contract to work as a paraeducator and works on average less than 28 hours per week during the school year in school year 2025-26 or 2026-27.

The bill defines "paraeducator" as an individual who is employed by a school in Nebraska to provide instructional support and noninstructional services to students and teachers in schools but who is not required to hold a certificate to teach.

LB 572	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hughes	Education	Authorize a school district to exceed its budget authority for stipends paid to a student teacher and change the applicability of the School District Property Tax Limitation Act

LB 572 amends both TEEOSA and the School District Property Tax Limitation Act.

The bill amends TEEOSA and creates a spending limit exception for expenditures for stipends paid to any student teacher or intern who is completing a supervised teaching practicum in a Nebraska public or private school as part of the requirements for teacher certification.

Current law defines "student teacher" or "intern" as a student who is enrolled in a postsecondary educational institution approved by the State Board of Education for teacher training and who is jointly assigned by such institution and a board of education to student-teach or intern under the direction of a regularly employed certificated teacher, principal, or other administrator. Student teaching may include duties granted to a certificated teacher under the rules and regulations of such board and any other part of the school program for which either the cooperating teacher or the principal is responsible. *[Ref. § 79-875]*

LB 572 also amends the School District Property Tax Limitation Act, which currently only excludes that portion of a school district's property tax request that is needed to pay the principal and interest on approved bonds. LB 572 provides for a second exception to pay for stipends to student teachers or interns.

Tort Claims

LB 156	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Conrad	Judiciary	Allow tort claims under the State Tort Claims Act and Political Subdivisions Tort Claims Act for sexual assaults of children in school settings

LB 156 amends the Political Subdivisions Tort Claims Act and makes the provisions of the Act applicable when the claim arises out of a sexual assault of a child that occurred:

- (a) On school grounds;
 - (b) In a vehicle owned, leased, or contracted by a school and being used for a school purpose;
 - (c) In a vehicle being driven for a school purpose by a school employee or person designated by the school; or
 - (d) At a school-sponsored activity or athletic event.
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LB 236	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Conrad	Judiciary	Allow claims involving child abuse or sexual assault of a child under the Political Subdivisions Tort Claims Act

LB 236 is the same measure offered by Senator Wayne (LB 25) in 2023. LB 25 was passed narrowly on April 18, 2024, by a 28-17 vote. On the same day, Governor Pillen vetoed the measure.

LB 236 amends the Political Subdivisions Tort Claims Act and makes the provisions of the Act applicable when the harm caused by child abuse or sexual assault of a child is a proximate result of the failure of a political subdivision or an employee of the political subdivision to exercise reasonable care to either:

- (i) Control a person over whom it has taken charge; or
- (ii) Protect a person who is in the political subdivision’s care, custody, or control from harm caused by a non-employee actor.

Transgender Issues

LB 89	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Kauth	Government	Adopt the Stand With Women Act

Senator Kauth, along with 20 co-sponsors, introduced LB 89, which is a much broader version of LB 575 (2023). Four of the eight members of the Government Committee, which has jurisdiction over LB 89, are co-sponsors.

LB 89 creates the Stand With Women Act. In part, the measure is meant to address inconsistencies in court rulings and policy initiatives with respect to the definitions of sex, male, female, man, and woman, which have led to “endangerment of single-sex spaces and resources,” necessitating clarification of certain terms.

The bill applies to educational institutions, including public, private, denominational, or parochial schools offering instruction in elementary or high school grades and postsecondary educational institutions. It also applies to state agencies.

LB 89 provides various definitions:

- (a) “Boy” means an adolescent human male;
- (b) “Female” means a person whose biological reproductive system is organized around the production of ova. Female includes a woman and a girl;
- (c) “Girl” means an adolescent human female;
- (d) “Male” means a person whose biological reproductive system is organized around the production of sperm. Male includes a man and a boy;

- (e) “Man” means an adult human male;
- (f) “Woman” means an adult human female.

Restrooms and Locker Rooms

LB 89 provides that the governing body of a school must designate each group restroom and locker room within each school building as either for use by females or for use by males.

With exceptions noted below, the governing body of a school may not:

- (a) Allow a male to use a restroom facility designated for use by females;
- (b) Allow a female to use a restroom facility designated for use by males;
- (c) Allow a male to enter or use a locker room designated for and being used at such time by one or more females; or
- (d) Allow a female to enter or use a locker room designated for and being used at such time by one or more males.

Exceptions:

- (a) An individual entering a restroom under the following circumstances:
 - (i) Entrance for custodial, maintenance, or inspection purposes; or
 - (ii) Entrance to render emergency assistance; or
- (b) A parent or caregiver bringing a minor child or an individual with a disability that is of the opposite sex of such parent or caregiver into a restroom designated for such parent’s or caregiver’s biological sex.
- (c) An individual entering a locker room under the following circumstances:
 - (i) Entrance for custodial, maintenance, or inspection purposes;
 - (ii) Entrance to render emergency assistance; or
 - (iii) Entrance by a coach, athletic trainer, or other authorized official or school employee.

Retaliation for Reporting

The governing body of a school or any school official or employee of a school may not retaliate against any person for reporting a violation of this legislation or related rules, regulations, or policies.

Athletics

An interscholastic or intramural athletic team or sport that is sponsored by a school or athletic association (NSAA) must be expressly designated as one of the following based on biological sex:

- (a) Males, men, or boys;

- (b) Females, women, or girls; or
- (c) Coed or mixed.

An interscholastic or intramural athletic team or sport sponsored by a school or NSAA and designated for females, women, or girls may not be open to a male student.

An interscholastic or intramural athletic team or sport sponsored by a school or NSAA and designated for males, men, or boys may not be open to a female student *unless* there is no female team offered or available for such sport for such female student.

The legislation would not restrict the eligibility of any student to participate in any interscholastic or intramural athletic teams or sports designated as coed or mixed.

Policy

LB 89 requires the governing body of each school to adopt a policy implementing the Stand With Women Act. (The measure does not provide details on the policy provisions.)

If the Commissioner of Education determines that any school district has intentionally refused, in a material manner, to comply with the Stand With Women Act, the commissioner must notify the school district of the non-compliance and allow the school district a *reasonable* time to comply.

If the commissioner determines, after such time has elapsed, that the school district is not in compliance and has not made a good-faith attempt to comply, the commissioner must take appropriate remedial action within the commissioner’s authority, up to and including qualifying such noncompliance as a violation of the rules and regulations for the *accreditation* of schools.

Other Provisions

LB 89 provides that an individual born with a diagnosis of a disorder or difference in sex development would have the relevant legal protections and accommodations afforded under the federal Americans with Disabilities Act of 1990, as amended.

The bill contains the severability clause so that if any section in the act or any part of any section is declared invalid or unconstitutional, the declaration may not affect the validity or constitutionality of the remaining portions.

LB 89 provides that a government entity, licensing or accrediting organization, or athletic association shall not entertain a complaint, open an investigation, or take any other adverse action against a school for maintaining any separate interscholastic or intramural athletic team or sport for female students.

LB 605	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Raybould	Education	Require each school board to adopt a policy relating to transgender student participation in extracurricular activities sponsored by a school or an athletics or activities association

LB 605 requires each school board to develop and adopt a policy relating to student participation in extracurricular activities as a transgender student. The policy must:

- (1) Require a student's medical information, which may include information regarding a student's transgender status, legal name, or gender assignment at birth, be kept confidential by the school in accordance with applicable local, state, and federal privacy laws unless required to be shared by law or policy or otherwise authorized by a student and such student's family;
- (2) Require the following procedures in regard to allowing participation by a transgender student in extracurricular activities sponsored by a school or an athletics or activities association (NSAA) to which the school is a member:
 - (a) That a transgender student and such student's parent contact a school administrator or athletic director, in writing, indicating that the student is a transgender student, having a consistent gender identity different than the biological sex on the student's birth certificate, and list the activities in which the student wishes to participate. The writing must be provided to the school board by the school administrator or athletic director;
 - (b) That the school board determine if the student meets the eligibility standards for participation as a transgender student pursuant to the policy developed and adopted and if the student is likely to meet the requirements of participation of any applicable athletics or activities association to which the school is a member; and
 - (c) That, if the school board determines that the student meets the eligibility requirements of the school for participation as a transgender student in an extracurricular activity sponsored by the school or NSAA, the school board submit the eligibility application to any necessary and NSAA required for participation by the transgender student;
- (3) Require the following information be provided to the school board and authorize such information to be shared with NSAA if required by such association for a request by a student to participate in an extracurricular activity as a transgender student:
 - (a) The current school registration information of the student;
 - (b) A written statement from the student and the student's parent or guardian affirming the consistent gender identity and expression to which the student self-relates;
 - (c) Documentation from individuals including, but not limited to, parents, friends, and teachers affirming the actions, attitudes, dress, and manner of the student that demonstrate the student's consistent gender identification and expression;
 - (d) Written verification from an appropriate health care professional of the student's consistent gender identification and expression;
 - (e) Medical documentation of any hormonal therapy, sexual reassignment surgery, physiological testing, counseling, or medical or psychological interventions on behalf of the student; and

- (f) Any other relevant documentation and information provided by the student or the student's parent or guardian;
- (4) Require the following review criteria be used as part of a determination by the school board as to the approval or denial by the school board of a student's application to participate in an extracurricular activity as a transgender student:
 - (a) That the documentation has been submitted to the school board; and
 - (b) For a student applying to participate in an extracurricular athletic activity as a transgender female, that creditable medical documentation of hormonal therapy, sexual reassignment surgery, or physiological testing has been submitted to the school board and establishes that the transgender female student has either completed a minimum of one year of hormone treatment related to gender transition or undergone medically confirmed gender reassignment surgery and demonstrates to the school board through a medical examination and physiological testing that the transgender female student-athlete does not possess physical or physiological advantages over biological females of the same age group;
- (5) Require that any hormone supplementation or suppression therapy by a student applying for participation in an extracurricular activity as a transgender student (i) is taken under the supervision of, and monitored by, a licensed physician and (ii) does not violate any performance-enhancing supplement policy of the school board or NSAA;
- (6) Require that upon approval by the school board and NSAA, the student may not return to such student's gender identified on the birth certificate for purposes of participation in an extracurricular activity sponsored by the school or NSAA unless another evaluation is undertaken by the school board and applicable association, except that a transgender female student that has been approved for participation on a female team pursuant to such policy may participate on a male team when there is no female team available or offered by the school in such sport or a comparable sport. A transgender male student who has been approved for participation on a male team pursuant to this policy shall not be eligible for participation on a female team unless reevaluated and approved pursuant to the policy developed pursuant to this section;
- (7) Require that if a student evaluated pursuant to the school board's policy is denied participation as a transgender student, the student's eligibility for extracurricular activities sponsored by the school or an athletics or activities association to which the school is a member remains with the team of the gender identified on the student's birth certificate;
- (8) Require an appeals process be developed by the school board for a student evaluated pursuant to the school board's policy and require that the school board comply with the requirements of any appeals process not inconsistent with this policy that is adopted by an applicable athletics or activities association to which the school is a member;
- (9) Require that a student approved to participate in an extracurricular activity as a transgender student pursuant to the policy developed and adopted pursuant to this section, use the restroom, shower, and locker room associated with the student's biological sex when necessary and appropriate or be assigned a separate restroom, shower, or locker room for use when appropriate and available; and

- (10) Require that if a school board approves an application for a student to participate in an extracurricular activity as a transgender student in an activity that also requires such transgender student eligibility be approved by an athletics or activities association to which such school is a member, the school board shall cooperate with, and submit, any documentation required by the association in order for such student to receive a determination from such association relating to the transgender student's participation eligibility.

A school board must require eligibility for an extracurricular activity separated by male and female teams to be based on the student's gender as determined by the biological sex noted on the student's birth certificate unless approved for participation as a transgender student pursuant to the policy developed and adopted or by a policy relating to cross-gender participation in sports.

Nothing in the policy developed and adopted may be construed to encourage any student to undergo hormone therapy, sex reassignment surgery, or other medical treatment, resulting in a change to the student's gender.

Nothing in the policy developed and adopted may be construed to affect a policy relating to cross-gender participation in sports that authorizes a female to participate on a male team when there is no female team offered or available by the school in that sport or a comparable sport.

For purposes of LB 605:

- (a) "Biological sex" means the biological sex of an individual as the male or female gender assigned at birth;
- (b) "Gender" means the state of being male or female;
- (c) "Gender eligibility" means a student's gender for purposes of eligibility for activities sponsored by a school or by NSAA, which must be determined by the biological sex noted on the student's birth certificate;
- (d) "Gender expression" means external appearance, characteristics, or behaviors typically associated with a specific gender;
- (e) "Gender identity" means an innate sense of an individual's own gender; and
- (f) "Transgender" means having a gender identity or gender expression that differs from societal expectations based on gender assigned at birth.

Classified Salary Schedule - Hemingford Public Schools					2024-2025
	.50 Increase Yearly	.40 Increase Yearly	.40 Increase Yearly	.30 Increase Yearly	3% Increase Yearly
Experience Steps	Group A	Group B	Group C	Group D	Group F
1	11.50	11.00	9.75	9.00	20.06
2	12.00	11.40	10.15	9.30	Activity Drivers
3	12.50	11.80	10.55	9.60	Per Hour
4	13.00	12.20	10.95	9.90	
5	13.50	12.60	11.35	10.20	38.11
6	14.00	13.00	11.75	10.50	Bus Route Per Hour
7	14.50	13.40	12.15	10.80	
8	15.00	13.80	12.55	11.10	
9	15.50	14.20	12.95	11.40	Hourly Activity and
10	16.00	14.60	13.35	11.70	Route Rates are the same
11	16.50	15.00	13.75	12.00	for Drivers
12	17.00	15.40	14.15	12.30	of all levels of
13	17.50	15.80	14.55	12.60	experience, and
14	18.00	16.20	14.95	12.90	includes driving
15	18.50	16.60	15.35	13.20	and wait time.
16	19.00	17.00	15.75	13.50	
17	19.50	17.40	16.15	13.80	
18	20.00	17.80	16.55	14.10	
19	20.50	18.20	16.95	14.40	
20	21.00	18.60	17.35	14.70	
21	21.50	19.00	17.75	15.00	
22	22.00	19.40	18.15	15.30	
23	22.50	19.80	18.55	15.60	
24	23.00	20.20	18.95	15.90	
25	23.50	20.60	19.35	16.20	
25 +	Standard 3% Increase *4.5% for 2024-2025	Standard 3% Increase *4.5% for 2024-2025	Standard 3% Increase *4.5% for 2024-2025	Standard 3% Increase *4.5% for 2024-2025	3% Increase
<i>Credit for Outside experience will be granted and varies</i>	Maintenance Director Business Manager Executive Secretary	Food Service Manager	Building Custodian Building Secretary Food Service Para Certified	Para - Non Certified Food Service Aide Substitutes Maintenance Aide	Bus Drivers
<i>Support staff working 30 hours or more on a regular basis qualify for single health insurance coverage.</i>					

DRAFT Classified Salary Schedule - Hemingford Public Schools					2025-2026
Minimum Rate Required by Nebraska Revised Statute § 48-1203:			\$15.00		
	.50 Increase Yearly	.40 Increase Yearly	.40 Increase Yearly	.30 Increase Yearly	3% Increase Yearly
Experience Steps	Group A	Group B	Group C	Group D	Group F
1	17.50	17.00	15.75	15.00	20.66
2	18.00	17.40	16.15	15.30	Activity Drivers
3	18.50	17.80	16.55	15.60	Per Hour
4	19.00	18.20	16.95	15.90	
5	19.50	18.60	17.35	16.20	39.25
6	20.00	19.00	17.75	16.50	Bus Route Per Hour
7	20.50	19.40	18.15	16.80	
8	21.00	19.80	18.55	17.10	
9	21.50	20.20	18.95	17.40	Hourly Activity and
10	22.00	20.60	19.35	17.70	Route Rates are the same
11	22.50	21.00	19.75	18.00	for Drivers
12	23.00	21.40	20.15	18.30	of all levels of
13	23.50	21.80	20.55	18.60	experience, and
14	24.00	22.20	20.95	18.90	includes driving
15	24.50	22.60	21.35	19.20	and wait time.
16	25.00	23.00	21.75	19.50	
17	25.50	23.40	22.15	19.80	
18	26.00	23.80	22.55	20.10	
19	26.50	24.20	22.95	20.40	
20	27.00	24.60	23.35	20.70	
21	27.50	25.00	23.75	21.00	
22	28.00	25.40	24.15	21.30	
23	28.50	25.80	24.55	21.60	
24	29.00	26.20	24.95	21.90	
25	29.50	26.60	25.35	22.20	
25 +	Standard 3% Increase	Standard 3% Increase	Standard 3% Increase	Standard 3% Increase	3% Increase
<i>Credit for Outside experience will be granted and varies</i>	Maintenance Director Business Manager Executive Secretary	Food Service Manager	Building Custodian Building Secretary Food Service Para Certified	Para - Non Certified Food Service Aide Substitutes Maintenance Aide	Bus Drivers
<i>Support staff working 30 hours or more on a regular basis qualify for single health insurance coverage.</i>					

Hemingford Public Schools
NASB ALICAP Summary Report
January 21, 2025

Dr. Travis Miller, Superintendent: tmiller@gubn.org

Loss Control Consultant: Jamie Isom, jisom@nasbonline.org (402)376-5781

Observation of buildings and grounds:

The campus of Hemingford Public Schools includes the school building, the shop classroom, greenhouse, superintendent housing, and additional storage buildings on the school site. The district has a building across the street that serves as additional classroom space and meeting space for the district. The building across the street has electronic entry which is being added for more areas throughout the campus. Electronic entries have been added to several outside entry points, such as the gym. Consideration is being given to moving the district office to the building across the street, freeing some space for students in the high school so students will not have to cross the highway.

The county fairgrounds are adjacent to the school buildings and the district partners with the county fair through a long-term lease. This allows for the use of a large metal building for bus/vehicle as garage space and the parking area on a regular basis. The football field is located on the fairgrounds, but the school maintains it. A concession stand was built in recent years and updates were made to the crowd's nest structure to include storage. Be sure that fire extinguishers are available in these spaces along with other health and life safety kinds of equipment (i.e., AED) when in use.

The bus loading zone in front of the school was clearly marked.

The school building has controlled entry and surveillance cameras are present and operational inside and outside of the buildings. Almost all outside areas are covered by cameras.

The kitchen area was clean and organized. Supplies and food service items were placed on shelves and stored to allow staff members easy access. Fire extinguishers and fire suppression systems have been inspected recently and local monthly inspections were up to date.

The science room has locked chemical storage with appropriate signage. An eye wash station, fire blanket, and gas shut off are available. The chemical storage room has been cleared of many inappropriate chemicals in the last few years, so good work to get that done.

The art room is very full of equipment, supplies, projects, etc. It is also very full of students, which is a good issue to have. Continue to work to clear any unused or unnecessary items to allow for clear passage throughout the room. A minimum of three-foot wide unobstructed aisle should be available to at least the exits in the room, as well as within any storage space in the room. Also, be sure to remove any electrical cords or other items that may present a trip or fall hazard. Be cautious about the use of multiple extension cords as this may also lead to electrical or fire hazards.

The music room was orderly, and practice/storage areas were organized.

Other classrooms throughout the high school portion of the building were in order with minimal storage issues. Again, a reminder to minimize the use of extension cords as much as possible to help eliminate additional risk for slip, trip, and fall, but also helps to minimize risk related to electrical malfunction. And finally, a reminder to minimize or eliminate the number of decorative items attached to or hanging from the ceiling throughout the building.

The gym area has fixed basketball hoops and bleachers are inspected locally on a regular basis. Arresting straps have been added to adjustable basketball hoops. The wrestling and weight rooms are located through the locker rooms.

The high school boiler room was relatively free of any unnecessary items and a current inspection certificate should be arriving soon as the inspector was there recently.

There are modulars outside of the school building used as additional upper elementary classrooms. All have their own fire extinguisher and are connected to the overall fire system. These buildings are kept locked and are also covered by the district's surveillance system. A ramp has been added and updated to provide accessibility to the buildings.

The concrete area that leads to the playground is cracking and heaving and presents a trip and fall hazard. Consider adding this to the district's short list for concrete repair and replacement. The district is considering a bond to do some updating, and this area could be reworked if that were to pass.

The elementary building is a two-story original section of the building that is clean and well taken care of, especially considering it was built in the late 1920's. The boiler was recently inspected, and a new certificate should arrive soon. Near the boiler is another room (the old coal room) that is being used for storage. Always be sure to try to keep the amount of student artwork displayed on walls and ceiling to no more than 20% of the area to help reduce the fuel load related to potential fire.

The playground has a fenced area for preschool, and another for elementary age students. The border around the playground has been replaced. A weekly documented playground inspection is recommended. ALICAP has a sample form that could be used for this, or the district may use a form of its choosing. Completed inspection forms should be kept on file. The fill on the playground looks to be adequate but be sure to maintain it at a level that is consistent with the playground equipment manufacturer's recommendations.

The Industrial Arts/Shop was not visited on this trip but be sure to keep an area of at least three feet clear in front of all electrical panels and that work areas are kept clean and clear of unneeded materials. A greenhouse is available for student/class use. It is a separate building located near the shop building.

Emergency and exit lights appeared to be working throughout. Be sure to check all exit lights at least monthly and document the monthly inspection.

Although no bus inspections were completed during this visit be sure that all transportation vehicles have a fire blanket, first aid kit, body fluid cleanup kit, attached fire extinguisher (inspected monthly), safety markers, and a belt cutter. The ALICAP Transportation Manual is recommended to be kept in each vehicle as well.

Custodial rooms throughout the building were organized and with storage of appropriate materials on shelving that allowed items to be easily accessed.

In both buildings, classrooms and hallways are clean and have few obstructions. Exit routes and location of tornado shelter and fire exits were posted. Standard response protocols have been adopted by the district and information was posted throughout the building. Additional signage that clearly marks the identified tornado shelters should be added.

NOTES FROM ADMINISTRATIVE INTERVIEW

The ALICAP dashboard was reviewed and is being used. The district was made aware of the new Worker's Comp Claims Nurses Hotline as well as potential high-risk activities. Hemingford has the following Work Comp Experience Modifier rates: 2023-2024 is .91, 2024- 2025 is 1.18.

The buildings and grounds were in good order, providing a very welcoming environment.

Hemingford staff members have recently been assigned Safe School courses so great to see that being used in the district. It is an efficient way to have credible and documented training that staff members can do at their own pace, or in a large group. Training related to slips, trips, and falls is also available. Appropriate online training available could assist the district in meeting the NDE 2-hour training requirement for those staff members transporting students in school vehicles. Training modules are added and updated regularly. Safe Schools online training is available to member schools at no cost.

Hemingford is supported by their in-house staff and ESU for cyber security and ransomware related systems. Currently, the district status is unqualified; however, it was reported that the district does have additional procedures and processes in place that could lead to a change in the status. Be sure to communicate with insurers, specifically Daniel Shonka at Daniel.shonka@prmne.com and the ESU about these changes so that status may be reviewed.

Risk alerts are forwarded to staff members.

The Safety Committee and Labor Committee meet the required four times annually. Notes from the meetings are recorded and kept on file. The Rule 10 Annual Safety visit was done in the last year, completed by Allan Gross. Drills include fire, tornado, AED usage, evacuation, lock down and lock out and the district works cooperatively with local emergency responders.

The district has taken the initiative to add other safety protocols including the addition of phones in all classrooms with plans to connect to an updated intercom system, providing "Safety Buckets and Bats" in each classroom that include items that may be needed in a lock down situation such as active shooter or health emergencies. YakTraks were purchased for all staff members that wanted to have them, which was about forty people, so a great incentive to help avoid slips, trips, and falls.

The district is part of the Safe 2 Tell network and has benefited from that membership with some recent events.

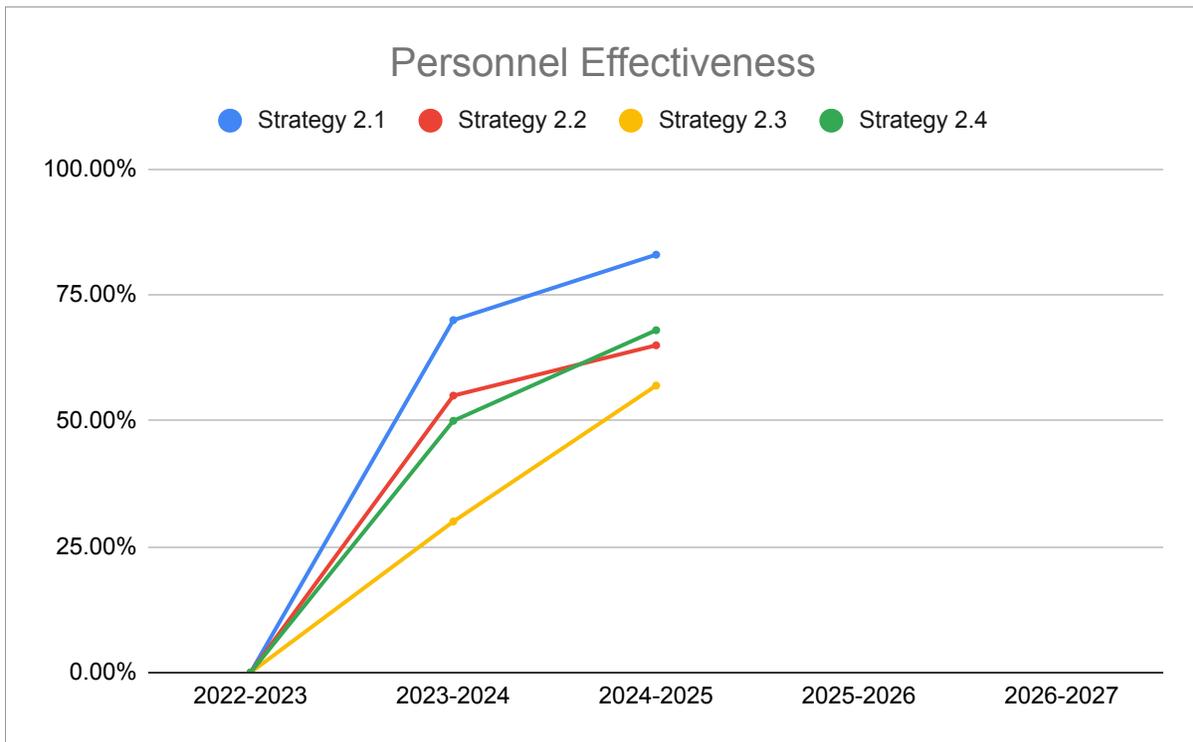
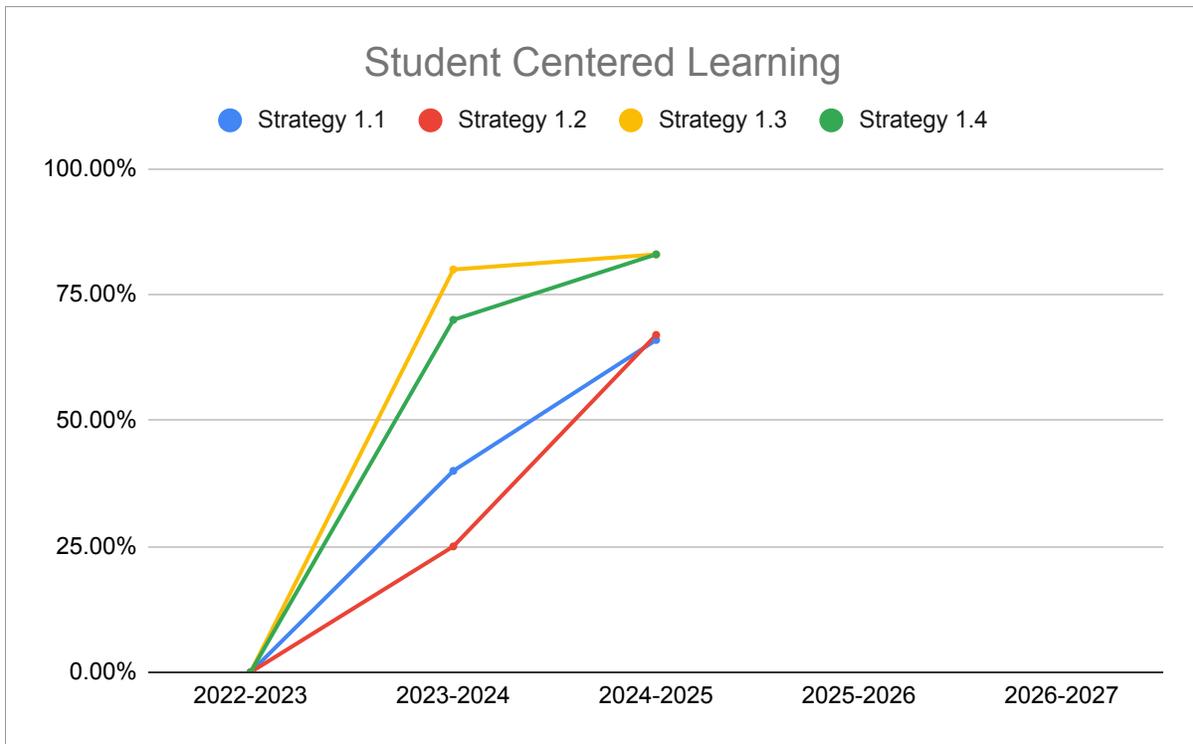
The district received a Safety and Security Grant and will soon complete or have already completed the addition of new doors and locks, added intercom to all buildings, and phones in every classroom to provide for better communication. External doors now have a proximity key and keys can be programs to allow access only during certain times of the day.

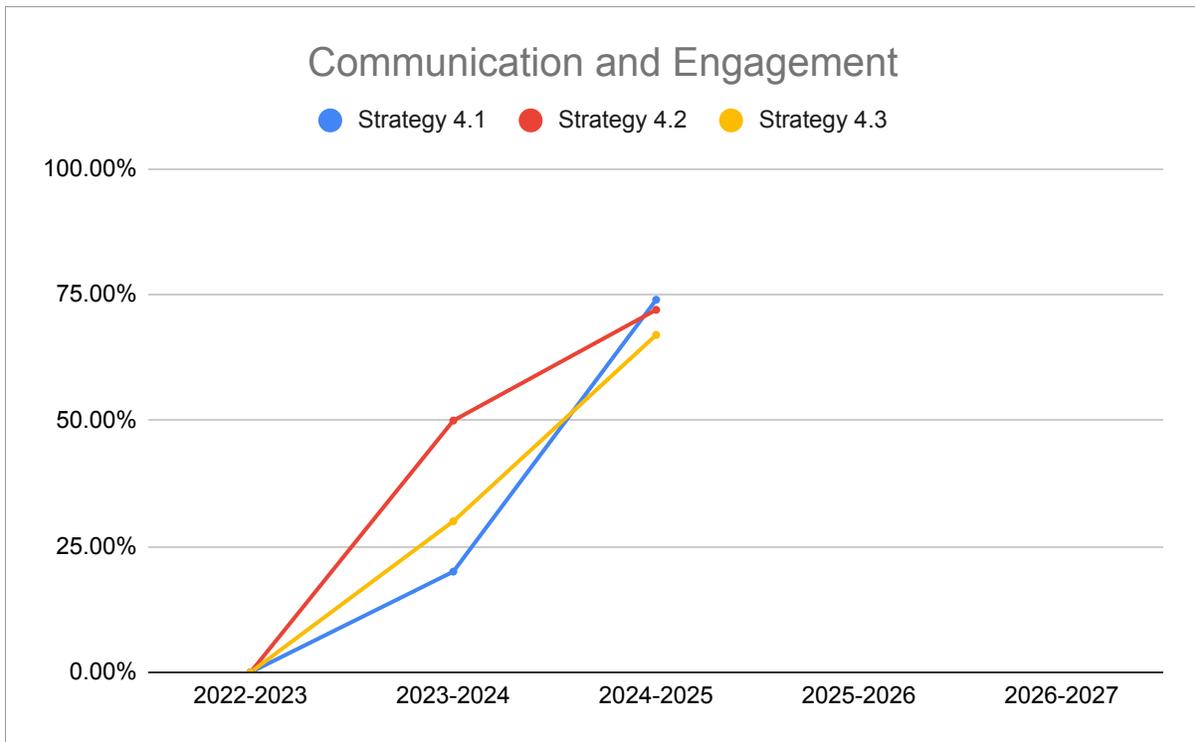
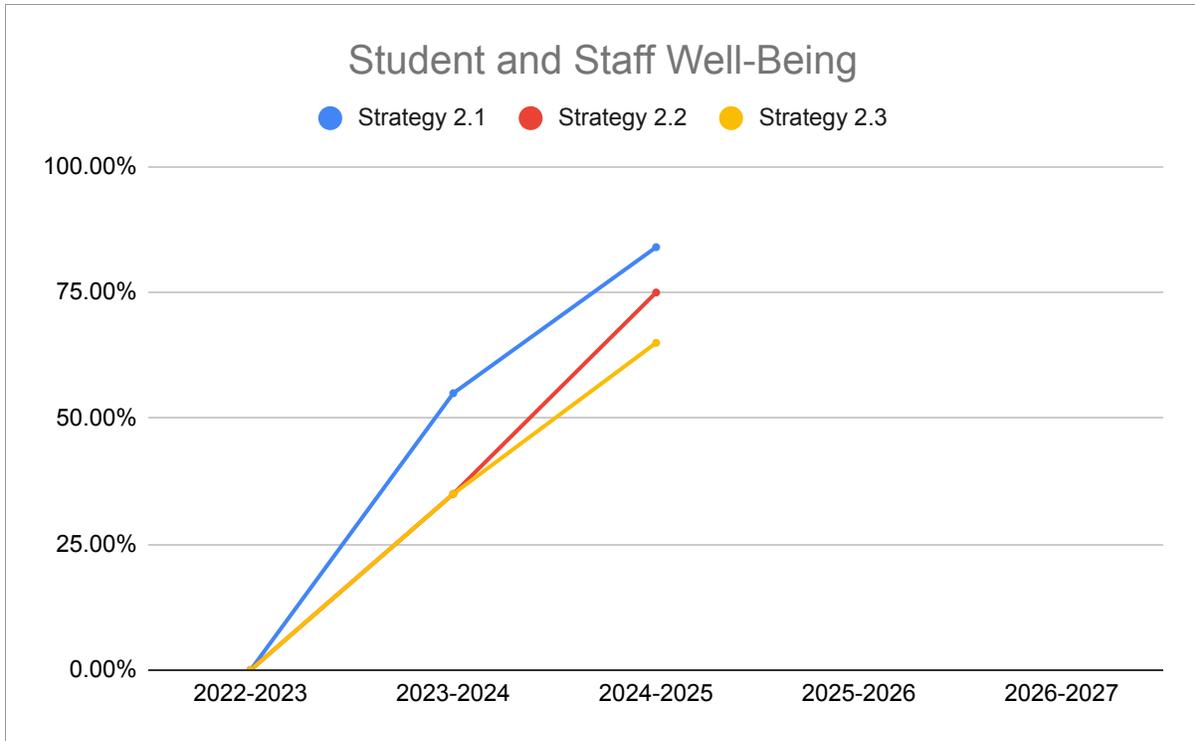
The district makes safety a priority. Good work!

DISCLAIMER

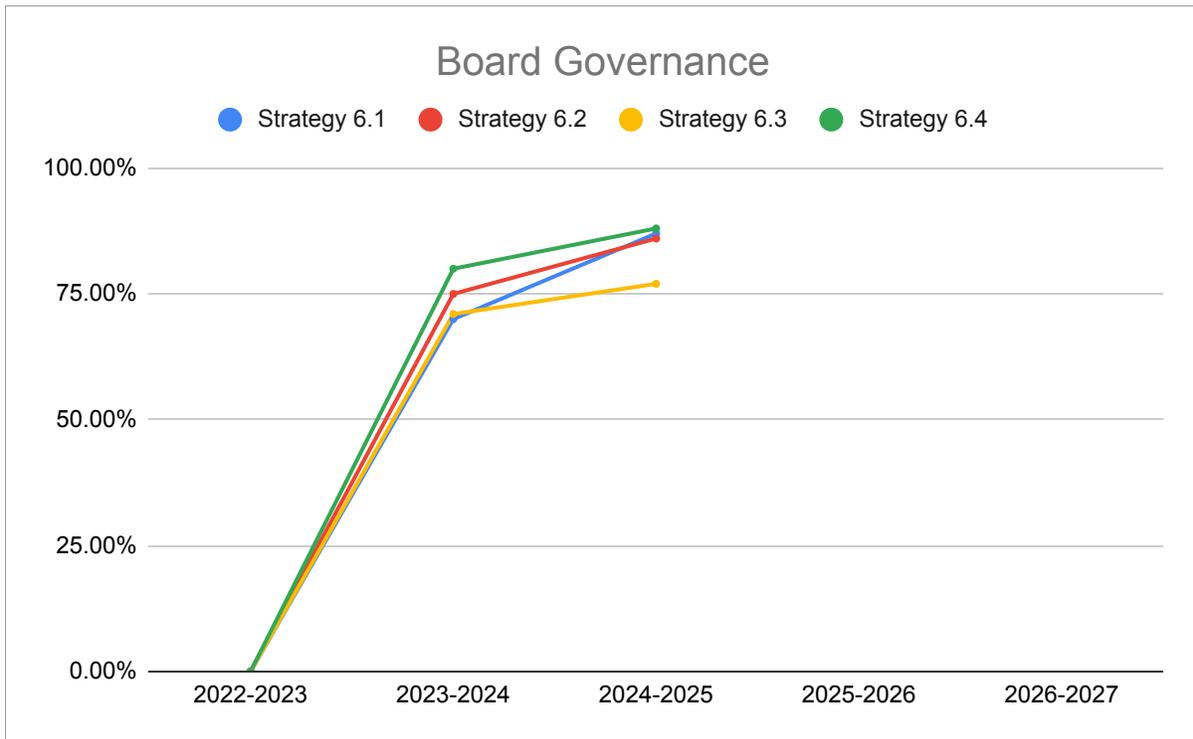
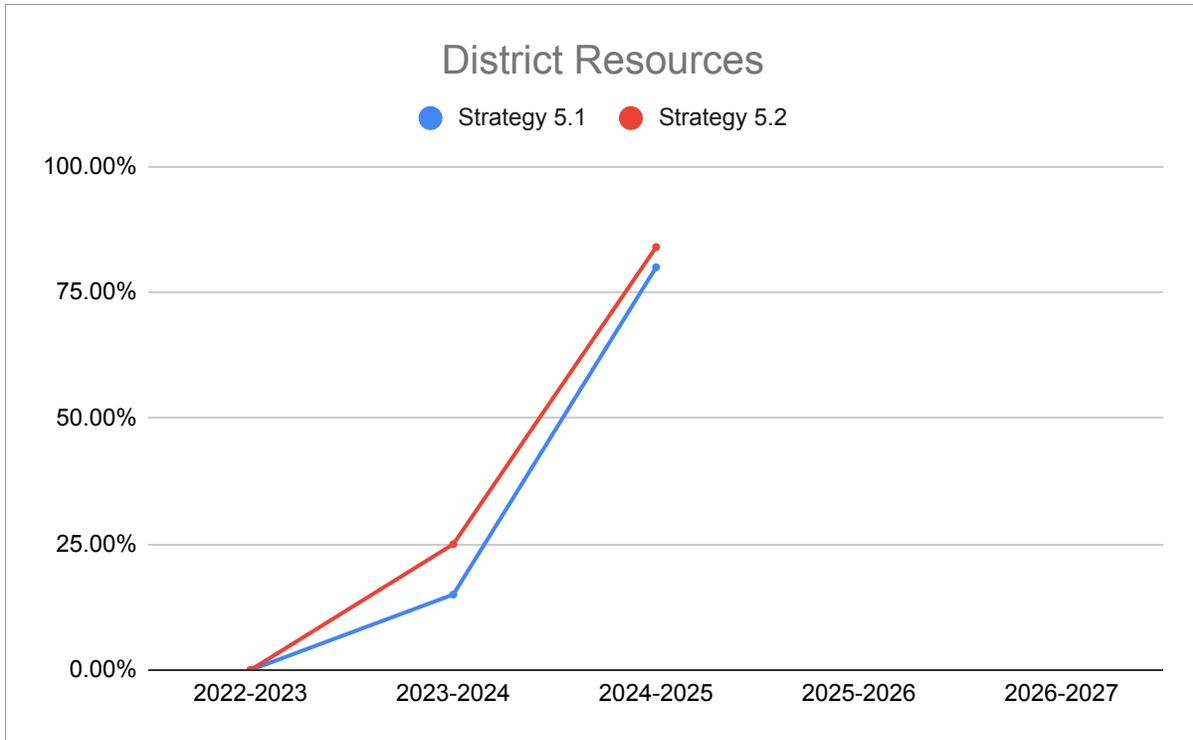
Because it is solely your responsibility to make safety and health inspections and take whatever actions may be necessary to prevent losses, enforce safety procedures, detect and eliminate hazardous conditions and comply with any federal, state or local law, annual NDE Rule 10 review or any other rule or regulation concerning safety or health, we must advise you that by conduction of surveys and issuing recommendations or reports, ALICAP does not undertake to render services or assume a duty to you or for your benefit or to any third person or for that person's benefit. ALICAP's surveys, recommendations and reports are made solely for the purpose of aiding us in reducing our losses and are not intended to detect or point out all the hazardous conditions on your property or in your operations. There may be hazardous conditions on your property or in your operations which have not been either detected or pointed out to you. You must not rely solely on ALICAP's surveys, recommendations, or reports to discover any hazardous conditions as it is your responsibility to do so.

Strategic Plan Guiding Principles Progress





Strategic Plan Guiding Principles Progress



Superintendent's Report

February 10, 2025

Secondary School PowerSchool Enrollment (+ or - based on comparison to prior month)

7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	Total
37	25	31	27	32	25	177
+1	+1					

Mission/Vision/Goals

- The MTSS teams continue to work on implementation of systems to support our students academically and behaviorally. Their ongoing work is appreciated.
- We will be sending representatives of our MTSS/School Improvement Team to Continuous Improvement Process training this June.

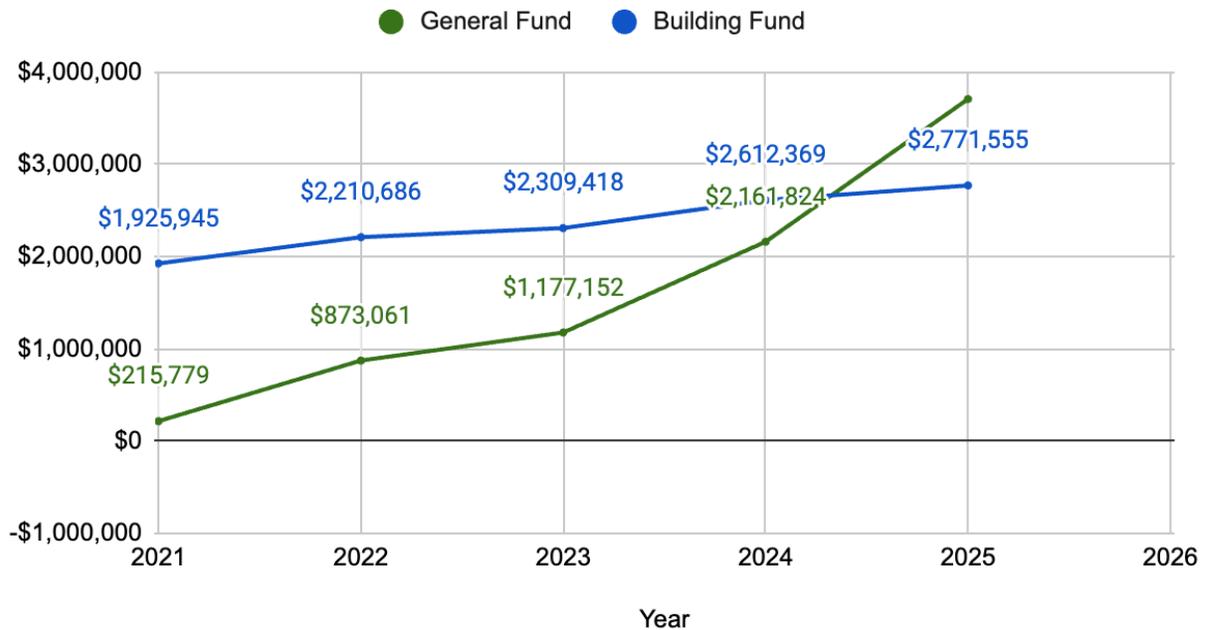
Policy

- The policy manual has been updated as of February 8, 2025, and the changes from the January 13, 2025 board meeting have been incorporated.
- A draft social media policy has been shared with staff for feedback. I anticipate at a future meeting we will present a proposed policy for that along with a proposed policy regarding recording of others without consent.

Budget Planning and Management

- We will need to also adjust our support staff salary schedule to continue to be useful, predictable, and sustainable over time with future mandated changes in Nebraska's minimum wage. With a new schedule we would need to utilize divergent initial placements for our existing staff (to ensure fairness to our current staff) while also being competitive to continue to retain and attract excellent service for our students and mindful of the impact of rising labor costs on our budget and operations. I have attached the current version along with the working draft. If you have thoughts about the structure or anything else with the draft document, please let me know. We will continue to refine this before bringing a proposed updated schedule to the board.
- We will want to continue to stay informed about various proposals that might impact our district with the Legislative session. This year is a long (90-day) session for the Legislature. I have attached a summary of legislative bills with possible impact to school districts (prepared by Dr. Mike Dulaney with NCSA).
- Thank you to Kristy Hanks for working with Nebraska Bank on getting the QCPUF account up and running during the period between budget adoption and receipt of funds.
- Financial Data is current on the [Strategic Dashboard Indicators Page](#). If you have any feedback regarding the displays and any other data or format you would prefer, please let me know. Here is the monthly fund balance trend report for the General Fund and Building Fund:

February Fund Balances



Educational Leadership

- I appreciate the work of the board along with our leadership team including Mrs. Gilkerson, Mrs. Johnston, Mr. Redden, Mrs. Plog, and Mr. Redden in updating our [Strategic Dashboard Strategy Page](#) self-assessment and ratings.
- I look forward to Mr. Redden taking on a new leadership role in our school. I appreciate his perspectives and look forward to working with him on behalf our students, staff, and community.

Organizational and Cultural Leadership

- I appreciate the work of Mrs. Frost and the Culture and Climate Team working on the Staff Recognition Dinner for this year. If you haven't done so, please RSVP to Mrs. Frost. The date is Friday, February 28th. Doors will open at 5:30. Dinner and event will start at 6. As we get closer, we will put out a message for RSVPs.

Professional Leadership

- Mr. Arneson and Mrs. Plog will be presenting at the upcoming NRCSA Conference, and Blanche Randolph will be a panelist at the conference. Their leadership and engagement are appreciated.

Community Relations

- Thank you to the Boosters for putting together a successful Winterfest for our students. Their interest in a great high school experience for our students is appreciated.

Board-Superintendent Relations

- I appreciate our team taking the opportunity to attend the upcoming NRCSA Conference in Kearney. Representing our school will be Trish Schumacher, Blanche Randolph, Mr. Arneson, Mrs. Plog, and Mr. Redden.
- Thank you to the Board of Education for all of the time you contribute to making our school the best it can be. Your willingness to give of your time, expertise, and talents is most appreciated!

Strategic Plan (Highlights)

- Reporting order on these Principles is based on the Prioritization Summary:
 - **Guiding Principle III: Student and Staff Well-Being**
 - We hosted Terri Haynes and Dr. Katie Carrizales on January 16th as part of the ongoing support for the grant that paid for our counseling materials. Our counselors shared our ongoing work with mental health screeners, the development/implementation of MTSS tiers for social-emotional learning, and planning for ongoing Character Strong implementation.
 - We have been asked to host the Western Nebraska School Mental Health Conference Sponsored by ESU#13 in the fall of 2026. We are thinking we would ask the calendar committee to select a date and build that day into our calendar for the 2025-2026 school year as a staff development day, most likely in October.
 - We are planning to send our counselors to the National Character Strong conference this July in Tacoma, Washington.
 - I am exploring the possibility of a staff wellness program with “Wellness Partners LLC”. I have attached a couple of documents outlining the services they could provide to our school district.
 - **Guiding Principle I: Student-Centered Learning**
 - Mrs. Johnston has 40 businesses/schools/organizations planning to attend the upcoming career fair. This opportunity will be available to our students in grades 5-12 along with students from Crawford and Sioux County.
 - We continue to update the academic catalog for the coming year. Here is a link to the current DRAFT [2025-2026 Academic Catalog](#)
 - Nurse Kimball brought the [Life First Learning](#) program to our school to bring health care professional exploration/training to our students in grades 10-12 on January 21st. This was funded by the [Nebraska Panhandle Area Health Education Center](#).
 - **Guiding Principle IV: Communication and Engagement**
 - 34,897 messages were delivered on Remind last month. This includes 31,055 announcements and 3,842 conversations and reactions.
 - The Annual Report is published on the webpage. Thank you to Mr. Arneson for all of his work on getting the report updated and published.
 - **Guiding Principal II: Personnel Effectiveness**
 - We continue to work on refining walkthrough practices regarding observations and feedback to our instructional staff. An early review of

the data so far suggests instructional alignment to the standards, engagement by students, and quality instructional materials use. Here is a high-level summary compiled by Dr. Julie Downing:

- No classrooms were not yet effective on any element
 - 93% were developing effectiveness or highly effective in Lesson Focus
 - 97% were developing effectiveness or highly effective in Engagement
 - 90% were developing effectiveness or highly effective in Use of Instructional Materials
- We will be completing second semester evaluations the next couple of months.
 - During our March Friday Inservice we will have a training update from Andy Leider at BBGH and Nurse Kimball regarding concussions and medication administration. I appreciate Mr. Westover and Mrs. Plog working to arrange for these professional development opportunities for our staff.
- **Guiding Principal V: District Resources**
 - We provided an overview of the updated facilities concepts to the staff during recent professional development. We also reviewed the proper roles of school employees in regard to bond issues.
 - I appreciated the turnout at the recent community work session. I received a count of 44 community members involved in the work.
 - I am open to ideas from the board and community members regarding ways to connect with our community to provide education about the facilities issues and upcoming proposals.
 - Dr. Jamie Isom recently conducted our Loss Control Consultation (ALICAP). That report is attached.

Planned Professional Travel

- I plan to attend student activities as my schedule allows. (Hopefully, State events)

Board Reminders (from the Contract with the Superintendent)

- **Evaluation.** The Board shall evaluate the Superintendent twice during the Superintendent's first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the regular November meeting. The Superintendent shall: remind the Board members in writing of this provision no later than its regular October meeting; make the Superintendent evaluation an agenda item for the regular November Board meeting during each year of this contract; and provide the Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.
- **Renewal of Contract.** If a Board representative does not inform the Superintendent in writing on or before the seventh day after the regular December 2024 board meeting

(and each December thereafter) of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of one year from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than its regular November meeting of each year of this contract and shall make the renewal of the Superintendent's employment contract an agenda item for the regular December board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

Leave Log

- I have used nine days of PTO leave (July 5, July 16, July 17, July 18, July 19, August 2nd, November 4, November 21, and November 22). I have 28 PTO Days Remaining in the contract year ending June 30th. I plan to take 3.5 days of PTO between now and the end of the month and also plan to take some PTO Time immediately after the end of this school year.

Wellness Partners LLC

Preventive Care Clinic Program

Proposal for:

HEMINGFORD PUBLIC SCHOOLS

Services Provided by Wellness Partners

Annual Health Risk Assessment (HRA)

1. Paper health risk assessment targeted to optimal health improvement.
2. An education-focused 20 page personalized HRA with bi-annual comparison of screening results.
3. Copy of lab results for their personal or physician's use.

Annual On-Site Preventive Care Clinic (over 40 tests/screenings per person)

1. Height, Weight, Pulse, and Blood Pressure Readings. (Copy given to participant)
2. Body Mass Composition.
3. Take home colorectal screening kit (for those 35 years and older).
4. 35 blood tests (including hs-CRP, PSA & Thyroid) for early detection of diseases.

Employee Health Education and Reinforcement

1. Monthly full color employee newsletter on lifestyle, health, and nutrition related topics.
2. Condition and/or disease specific printed educational material for at-risk participants.
3. Electronic disease, condition, lifestyle, health, and nutrition material delivered via email.
4. Access to Wellness Partners' online wellness resource center available 24/7.
5. Disease management assistance for participants identified with:
 - a. Chronic Obstructive Pulmonary Disease (COPD)
 - b. Coronary Artery Disease
 - c. Diabetes
 - d. Obesity
 - e. Asthma

Telephonic Wellness Coaching

1. Personal wellness nurse consultation for each participant, including encouragement, review of high risk factors, lab results, and identification of personal goals.
2. Access to medical, nutritional, or other coaching staff for follow-up assistance or coaching during business hours.
3. Disease or condition management assistance.

Health and Wellness Promotional Material

1. Quarterly Worksite Posters.

2. Wellness Challenges and Contests
2. Assistance to obtain wellness awards
(ex. Nebraska Governor's Excellence in Wellness Award)

Employer Reporting and Analysis of Program Data

Wellness Partners will provide the employer, on an aggregate basis, annual data generated from the health screenings and assessments. Information will not contain any identifiable health information (PHI).

1. Executive HRA Summary Report

- a. Employee Demographics
- b. Major Health Risks
- c. Employee Health Status
- d. Health Age Summary
- e. Recommended Actions
- f. Intervention Strategies
- g. Economic Impact of Health Risks

2. Employer Productivity and Economic Benefit Report

- a. Excess Health Claims
- b. Presenteeism and Productivity
- c. Absenteeism
- d. Excess Costs per Risk Factor

3. Group Progress Reports

- a. Major Wellness Scores
- b. Clinical Test Values
- c. Disease and Conditions Identified

4. Employer Trending Reports (3 years minimum clinical data)

- a. Wellness Partners will collect and maintain employee health risk data in order to provide trending reports used to measure changes over time.

5. Summary of Early Detection and Healthcare Claims Savings

- a. Diseases detected through HRA and Screenings
- b. Potential Savings from Health Conditions Detected

- c. Value of Early Detection
- d. Measurement of Return on Investment

6. Participant Historical Records.

- a. Copy of Annual Health Risk Assessment.
- b. Copy of Annual Lab data.
- c. Weight, BMI and BP readings

Wellness Partners' Implementation

Wellness Partners is a turn-key program focused on providing employers with the most value and return on investment as possible. Employers using Wellness Partners have the highest impact by implementing the following components of the program:

1. Substantial Financial Incentive to Participate

Employer may create a premium differential between program participants and non-participants as an incentive to become actively involved in the wellness program. This can be a surcharge or discount.

- a. The differential will apply to employee only, employee and spouse, or family coverage.
- b. Differential is attributable to employee's share of premium.
- c. Differential will not exceed 20% of maximum annual cost for single, employee and spouse, or family.

2. On-Site Annual Health Screenings and Assessments

Employer will provide an appropriate location for the annual health screenings and assessments as well as assistance with set-up, scheduling participants, and promotion of the wellness program.

- a. Participation and completion of health screenings and assessments is mandatory for the employees to receive the incentives offered.
- b. Health screenings and assessments are available to adult employees and spouses.

- 3. **Employee Education, Reinforcement, and Support**
 - a. Monthly newsletters distributed to employees via payroll system.
 - b. Telephonic coaching and review of health assessment results available to participants at work.
 - c. Provide access to online wellness library to employees via internet, can be linked to company website.
 - d. Quarterly RN coaching for high risk participants is available.

Wellness Partners' Implementation Costs

All of the above services will be provided to **Hemingford Public Schools** at a per participant cost per month and payment option below.

Lab Fee Billing

___ **Comprehensive Lab Testing (Paid by Employer).....\$187.00 per participant.**

Additional Services

___ Flu Shots Billed to Employer.....\$45.00 Per Participant.

A1c Test (For Quarterly or Semi-Annually for Diabetics) \$40.00.



Lab Tests & Screenings

PERFORMED BY WELLNESS PARTNERS

BLOOD COUNTS

WBC: The white blood cell count is used for evaluation of infections, physiologic changes (stress, menstruation, and medication) and the body's susceptibility to infection.

RBC: The red blood cell count is used for determination of anemia or polycythemia (increased blood cell concentration).

HGB: Hemoglobin concentration is a measure of the ability to transport oxygen to the lungs.

HCT: The hematocrit is the percent of red blood cells in the total volume of blood.

MCV: Mean corpuscular volume is a measurement of the average size of your red blood cells.

MCH: Mean corpuscular hemoglobin is a calculation of the amount of oxygen-carrying hemoglobin inside your RBCs.

MCHC: Mean corpuscular hemoglobin concentration is a calculation of the concentration of hemoglobin inside the RBCs.

RDW: Red cell distribution width is a calculation of the variation in the size of your RBCs.

PLATELET: The platelet is a particle used in the process of forming a clot. This test is a count of the total platelets in the blood.

IRON: Iron is an important part of blood cell production. This test is used to diagnose and evaluate anemia.

VITAMINS, MINERALS, & ELECTROLYTES

SODIUM: Sodium is an electrolyte that indicates the water balance of the body and is regulated by the kidneys and adrenal glands.

POTASSIUM: Potassium is an electrolyte that reflects urinary function and fluid balance. It is important for the proper function of nerves and muscles.

CHLORIDE: Chloride is an electrolyte that indicates the water balance of the body. It closely follows the sodium values.

CALCIUM: Calcium is needed by every cell in the body for proper function. This is a test of the total calcium in the blood.

VITAMIN D: This test can help determine if you have a vitamin D deficiency which is a risk factor for neurological disease and osteoporosis. It can also clarify unexplained fatigue or depression.

LIPIDS (BLOOD FATS)

TOTAL CHOLESTEROL: Cholesterol is blood fat. This test can be used as a screening tool for the development of coronary artery disease.

HDL CHOLESTEROL: High density lipoprotein (or 'good cholesterol') is used to estimate risk of coronary artery disease.

TRIGLYCERIDES: Triglycerides are a form of neutral fat in the blood. Increased levels indicate increased risk of heart disease.

TOTAL CHOLESTEROL/HDL RATIO: The C/H ratio is used to estimate risk of developing coronary artery disease.

LDL CHOLESTEROL: Low density lipoprotein (or 'bad cholesterol') is used to estimate risk of coronary artery disease.

***DIRECT LDL:** Measures the LDL cholesterol to determine your risk of developing heart disease.



TOTAL BILIRUBIN: Bilirubin is a waste product of hemoglobin breakdown. The test is used to detect liver and blood disorders.

ALKALINE PHOSPHATASE: Alkaline phosphatase is an enzyme used to determine certain types of bone, liver, and bile duct diseases.

ALT (GPT): Alanine aminotransferase is an enzyme used to assess liver damage.

AST (GOT): Aspartate aminotransferase is an enzyme found in many tissues. It is an indicator of tissue damage, mainly in the liver, but also in the muscles, heart, and lungs.

TOTAL PROTEIN: Total protein is a measure of the total of 2 kinds of protein in the body: albumin and globulin. It can be indicative of a variety of diseases and disorders.

ALBUMIN: Albumin is the primary protein made by the liver. It is used as an indicator of liver and kidney disease.

GAMMA GT: Gamma-glutamyl transpeptidase is an enzyme that is used to assess liver diseases and bile duct disorders.

LDH: Lactate dehydrogenase is an enzyme that indicates cell damage. It is useful in diagnosing lung disease, liver disease, and anemia.

HS – CRP: High sensitivity C-reactive protein is a predictor of heart disease.



BUN: The blood urea nitrogen test is used to assess kidney function and hydration.

CREATININE: The creatinine blood test is used along with a BUN test to assess kidney function.

URIC ACID: Uric acid is a product of protein breakdown used for diagnosing gout and evaluating kidney stones, chemotherapy, and radiation.

eGFR: Estimated glomerular filtration rate is used to detect early kidney damage and monitor kidney function status.

**This is a reflex test, certain conditions must be in place to receive these tests.*



GLUCOSE: Glucose levels (often referred to as “blood sugar”) help diagnose diabetes mellitus.

A1C: Hemoglobin A1c is tested to monitor the long-term control of diabetes mellitus.

***EST AVG GLU:** Estimated average glucose is used to screen for, diagnose, and monitor diabetes.



TSH: The thyroid stimulating hormone test is often the test of choice for evaluating thyroid function. It is frequently ordered along with or preceding a T4 test.

THYROXINE (T-4): Thyroxine is a hormone produced in the thyroid gland and aids in the body’s metabolism. It is used to help diagnose thyroid and glandular diseases.



***PSA:** Prostate-specific antigen is used to screen for/monitor prostate cancer. *(Men 40 years+)*

***TESTOSTERONE:** Used to detect an abnormal testosterone level in males and females. In males, it helps diagnose the cause of erectile dysfunction, infertility, or abnormal puberty. In females, it helps diagnose the cause of masculine physical features, infertility, or polycystic ovary syndrome (PCOS). *(Men 40 years+)*

NEED ADDITIONAL TESTING? WE MAY BE ABLE TO HELP YOU OUT, JUST CALL 877.345.7775.

FC_EP10.2016

Hemingford Public School District # 10 Policy review schedule : Adopted January 2024

January 2024	section 100 : 0100 - 0104.01 end	8 policies total
February 2024	section 200 : 0200.00 - 0204.01	25 policies total
March 2024	section 200 : 0204.02 - 0206.05 end	25 policies total
April 2024	section 300 : In full	27 policies total
May 2024	section 400 : 0400 - 0403.07	27 policies total
June 2024	section 400 : 0403.08 - 0406.09	27 policies total
July 2024	section 400 : 0406.50 - 0411.53	27 policies total
August 2024	section 400 : 0412.01 - 014305_end	28 policies total
September 2024	section 500 : 0500 - 0504.04	26 policies total
October 2024	section 500 : 0504.04R1 - 0504.23	26 policies total
November 2024	section 500 : 0504.24 - 0508.01	26 policies total
December 2024	section 500 : 0508.01E1 - 050801E4_end	25 policies total
January 2025	section 600 : 0600 - 0605.06	27 policies total
February 2025	section 600 : 0605.07 - 0610.02	26 policies total
March 2025	section 600 : 0611.01 - 0612.17 end	26 policies total
April 2025	section 700 : 0700 - 0705.02	18 policies total
May 2025	section 700 : 0705.03 - 0716.00 end	18 policies total
June 2025	section 800 : In full	27 policies total
July 2025	section 900 : In full	26 policies total
August 2025	section 1000 : In full	23 policies total