

**BOX BUTTE COUNTY SCHOOL DISTRICT #07-0010**  
**HEMINGFORD PUBLIC SCHOOLS**  
**BOARD OF EDUCATION MEETING AGENDA**  
**Monday, February 9, 2026**  
**South Campus**

The Board of Education of School District 07-0010 will meet on Monday, February 9, 2026 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)
  - V.B. Public Participation (Maximum of 30 Minutes Allotted for this Portion of the Meeting)
  - V.C. Correspondence
  - V.D. NEBA Report
  - V.E. 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.F. Payment of Claims
  - V.G. Receive Presentation from Mrs. Bridget Raben Regarding Advanced Placement (AP) Courses and Discuss, Consider, and Take All Necessary Action Regarding Authorization of Adding Advanced Placement (AP) Course Designations to Course Offerings
  - V.H. Discuss, Consider, and Take All Necessary Action Regarding the Proposed Installation of Multi-Use/Multi-Sport Training Surface Materials at the Jump Event Areas (High Jump, Long Jump, Triple Jump, Pole Vault, Hurdles, Sprints)
  - V.I. Discuss, Consider, and Take All Necessary Action Regarding Approval of the Calendar for the 2026-2027 School Year
  - V.J. Discuss, Consider, and Take All Necessary Action Regarding Approval of the 2026-2027 Negotiated Agreement with the Hemingford Education Association
  - V.K. Discuss, Consider, and Take All Necessary Action Regarding Approval of Updated Salary Schedules for Principals and the Director of Instructional Services (Special Education Director)
  - V.L. Discuss, Consider, and Take All Necessary Action Regarding Approval of Resignations and Retirements of Certificated Staff
- 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.

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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	
--------	--

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

# Hemingford Public Schools

## Annual Board of Education Calendar

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

# 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"><li>• Superintendent Evaluation</li></ul>			

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:

**CERTIFICATE OF DEPOSIT  
FIXED RATE**



NEBRASKA BANK - 355 2ND STREET - PO BOX 67 - DODGE, NE 68633  
Phone: 800-693-2251 - www.ne.bank

**ACCOUNT TITLE AND ADDRESS**

NEBRASKA EDUCATIONAL BUILDING ASSOCIATION  
911 NIOBRARA  
PO BOX 217  
HEMINGFORD, NE 69348-0217

ACCOUNT OPEN DATE	ACCOUNT NUMBER	OWNERSHIP TYPE	PRODUCT NAME	INITIAL DEPOSIT
January 23, 2026	18003775	Governmental Entity	3 MONTH >=250	\$2,400,000.00
TERM	MATURITY DATE	RENEWAL OPTION		
3 Months	April 23, 2026	Automatic at Maturity		

**RATE INFORMATION.** The interest rate on your account is 3.454000% with an annual percentage yield of 3.50%.  
You will be paid this interest rate Until Maturity.

**COMPOUNDING AND CREDITING.** Interest will not be compounded and will be credited to another account at maturity.  
The annual percentage yield assumes interest will remain on deposit until maturity. A withdrawal will reduce earnings. If interest is credited to another account or paid to you by check, this may reduce earnings and may negate the effect of interest compounding. If you close your account before interest is credited, you will not receive the accrued interest.

**EARLY WITHDRAWAL PROVISIONS.** We may impose a penalty if you withdraw any or all of the deposited funds before the maturity date. The fee imposed will equal 3 months of interest. In certain circumstances, such as the death or incompetence of an account owner, the law permits, or in some cases requires, the waiver of the early withdrawal penalty. Other exceptions may also apply, for example, if this is part of an IRA or other tax-deferred savings plan.

**RENEWAL POLICIES.** Your account will automatically renew at maturity. You will have a grace period of 10 calendar days after the maturity date to withdraw the funds in the account without being charged an early withdrawal penalty.

**INTEREST PAYMENT.** Interest will be credited at maturity to account number 18005980.

**One Signer Required for Withdrawals.**

**CERTIFICATE REDEMPTION.** The Customer signing below acknowledges the receipt of funds/shares represented by this Certificate.

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

**BANK REPRESENTATIVE.** The Bank Representative signing below is authorizing the redemption of funds/shares represented by this Certificate.

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



**CERTIFICATE OF DEPOSIT  
FIXED RATE**



NEBRASKA BANK - 355 2ND STREET - PO BOX 67 - DODGE, NE 68633  
Phone: 800-693-2251 - www.ne.bank

**ACCOUNT TITLE AND ADDRESS**

NEBRASKA EDUCATIONAL BUILDING ASSOCIATION  
911 NIOBRARA  
PO BOX 217  
HEMINGFORD, NE 69348-0217

ACCOUNT OPEN DATE	ACCOUNT NUMBER	OWNERSHIP TYPE	PRODUCT NAME	INITIAL DEPOSIT
January 23, 2026	18003791	Governmental Entity	6 MONTH >= 250K	\$2,500,000.00
TERM	MATURITY DATE	RENEWAL OPTION		
6 Months	July 23, 2026	Automatic at Maturity		

**RATE INFORMATION.** The interest rate on your account is 3.503000% with an annual percentage yield of 3.55%.  
You will be paid this interest rate Until Maturity.

**COMPOUNDING AND CREDITING.** Interest will not be compounded and will be credited to another account quarterly.  
The annual percentage yield assumes interest will remain on deposit until maturity. A withdrawal will reduce earnings. If interest is credited to another account or paid to you by check, this may reduce earnings and may negate the effect of interest compounding. If you close your account before interest is credited, you will not receive the accrued interest.

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**RENEWAL POLICIES.** Your account will automatically renew at maturity. You will have a grace period of 10 calendar days after the maturity date to withdraw the funds in the account without being charged an early withdrawal penalty.

**INTEREST PAYMENT.** Interest will be credited quarterly to account number 18005980.

**One Signer Required for Withdrawals.**

**CERTIFICATE REDEMPTION.** The Customer signing below acknowledges the receipt of funds/shares represented by this Certificate.

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

**BANK REPRESENTATIVE.** The Bank Representative signing below is authorizing the redemption of funds/shares represented by this Certificate.

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



**CERTIFICATE OF DEPOSIT  
FIXED RATE**



NEBRASKA BANK - 355 2ND STREET - PO BOX 67 - DODGE, NE 68633  
Phone: 800-693-2251 - www.ne.bank

**ACCOUNT TITLE AND ADDRESS**

NEBRASKA EDUCATIONAL BUILDING ASSOCIATION  
911 NIOBRARA  
PO BOX 217  
HEMINGFORD, NE 69348-0217

ACCOUNT OPEN DATE	ACCOUNT NUMBER	OWNERSHIP TYPE	PRODUCT NAME	INITIAL DEPOSIT
January 23, 2026	18003805	Governmental Entity	9 MONTH >= 250K	\$2,500,000.00
TERM	MATURITY DATE	RENEWAL OPTION		
9 Months	October 23, 2026	Automatic at Maturity		

**RATE INFORMATION.** The interest rate on your account is 3.454000% with an annual percentage yield of 3.50%.  
You will be paid this interest rate Until Maturity.

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**EARLY WITHDRAWAL PROVISIONS.** We may impose a penalty if you withdraw any or all of the deposited funds before the maturity date. The fee imposed will equal 3 months of interest. In certain circumstances, such as the death or incompetence of an account owner, the law permits, or in some cases requires, the waiver of the early withdrawal penalty. Other exceptions may also apply, for example, if this is part of an IRA or other tax-deferred savings plan.

**RENEWAL POLICIES.** Your account will automatically renew at maturity. You will have a grace period of 10 calendar days after the maturity date to withdraw the funds in the account without being charged an early withdrawal penalty.

**INTEREST PAYMENT.** Interest will be credited quarterly to account number 18005980.

**One Signer Required for Withdrawals.**

**CERTIFICATE REDEMPTION.** The Customer signing below acknowledges the receipt of funds/shares represented by this Certificate.

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

**BANK REPRESENTATIVE.** The Bank Representative signing below is authorizing the redemption of funds/shares represented by this Certificate.

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





FINANCIAL SERVICES STATEMENT  
NE.bank



Date 1/30/2026 Page 1 of 1

Date 1/30/26 Page 1

NEBRASKA EDUCATIONAL BUILDING ASSOCIATIO  
C/O COUNTY OF BOX BUTTE  
SCHOOL DISTRICT 10  
911 NIOBRARA  
PO BOX 217  
HEMINGFORD NE 69348-0217



Checking Account(s)

MONEY MARKET		Number of Enclosures	0
Account Number	18005980	Statement Dates	1/01/26 thru 2/01/26
Previous Balance	7,676,934.71	Days in the statement period	32
Deposits/Credits	.00	Average Ledger	5,364,434.71
3 Checks/Debits	7,400,000.00	Average Collected	5,364,434.71
Service Charge	.00	Interest Earned	7,097.22
Interest Paid	7,085.48	Annual Percentage Yield Earned	1.52%
Current Balance	284,020.19	2026 Interest Paid	7,085.48

Activity in Date Order

Date	Description	Amount	
1/23	FUND CD #3775	2,400,000.00-	5,276,934.71
1/23	FUND CD 3805	2,500,000.00-	2,776,934.71
1/23	FUND CD 3791	2,500,000.00-	276,934.71
1/31	Interest Deposit	7,085.48	284,020.19

Interest Rate Summary

Date	Rate
12/31	1.509000%

\*\*\* Thank You \*\*\*

# NEBA Project Update

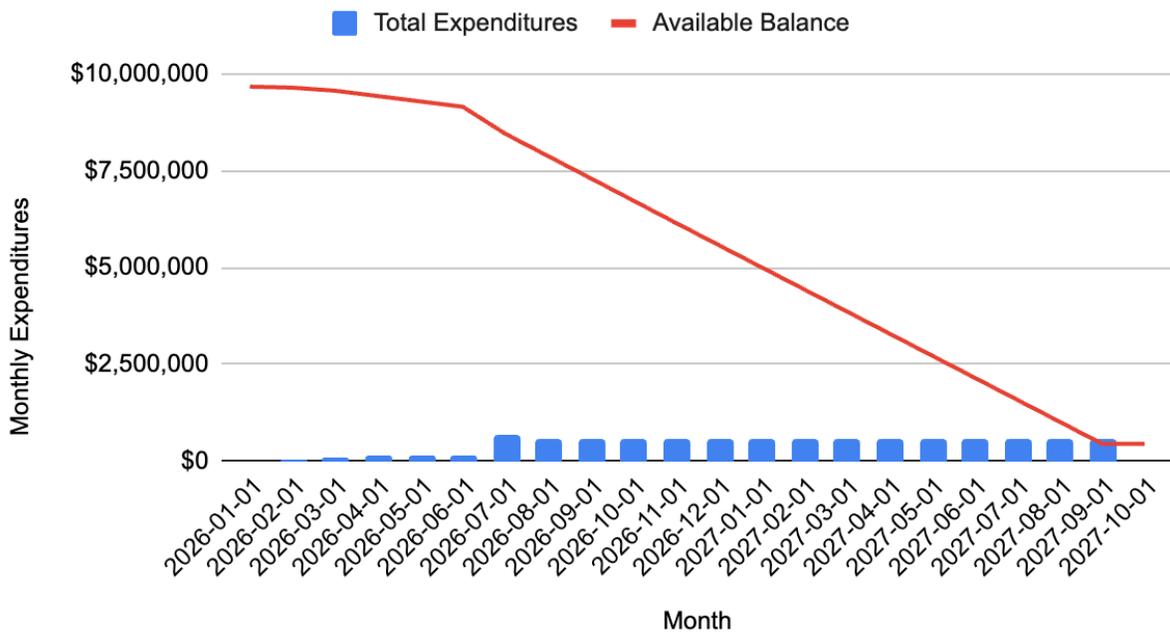
February 9, 2026

## Investment of Funds

The majority of the NEBA funds have been invested in CDs at Nebraska Bank for staggered periods of 3, 6, and 9 months, based on anticipated project costs and draw schedules.

Here is a chart showing projected expenditures and anticipated available funds each month for the anticipated schedule of the project (with a tentative completion of October, 2027):

## Total Projected Expenditures and Available Balance



## Core Samples (Soil Testing)

Core samples were recently obtained for limited geologic analysis so that recommendations can be made to the architects regarding descgn and construction (type of foundation, grading, materials, etc.)

## 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 12, 2026  
Board of Education Regular Meeting Minutes

A regular meeting of the Board of Education of School District 07-0010 was called to order at 5:01 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.

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

Cody Penaluna was administered the Student Board Representative Oath of Office.

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

Trish Schumacher nominated Justin Ansley for President. Blanche Randolph seconded the nomination. Motion by Trish Schumacher to cease nominations and cast a unanimous ballot for Justin Ansley for Board President Seconded by Rick Horstman 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.

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

Micki Votruba nominated Blanche Randolph for Secretary. Justin Ansley seconded the nomination. The question was called to cast a unanimous ballot for Blanche Randolph for Secretary Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Justin Ansley to appoint Kristy Hanks as Board Treasurer/Clerk Seconded by Micki Votruba The question was called to cast a unanimous ballot for Krisy Hanks as Board Treasurer/Clerk Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

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

Motion by Micki Votruba claims for January be approved as presented in the amount of General Fund: \$60,115.34, Building Fund:\$20,944. Seconded by Rick Horstman Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Brett Cullan Approve the following policies on second reading: Proposed Revised Policy 704.06 - INTERNAL CONTROLS, Proposed Revised 802.07 - SCHOOL FOOD PROCUREMENT, Proposed Revised 1002.00 - DISTRICT ANNUAL REPORT Seconded by Trish Schumacher Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Trish Schumacher Approve the employment of Mrs. Danielle Walters as Pre-Kindergarten Teacher for the 2026-2027 School Year Seconded by Brett Cullan Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Blanche Randolph Reaffirm Policy 202.01 (Board Code of Ethics) Seconded by Micki Votruba Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Micki Votruba continue with Nebraska Bank and the Nebraska Liquid Asset Fund as Depositories of district funds. Seconded by Blanche Randolph Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Justin Ansley moved that the Board of Education, approve Dr. Travis Miller, Superintendent, to serve as board authorized representative and to sign all forms and documents for all matters relating to Local, State and Federal matters when appropriate. Seconded by Trish Schumacher Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Micki Votruba Motion to designate Many Hats Law Firm and KSB School Law as representatives of Box Butte County District 10 for Legal matters 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 designate Casey Peterson, LTD as the auditors Seconded by Micki Votruba Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Micki Votruba Motion to designate Mr. Todd Westover as the Title IX Coordinator and Dr. Travis Miller as the Non-Discrimination Compliance Coordinator Seconded by Trish Schumacher Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Justin Ansley Reaffirm the Hemingford Public Schools Mission, Vision, and School Improvement Goals 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 use of school facilities for the Alumni Banquet and to authorize the use of school resources for printing and mailings for the alumni banquet 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 Readoption of Existing Policies, Regulations, and Handbooks for the Governance of the School District. Seconded by Justin Ansley Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

Motion by Trish Schumacher Adopt the new goals for the superintendent. Seconded by Blanche Randolph Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0 Motion carried

The Board reviewed a draft calendar for the 2026-2027 school year. Approval of the calendar will be placed on the agenda for the February board meeting.

The Board of Education recognized the following students for Bobcat Excellence: State Play Production (One Acts) Competition Cast and Crew: Tyan Hruby, Brooke Hartman, Andrew Miller, Fletcher Moseman, Grace Lilley-Gitch, Cody Peneluna, Josh Miller, Cash Keane, Cayden Peterson, Dakota Horstman, Sofia Gomez, Teagan Yale, Parker Wright, Emily Johnston, Keirith Yale, Ainslee Woltman, Allisen Meek, Brenna Schumacher, Wriley Niemeier, Anna Anderson, Caitlyn Fairley, Laney Dahlberg, Adde Bryner, Dawn Runkle, Delilah Long, Dallas Woltman, Raelee Woltman, Carle Welling, Eli Bryner.

A student board representative report was provided by Cody Penaluna.

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

Policy review for the month was conducted for policies 400 through 403.07. The board will review the policies 403.08 through 406.09 next month.

The board will hold a retreat/work session on February 11th at 9:00 am at South Campus.

Meeting was adjourned at 6:39 PM.

The next regular meeting of the Hemingford Board of Education will be held on February 9th at 5:00 PM at South Campus.

Dr. Travis Miller  
Superintendent

Blanche Randolph  
Board Secretary

**GENERAL FUND INVOICES/CLAIMS:**

21ST CENTURY EQUIPMENT, 14.10, AMAZON, 3,604.16, AMIGOS, 24.25, BERNIE'S ACE HARDWARE, 39.98, BLACK HILLS ENERGY, 5,217.94, BLOEDORN'S LUMBER CO., 68.64, BOX BUTTE AG SERVICE, INC, 12.39, BOX BUTTE GENERAL HOSPITAL, 123.00, BUD'S PEST CONTROL, 175.00, BUTLER, MILLIE, 46.50, CEDAR ROOM, 84.12, CENEX, 20.00, CRESCENT ELECTRIC SUPPLY CO., 104.83, CULLIGAN WATER CONDITIONING, 204.75, DARREN'S CARQUEST AUTO PARTS, 366.04, DOANE UNIVERSITY, 60.00, EAKES OFFICE SOLUTIONS, 18.99, ED PUZZLE, 11.50, EDUCATIONAL SERVICE UNIT #13, 5,977.17, EL TORO MEXICAN RESTAURANT, 88.75, FROST, JAKE, 84.00, FUEL TRIPS- ELAN, 720.74, GREAT AMERICAN INC., (59.34), H & H SANITATION, 666.45, HEMINGFORD CO-OP TELEPHONE CO, 1,741.13, HEMINGFORD MUNICIPAL UTILITIE, 9,029.37, HILTON OMAHA, 18.09, HOLIDAY INN OMAHA DOWNTOWN, 171.00, HOME DEPOT, 259.74, HOMETOWN LEASING, 365.83, HOTEL PARKING, 30.00, HUSS AUTO REPAIR, 1,062.42, HYATT REGENCY DENVER, 62.84, IDEAL LINEN AND UNIFORM, 404.76, IDEAL/BLUFFS FACILITY SOLUTIONS, 1,811.48, INNOVATIVE OFFICE SOLUTIONS, LLC, 1,349.72, JAYMAR BUSINESS FORMS INC, 201.30, KSB School Law PC, LLO, 1,230.00, LEGACY COOP, 39.98, LINCOLN JOURNAL STAR, 63.98, LINCOLN MARRIOT CORNHUSKER, 137.50, LISA BRIGGS, OT, LLC, 2,232.60, LORE, MIKAELA, 83.79, MAILCHIMP, 13.00, MATHESON TRI-GAS INC., 46.20, MID-AMERICAN RESEARCH CHEMICAL, 1,133.92, NE SAFETY CENTER, 255.00, NEBRASKA SCHOOL COUNSELOR ASSOCIATION, 40.00, OMNIFY BENEFITS, 97.60, PERKINS, 48.16, PIZZA HUT, 247.33, PRAIRIE STORAGE CONTAINERS, 150.00, QUICKCARE MEDICAL SERVICES, 250.00, QUILL CORPORATION, 607.67, RABEN'S MARKET, 468.10, REGULATOR AND TORCH EXCHANGE, 18.90, ROCKY MOUNTAIN AIR SOLUTIONS, 37.50, RUBY TUESDAY, 20.96, SCREENCLOUD, 0.89, SOAR PEDIATRIC THERAPY, LLC, 1,916.17, SONESTA DENVER, 995.08, SPARQ DATA SOLUTIONS, 4,900.00, SQUAREUP.COM, 159.43, STARBUCKS, 30.97, TACO BELL, 26.47, TEACHERS LOUNGE, 53.76, THIRSTY LION, 57.02, U.S. POSTAL SERVICE, 4,896.40, UNO COLLEGE OF BUSINESS ADMINISTRATION, 300.00, WESTCO, 5,299.32, WPCI, 76.00, **TOTAL, 60,115.34**

**BUILDING FUND INVOICES/CLAIMS:**

WOOD CONSTRUCTION, 20,944.00, **TOTAL, 20,944.00**

**Activity Fund Balance Report - Summary - Exclude Encumbrances**

09/2025 - 02/2026

Regular; Beginning Month 09/2025; Processing Month 02/2026; 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	729,592.06	0.00	0.00	(729,592.06)	0.00
05 704 1010	ATHLETICS / ACTIVITIES	(386,032.54)	24,027.83	406,765.13	41,437.31	38,142.07
05 704 1015	UNIFORMS	(7,000.00)	9,085.10	7,000.00	12,419.90	3,334.80
05 704 1020	ATHLETIC CLUB / CONCESSION STAND	0.00	15,625.02	17,472.59	5,547.23	7,394.80
05 704 1025	RANDOM DRUG TESTING	(2,000.00)	0.00	2,000.00	367.30	367.30
05 704 1030	CHEERLEADERS - FUNDRAISING	(3,011.94)	1,766.49	5,620.24	512.93	1,354.74
05 704 1035	FOOTBALL FUNDRAISING	0.00	11,619.00	14,768.00	6,270.21	9,419.21
05 704 1036	FOOTBALL	(12,000.00)	12,498.16	12,000.00	9,825.70	(2,672.46)
05 704 1040	VOLLEYBALL - FUNDRAISING	0.00	1,193.25	2,729.64	3,836.27	5,372.66
05 704 1041	VOLLEYBALL	(3,000.00)	4,298.98	3,000.00	1,701.24	(2,597.74)
05 704 1042	BOYS BASKETBALL FUNDRAISING	0.00	0.00	0.00	1,017.79	1,017.79
05 704 1043	BASKETBALL	0.00	10,120.00	0.00	918.62	(9,201.38)
05 704 1044	WRESTLING	(11,000.00)	10,128.42	11,500.00	4,596.91	(5,031.51)
05 704 1045	BOYS WRESTLING FUNDRAISER	0.00	2,149.40	4,898.93	4,431.25	7,180.78
05 704 1046	GIRLS WRESTLING FUNDRAISER	0.00	997.98	2,328.11	590.75	1,920.88
05 704 1050	XC FUNDRAISER	0.00	1,065.51	3,073.00	3,941.61	5,949.10
05 704 1051	XC	(3,800.00)	2,525.41	3,800.00	2,366.85	(158.56)
05 704 1052	GOLF	(3,800.00)	0.00	3,800.00	2,660.59	2,660.59
05 704 1053	GOLF FUNDRAISING	0.00	0.00	0.00	105.00	105.00
05 704 1054	TRACK	(12,000.00)	955.00	12,000.00	13,612.34	12,657.34
05 704 1055	TRACK FUNDRAISING	0.00	0.00	0.00	769.31	769.31
05 704 1056	GIRLS ATH FUNDRAISING	0.00	6,829.17	1,924.00	11,452.80	6,547.63
05 704 1057	GIRLS ON THE RUN	0.00	360.19	0.00	360.19	0.00
05 704 1060	UNIFIED SPORTS	0.00	116.95	800.00	2,082.31	2,765.36
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	0.00	0.00	1,175.74	1,175.74
05 704 2025	CLASS OF 2025	0.00	0.00	0.00	2,180.89	2,180.89
05 704 2026	CLASS OF 2026	0.00	620.00	0.00	3,206.94	2,586.94
05 704 2027	CLASS OF 2027	0.00	0.00	799.00	3,148.14	3,947.14
05 704 2028	CLASS OF 2028	0.00	0.00	1,029.08	1,900.91	2,929.99
05 704 2029	CLASS OF 2029	0.00	0.00	2,340.24	1,224.64	3,564.88
05 704 2030	CLASS OF 2030	0.00	0.00	350.00	1,129.67	1,479.67
05 704 2031	FUND BALANCE	0.00	0.00	0.00	150.00	150.00
05 704 3010	WORLDSTRIDES	0.00	1,896.00	9,295.84	3,414.55	10,814.39
05 704 3012	ESPORTS	(2,000.00)	1,270.80	2,000.00	454.35	(816.45)

**Activity Fund Balance Report - Summary - Exclude Encumbrances**

09/2025 - 02/2026

Regular; Beginning Month 09/2025; Processing Month 02/2026; 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 3013	eSPORTS FUNDRAISING	0.00	1,132.02	1,244.08	330.68	442.74
05 704 3015	SPEECH	(2,800.00)	426.11	2,800.00	760.93	334.82
05 704 3016	SPEECH FUNDRAISING	0.00	0.00	0.00	60.03	60.03
05 704 3020	ONE ACT	(1,475.52)	7,186.10	1,475.52	2,475.93	(4,710.17)
05 704 3021	ONE ACT - FUNDRAISING	0.00	95.58	635.00	2,792.77	3,332.19
05 704 3030	FFA	0.00	21,072.71	11,013.00	28,270.95	18,211.24
05 704 3035	FFA - SHOP MATERIALS	0.00	631.36	0.00	10,500.34	9,868.98
05 704 3040	FCCLA	0.00	1,790.00	2,596.18	928.53	1,734.71
05 704 3050	NHS - HONOR SOCIETY	0.00	0.00	160.00	1,257.69	1,417.69
05 704 3070	MUSIC	0.00	162.00	286.44	4,676.49	4,800.93
05 704 3080	SCHOLARSHIPS	0.00	0.00	72.00	4,808.00	4,880.00
05 704 3090	STUCO - MIDDLE SCHOOL	0.00	597.10	0.00	3,886.98	3,289.88
05 704 3100	STUDENT COUNCIL - HS	0.00	1,079.93	568.55	2,061.66	1,550.28
05 704 3110	HOSA-HEALTH PROFESSIONS CLUB	0.00	200.00	0.00	989.17	789.17
05 704 3120	YEARBOOK	0.00	3,499.49	2,705.00	5,287.31	4,492.82
05 704 3150	4TH GRADE - JESPERSEN	0.00	0.00	0.00	3,400.97	3,400.97
05 704 3151	4TH GRADE FUNDRAISING	0.00	0.00	0.00	622.14	622.14
05 704 3200	SCIENCE	0.00	0.00	0.00	1,256.07	1,256.07
05 704 3535	SCIENCE OLYMPIAD	0.00	472.00	135.00	2,620.90	2,283.90
05 704 4010	COURTESY FUND	0.00	39.59	155.00	2,850.13	2,965.54
05 704 4020	ELEMENTARY TEACHERS	0.00	0.00	0.00	8,955.70	8,955.70
05 704 4021	ELEM PRINCIPAL FUND	0.00	0.00	0.00	1,822.11	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	0.00	0.00	1,550.78	1,550.78
05 704 4040	MISC/STUDENT OPPORTUNITIES	0.00	122.66	70.00	3,759.07	3,706.41
05 704 4045	BOOKFAIR	0.00	1,251.99	1,229.31	5,451.10	5,428.42
05 704 4050	FINE ARTS & CULTURE CLUB	0.00	3,240.23	1,470.45	2,530.18	760.40
05 704 4060	HOPE SQUAD	0.00	1,893.89	235.18	5,445.15	3,786.44
05 704 4070	BOBCAT CARES	0.00	231.01	2,825.00	788.23	3,382.22
05 704 4075	CULTURE & CLIMATE	(2,000.00)	936.06	2,060.00	1,790.55	914.49
05 704 4080	BOBCAT BREW	0.00	1,300.32	2,623.24	0.00	1,322.92
Fund Total: 05		277,672.06	166,508.81	565,652.75	(451,920.00)	224,896.00

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

02/06/2026 10:35 AM

Regular; Processing Month 02/2026

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	3,628,556.45	284,581.63	1,743,000.50	48.20	1,885,555.95	0.00	5,992.11	1,879,563.84
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	0.00	0.00
1140	1140	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1150	VO AG PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1160	POVERTY PROGRAMS	76,575.00	19,950.20	113,330.66	148.00	(36,755.66)	0.00	0.00	(36,755.66)
1170	1170	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1180	1180	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1190	EARLY CHILDHOOD ED PROGRAMS	167,243.88	13,793.86	79,181.01	47.34	88,062.87	0.00	0.00	88,062.87
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	640,564.18	46,354.05	277,686.92	43.39	362,877.26	0.00	249.97	362,627.29
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	824.97	0.00	0.00	0.00	824.97	0.00	0.00	824.97
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	172,856.32	11,100.64	71,192.35	41.22	101,663.97	0.00	60.00	101,603.97
2130	HEALTH SERVICES	67,028.63	0.00	1,646.20	2.47	65,382.43	0.00	9.99	65,372.44
2140	PSYCHOLOGICAL SERVICES	0.00	1,811.70	7,246.80	0.00	(7,246.80)	0.00	0.00	(7,246.80)
2141	PSYCHOLOGICAL SERVICES SPED SCHOOL AGE	32,764.91	0.00	1,811.70	5.53	30,953.21	0.00	0.00	30,953.21
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	1,037.34	0.00	0.00	0.00	1,037.34	0.00	0.00	1,037.34
2151	SPEECH & AUDIOLOGY SERV SPED SCHOOL AGE	52,622.34	10,348.03	63,818.93	121.28	(11,196.59)	0.00	0.00	(11,196.59)
2152	SPEECH & AUDIOLOGY SERV SPED AGE 3-5	32,218.68	0.00	0.00	0.00	32,218.68	0.00	0.00	32,218.68
2153	SPEECH & AUDIOLOGY SERV SPED AGE 0-2	16,113.42	0.00	0.00	0.00	16,113.42	0.00	0.00	16,113.42
2161	OT SERVICES SPED SCHOOL AGE	28,578.81	3,052.01	13,862.85	48.51	14,715.96	0.00	0.00	14,715.96
2162	OT SERVICES SPED AGE 3-5	1,549.88	490.92	1,164.68	75.15	385.20	0.00	0.00	385.20
2163	OT SERVICES SPED AGE 0-2	3,616.39	202.47	1,559.27	43.12	2,057.12	0.00	0.00	2,057.12
2171	PT SERVICES SPED SCHOOL AGE	15,983.76	1,083.83	9,013.66	56.39	6,970.10	0.00	0.00	6,970.10
2172	PT SERVICES SPED AGE 3-5	2,838.38	47.83	1,181.99	41.64	1,656.39	0.00	0.00	1,656.39
2173	PT SERVICES SPED AGE 0-2	3,616.38	143.50	198.17	5.48	3,418.21	0.00	0.00	3,418.21
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	13,388.38	580.55	3,400.00	25.40	9,988.38	0.00	0.00	9,988.38
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	5,105.00	0.00	2,178.00	42.66	2,927.00	0.00	0.00	2,927.00
2210	IMPROVEMENT OF INSTRUCTION	3,800.16	0.00	0.00	0.00	3,800.16	0.00	0.00	3,800.16
2211	SCHOOL IMPROVEMENT	13,568.07	0.00	2,978.50	21.95	10,589.57	0.00	0.00	10,589.57
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	7,534.98	0.00	2,075.63	27.55	5,459.35	0.00	0.00	5,459.35
2214	IMPLEMENTATION OF STANDARDS	2,471.84	0.00	0.00	0.00	2,471.84	0.00	0.00	2,471.84
2220	LIBRARY/MEDIA SERVICES	46,977.23	10,215.82	59,307.60	126.25	(12,330.37)	0.00	0.00	(12,330.37)
2224	EDUCATIONAL TELEVISION SERVICES	25,644.46	2,080.20	12,583.20	49.07	13,061.26	0.00	0.00	13,061.26
2230	INSTRUCTION-RELATED TECHNOLOGY	90,697.48	2,599.16	21,202.78	25.53	69,494.70	0.00	1,951.63	67,543.07
2240	ACADEMIC STUDENT ASSESSMENT	14,913.75	0.00	0.00	0.00	14,913.75	0.00	0.00	14,913.75
2310	BOARD OF EDUCATION	61,230.39	7,622.03	27,738.75	45.30	33,491.64	0.00	0.00	33,491.64
2320	EXECUTIVE ADMINISTRATION	196,830.44	15,138.93	92,183.08	46.88	104,647.36	0.00	87.00	104,560.36
2330	DISTRICT LEGAL SERVICES	25,881.33	350.00	2,380.00	9.20	23,501.33	0.00	0.00	23,501.33
2410	OFFICE OF PRINCIPAL	435,936.40	36,085.41	214,647.57	49.61	221,288.83	0.00	1,630.26	219,658.57
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	150,243.21	8,592.00	86,161.98	57.87	64,081.23	0.00	779.00	63,302.23



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

02/06/2026 10:35 AM

Regular; Processing Month 02/2026

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	54,790.94	0.00	0.00	0.00	54,790.94	0.00	0.00	54,790.94
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	980,832.83	948.09	5,688.54	0.58	975,144.29	0.00	0.00	975,144.29
01	8,902,899.00	599,840.53	3,643,561.36	41.11	5,259,337.64	0.00	16,347.39	5,242,990.25

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

02/06/2026 10:35 AM

Regular; Processing Month 02/2026

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
02 DEPRECIATION FUND								
4700 BUILDING IMPROVEMENTS	326,838.00	0.00	0.00	0.00	326,838.00	0.00	0.00	326,838.00
9000 NON-PROGRAM EXPENDITURES	0.00	0.00	299,800.00	0.00	(299,800.00)	0.00	0.00	(299,800.00)
02 DEPRECIATION FUND	<u>326,838.00</u>	<u>0.00</u>	<u>299,800.00</u>	<u>91.73</u>	<u>27,038.00</u>	<u>0.00</u>	<u>0.00</u>	<u>27,038.00</u>

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

02/06/2026 10:35 AM

Regular; Processing Month 02/2026

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
03	EMPLOYEE BENEFIT FUND								
0101	0101	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1100	REGULAR INSTRUCTIONAL PROGRAMS	107,546.00	0.00	0.00	0.00	107,546.00	0.00	0.00	107,546.00
2900	OTHER SUPPORT SERIVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	85,000.00	0.00	(85,000.00)	0.00	0.00	(85,000.00)
9999	9999	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
03	EMPLOYEE BENEFIT FUND	107,546.00	0.00	85,000.00	79.04	22,546.00	0.00	0.00	22,546.00

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

02/06/2026 10:35 AM

Regular; Processing Month 02/2026

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
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	595,823.00	(205.00)	166,508.81	29.62	429,314.19	0.00	9,961.89	419,352.30
05	595,823.00	(205.00)	166,508.81	29.62	429,314.19	0.00	9,961.89	419,352.30

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

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Regular; Processing Month 02/2026

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
06	NUTRITION FUND								
0500	0500	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1100	REGULAR INSTRUCTIONAL PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2300	2300	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3000	3000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3100	FOOD SERVICE OPERATIONS	447,370.00	13,192.03	161,751.38	36.16	285,618.62	0.00	0.00	285,618.62
4000	4000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5000	DEBT SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06	NUTRITION FUND	447,370.00	13,192.03	161,751.38	36.16	285,618.62	0.00	0.00	285,618.62

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

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Regular; Processing Month 02/2026

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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2620	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2670	0.00	0.00	509.99	0.00	(509.99)	0.00	0.00	(509.99)	
3552	38,798.00	0.00	0.00	0.00	38,798.00	0.00	0.00	38,798.00	
4200	267,536.48	0.00	68,617.00	25.65	198,919.48	0.00	0.00	198,919.48	
4300	76,575.00	0.00	0.00	0.00	76,575.00	0.00	0.00	76,575.00	
4600	0.00	0.00	8,900.00	0.00	(8,900.00)	0.00	0.00	(8,900.00)	
4700	626,084.11	0.00	50,719.00	8.10	575,365.11	0.00	0.00	575,365.11	
9000	2,634,637.41	0.00	0.00	0.00	2,634,637.41	0.00	0.00	2,634,637.41	
9999	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
08	3,643,631.00	0.00	128,745.99	3.53	3,514,885.01	0.00	0.00	3,514,885.01	

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

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Regular; Processing Month 02/2026

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	130,975.00	0.00	0.00	0.00	130,975.00	0.00	0.00	130,975.00
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	68,500.00	0.00	(68,500.00)	0.00	0.00	(68,500.00)
9999	9999	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
09	QCPUF	<u>130,975.00</u>	<u>0.00</u>	<u>68,500.00</u>	<u>52.30</u>	<u>62,475.00</u>	<u>0.00</u>	<u>0.00</u>	<u>62,475.00</u>

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

02/06/2026 10:35 AM

Regular; Processing Month 02/2026

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
10	COOPERATIVE FUND								
1100	REGULAR INSTRUCTIONAL PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3512	DISTANCE EDUCATION INCENTIVE PAYMENTS	105,712.00	8,378.16	50,268.96	47.55	55,443.04	0.00	0.00	55,443.04
10	COOPERATIVE FUND	<u>105,712.00</u>	<u>8,378.16</u>	<u>50,268.96</u>	<u>47.55</u>	<u>55,443.04</u>	<u>0.00</u>	<u>0.00</u>	<u>55,443.04</u>

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

02/06/2026 10:35 AM

Regular; Processing Month 02/2026

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
Grand Total:	14,260,794.00	621,205.72	4,604,136.50	32.47	9,656,657.50	0.00	26,309.28	9,630,348.22

# HEMINGFORD PUBLIC SCHOOLS

February 9, 2026

## GENERAL FUND:

Statement Balance 01/31/26	\$ 542,902.37
G/F MM Statement Balance 01/31/26	\$ 2,212,885.38
3 Month CD-2094 Mat. 04-29-26	\$ 330,376.01
3 Month CD-0776 Mat. 02-28-26	\$ 331,120.89
3 Month CD-0962 Mat. 03-27-26	\$ 330,440.57
- Outstanding Checks	<u>\$ 69,969.58</u>

Balance 01/31/26 \$ 3,677,755.64

+ January Tax Receipts \$ 1,311,881.24

+ State Aid \$ 121,994.00

Subtotal \$ 5,111,630.88

February Bills: \$ 76,488.71

February Payroll: \$ 551,663.99

- Total February Expenses \$ 628,152.70

**General Fund Balance:** \$ 4,483,478.18

## BUILDING FUND:

Statement Balance 01/31/26	\$ 410,591.88
Liquid Asset Fund (\$1,374.65 Dividend)	\$ 467,136.51
3 CD's : 6 Month CD-2604 Mat. 04-30-26	\$ 896,230.53
3 Month CD-0954 Mat. 03-27-26	\$ 550,734.29
3 Month CD-0784 Mat. 02-28-25	\$ 551,868.16
January Tax Receipts:	\$ 152,962.70
- Outstanding Checks	<u>\$ -</u>

**Building Fund Balance:** \$ 3,029,524.07

## QCPUF:

Statement Balance 01/31/26	\$ 12,346.30
6 Month CD-3422 Mat. 03-16-26	\$ 69,156.48
January Tax Receipts:	<u>\$ 15,674.24</u>

**QCPUF Fund Balance:** \$ 97,177.02

Additional Non-Taxing Funds with Certificates of Deposit:

**EBF:**

Statement Balance 01/31/26	\$ 2,622.75
6 Month CD-3414 Mat. 03-16-26	\$ 85,814.61
<b>EBF Balance:</b>	<u>\$ 88,437.36</u>

**DEPREC FUND:**

Statement Balance 01/31/26	\$ 2,733.15
6 Month CD-3716 Mat. 06-17-2026	\$ 302,774.34
<b>Depreciation Fund Balance:</b>	<u>\$ 305,507.49</u>



## Account Statement

For the Month Ending **January 31, 2026**

Hemingford Public Schools - Hemingford Public Schools - 9300699

Trade Date	Settlement Date	Transaction Description	Share or Unit Price	Dollar Amount of Transaction	Total Shares Owned
<b>NLAF</b>					
<b>Opening Balance</b>					<b>465,761.86</b>
01/30/26	02/02/26	Accrual Income Div Reinvestment - Distributions	1.00	1,374.65	467,136.51
<b>Closing Balance</b>					<b>467,136.51</b>

	Month of January	Fiscal YTD September-January	
<b>Opening Balance</b>	465,761.86	459,915.84	<b>Closing Balance</b>
<b>Purchases</b>	1,374.65	7,220.67	<b>Average Monthly Balance</b>
<b>Redemptions (Excl. Checks)</b>	0.00	0.00	<b>Monthly Distribution Yield</b>
<b>Check Disbursements</b>	0.00	0.00	3.48%
<b>Closing Balance</b>	<b>467,136.51</b>	<b>467,136.51</b>	
<b>Cash Dividends and Income</b>	1,374.65	7,220.67	

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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	QUICK ATTACH CARRIER ADAPTER	740.46
Check Number 8288 Total	21ST CENTURY EQUIPMENT	740.46
ACTION COMMUNICATIONS INC./DBA C&R ELETRONICS	CHECK BATTERY DRAIN	125.00
Check Number 8289 Total	ACTION COMMUNICATIONS INC./DBA C&R ELETRONICS	125.00
ADAMSON AUTOMOTIVE	BUS REPAIR/MAINTENANCE	3,439.99
ADAMSON AUTOMOTIVE	BUS REPAIR AND MAINTENANCE	5,940.93
Check Number 8290 Total	ADAMSON AUTOMOTIVE	9,380.92
ALLIANCE TIMES HERALD	BOE LEGALS; PK AD	265.98
Check Number 8291 Total	ALLIANCE TIMES HERALD	265.98
AMAZON	RECOGNITION - MK	40.00
AMAZON	AG ED SUPPLY	36.98
AMAZON	AG ED SUPPLY	56.34
AMAZON	Vacuum Cleaners	1,213.96
AMAZON	AR Store	98.68
AMAZON	Wireless microphone for PA	271.91
AMAZON	Gloves, Safety Glasses, Grabber Tools	456.02
AMAZON	3rd grade Supplies	18.04
AMAZON	AG ED SUPPLY	25.95
AMAZON	Ice Melt Spreaders	48.84
AMAZON	Custodial Supply	48.90
AMAZON	AG ED SUPPLY	127.96
AMAZON	Elem Office Supplies	19.45
AMAZON	MAINTENANCE SUPPLY	241.48
AMAZON	New Paper Cutter	60.41
AMAZON	STAPLER/ MONEY BAG	33.81
AMAZON	Elem office Supplies	26.74
AMAZON	AG ED REPAIR	16.79
AMAZON	Two wet floor signs	32.64
AMAZON	Thank you cards	51.96
AMAZON	Elem Supplies	51.96
AMAZON	AG ED SUPPLY	80.24
AMAZON	ELEM SUPPLIES	159.80
AMAZON	Elem office supplies	56.55
AMAZON	AG ED SUPPLY	10.95
Check Number 312 Total	AMAZON	3,286.36
APPLE INC.	iPad for School Nurse Student Monitoring	558.00
APPLE INC.	iPad for Coffee Shop	438.00
Check Number 313 Total	APPLE INC.	996.00
B & C STEEL CORP.	AG ED SUPPLY	176.10
B & C STEEL CORP.	AG ED SUPPLY	208.83
B & C STEEL CORP.	AG ED SUPPLY	30.10
Check Number 8292 Total	B & C STEEL CORP.	415.03
BLACK HILLS ENERGY	GAS - SCHOOL BLDG	4,725.84
BLACK HILLS ENERGY	GAS	122.33
Check Number 8293 Total	BLACK HILLS ENERGY	4,848.17

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Posted - All; Batch Description 3 Records Selected

User ID: KAH

Vendor Name	Description	Amount
BLOEDORN'S LUMBER CO.	MAINTENANCE SUPPLY	96.71
BLOEDORN'S LUMBER CO.	MAITENANCE SUPPLY	166.18
Check Number 8294 Total	BLOEDORN'S LUMBER CO.	<u>262.89</u>
BLUUM USA, INC.	Google Workspace Licenses Renewal	2,406.25
Check Number 8295 Total	BLUUM USA, INC.	<u>2,406.25</u>
BOX BUTTE AG SERVICE, INC	MAINTENANCE REPAIR	90.23
Check Number 8296 Total	BOX BUTTE AG SERVICE, INC	<u>90.23</u>
C.W. PUBLICATIONS	Personal Finance simulation	119.00
Check Number 8297 Total	C.W. PUBLICATIONS	<u>119.00</u>
CHADRON MOTOR CO INC. OFF ROAD	MAINTENANCE PARTS	385.67
Check Number 8298 Total	CHADRON MOTOR CO INC. OFF ROAD	<u>385.67</u>
CLEDIS	ACTE NATIONAL CONVENTION	27.75
Check Number 313 Total	CLEDIS	<u>27.75</u>
CRICUT	ANNUAL SCHOOL SUBSCRIPTION	102.59
Check Number 312 Total	CRICUT	<u>102.59</u>
CULLIGAN WATER CONDITIONING	SOFT WATER RENTAL	29.95
CULLIGAN WATER CONDITIONING	SOFT WATER SERVICE	229.55
Check Number 8299 Total	CULLIGAN WATER CONDITIONING	<u>259.50</u>
DARREN'S CARQUEST AUTO PARTS	MAINTENANCE SUPPLIES	165.56
Check Number 8300 Total	DARREN'S CARQUEST AUTO PARTS	<u>165.56</u>
DAS STATE ACCOUNTING - CENTRAL FINANCE	DEC PARTICIPATION FEE	317.87
Check Number 8301 Total	DAS STATE ACCOUNTING - CENTRAL FINANCE	<u>317.87</u>
DOLLAR TREE	Parent Christmas Gift Craft	39.82
Check Number 313 Total	DOLLAR TREE	<u>39.82</u>
EAKES OFFICE SOLUTIONS	CONTRACT BILLING	1,480.12
Check Number 8302 Total	EAKES OFFICE SOLUTIONS	<u>1,480.12</u>
ED PUZZLE	MONTHLY SUBSCRIPTION	11.50
Check Number 312 Total	ED PUZZLE	<u>11.50</u>
EDUCATIONAL SERVICE UNIT #13	DL/NEVA;PSYCH;INTERNET;SPED INS;VISION	5,865.95
Check Number 8303 Total	EDUCATIONAL SERVICE UNIT #13	<u>5,865.95</u>
FIRE AND ICE MECHANICAL	OVEN IGNITION CONTROL	795.32
FIRE AND ICE MECHANICAL	WALK IN COOLER THERMOSTAT	277.65
FIRE AND ICE MECHANICAL	IGNITION CONTROL REPLACED	588.61
Check Number 8304 Total	FIRE AND ICE MECHANICAL	<u>1,661.58</u>
FLASHFORGE.COM	3d Filiation	79.52
Check Number 313 Total	FLASHFORGE.COM	<u>79.52</u>
FUEL TRIPS- ELAN	DEC. FUEL TRIPS	323.40

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Posted - All; Batch Description 3 Records Selected

User ID: KAH

Vendor Name	Description	Amount
Check Number 313 Total	FUEL TRIPS- ELAN	323.40
GAYLORD OPRY - NASHVILLE	ACTE NATIONAL CONVENTION - MEALS	41.71
Check Number 313 Total	GAYLORD OPRY - NASHVILLE	41.71
HEMINGFORD CO-OP TELEPHONE CO	TELEPHONE/INTERNET	1,012.51
Check Number 8305 Total	HEMINGFORD CO-OP TELEPHONE CO	1,012.51
HEMINGFORD MUNICIPAL UTILITIE	UTILITIES	7,366.59
Check Number 8306 Total	HEMINGFORD MUNICIPAL UTILITIE	7,366.59
HOBBY LOBBY	Parent Christmas Gift Craft	35.65
Check Number 313 Total	HOBBY LOBBY	35.65
HOLIDAY INN EXPRESS & SUITES LNK AIRPORT	UNL CAMPUS VISIT	285.00
Check Number 8307 Total	HOLIDAY INN EXPRESS & SUITES LNK AIRPORT	285.00
HUSS AUTO REPAIR	TIRE REPAIR	26.25
HUSS AUTO REPAIR	REPLACE BATTERY	272.95
Check Number 8308 Total	HUSS AUTO REPAIR	299.20
IDEAL LINEN AND UNIFORM	CUSTODIAL SUPPLIES	134.92
IDEAL LINEN AND UNIFORM	CUSTODIAL SUPPLIES	134.92
Check Number 8309 Total	IDEAL LINEN AND UNIFORM	269.84
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	798.53
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	74.28
IDEAL/BLUFFS FACILITY SOLUTIONS	Custodial Supplies	362.70
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	392.92
IDEAL/BLUFFS FACILITY SOLUTIONS	Custodial Supplies	1,908.58
Check Number 8310 Total	IDEAL/BLUFFS FACILITY SOLUTIONS	3,537.01
JOSTEN'S INC.	DIPLOMA SIGNATURE CHANGE	13.05
Check Number 8311 Total	JOSTEN'S INC.	13.05
JW PEPPER & SON, INC	District Music Contest/Concert/Supplies	176.98
Check Number 8312 Total	JW PEPPER & SON, INC	176.98
KRUSTACEANS	ACTE NATIONAL CONVENTION-MEAL	31.37
Check Number 313 Total	KRUSTACEANS	31.37
KSB School Law PC, LLO	LEGAL SERVICES	350.00
Check Number 8313 Total	KSB School Law PC, LLO	350.00
LAZLO'S	STATE PRINCIPALS CONFERENCE	46.35
Check Number 313 Total	LAZLO'S	46.35
LEGACY COOP	MAINTENANCE SUPPLY	24.99
Check Number 8314 Total	LEGACY COOP	24.99
LINCOLN JOURNAL STAR	MONTHLY SUBSCRIPTION	31.99
Check Number 313 Total	LINCOLN JOURNAL STAR	31.99

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Posted - All; Batch Description 3 Records Selected

User ID: KAH

Vendor Name	Description	Amount
LINCOLN MARRIOT CORNHUSKER	STATE PRINCIPAL'S CONFERENCE- MEAL	21.53
LINCOLN MARRIOT CORNHUSKER	STATE PRINCIPAL'S CONFERENCE	464.00
Check Number 8315 Total	LINCOLN MARRIOT CORNHUSKER	<u>485.53</u>
LISA BRIGGS, OT, LLC	OT SERVICE/MILEAGE	3,745.40
Check Number 8316 Total	LISA BRIGGS, OT, LLC	<u>3,745.40</u>
LORE, MIKAELA	JANUARY MILEAGE REIMBURSEMENT	111.57
Check Number 8317 Total	LORE, MIKAELA	<u>111.57</u>
MAILCHIMP	MONTHLY SUBSCRIPTION	13.00
Check Number 313 Total	MAILCHIMP	<u>13.00</u>
MAKI OF JAPAN	ACTE NATIONAL CONVENTION - MEAL	24.35
Check Number 313 Total	MAKI OF JAPAN	<u>24.35</u>
MATHESON TRI-GAS INC.	GAS CYLINDER RENTAL	65.10
Check Number 8318 Total	MATHESON TRI-GAS INC.	<u>65.10</u>
MENARDS	MAINTENANCE SUPPLY	153.76
Check Number 313 Total	MENARDS	<u>153.76</u>
MID-AMERICAN RESEARCH CHEMICAL	CUSTODIAL SUPPLIES	1,266.00
Check Number 8319 Total	MID-AMERICAN RESEARCH CHEMICAL	<u>1,266.00</u>
MOBIUS COMMUNICATIONS CO	2026 1ST QTR MONITORING FEE	600.00
MOBIUS COMMUNICATIONS CO	RENEW REMOTE CONNECT	175.00
Check Number 8320 Total	MOBIUS COMMUNICATIONS CO	<u>775.00</u>
NASB ALICAP	24-25 WC PAYROLL AUDIT CONTRIB. DUE	2,873.00
Check Number 8322 Total	NASB ALICAP	<u>2,873.00</u>
NASB	2026-27 ANNUAL MEMBERSHIP DUES	4,470.00
Check Number 8321 Total	NASB	<u>4,470.00</u>
NASHVILLE AIRPORT MARRIOTT	ACTE NATIONAL CONVENTION MEAL	35.23
NASHVILLE AIRPORT MARRIOTT	ACTE NATIONAL CONVENTION LODGING	1,012.52
Check Number 313 Total	NASHVILLE AIRPORT MARRIOTT	<u>1,047.75</u>
OLE'S BIG GAME STEAKHOUSE	STATE PRINCIPALS CONFERENCE	44.91
Check Number 313 Total	OLE'S BIG GAME STEAKHOUSE	<u>44.91</u>
OTC BRANDS, INC	3rd gr - supplies	43.98
Check Number 313 Total	OTC BRANDS, INC	<u>43.98</u>
POWERSCHOOL GROUP LLC	6-26 THROUGH 7-26 ECOLLECT FORMS	192.91
Check Number 8323 Total	POWERSCHOOL GROUP LLC	<u>192.91</u>
QUILL CORPORATION	Office supplies, Label Maker, Kleenex	274.24
QUILL CORPORATION	Yellow Labels	22.76
QUILL CORPORATION	Paper plates	29.09
Check Number 313 Total	QUILL CORPORATION	<u>326.09</u>

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User ID: KAH

Vendor Name	Description	Amount
RABEN'S MARKET	25-26 Class Grocery Supply	492.76
Check Number 8324 Total	RABEN'S MARKET	492.76
RAGSDALE, RYAN	NWU HONORS ACADEMY REIMBURSEMENT	570.00
Check Number 8325 Total	RAGSDALE, RYAN	570.00
RASMUSSEN MECHANICAL SERVICES, INC.	FILTERS	259.04
Check Number 8326 Total	RASMUSSEN MECHANICAL SERVICES, INC.	259.04
ROBERTS ELECTRIC INC.	MS & FCS ROOMS	4,326.97
Check Number 8327 Total	ROBERTS ELECTRIC INC.	4,326.97
ROCKY MOUNTAIN AIR SOLUTIONS	GAS RENTAL	38.15
Check Number 8328 Total	ROCKY MOUNTAIN AIR SOLUTIONS	38.15
SBARRO	ACTE NATIONAL CONVENTION - MEAL	12.60
Check Number 313 Total	SBARRO	12.60
SCHOOL MART	Scientific Calculator	405.89
Check Number 8329 Total	SCHOOL MART	405.89
SOAR PEDIATRIC THERAPY, LLC	PT SERVICE/MILEAGE	1,275.16
Check Number 8330 Total	SOAR PEDIATRIC THERAPY, LLC	1,275.16
STAR HERALD	HS 2026 SUBSCRIPTION	477.99
Check Number 8331 Total	STAR HERALD	477.99
USCUTTER	Stickier vinyl for entryway.	85.55
Check Number 8332 Total	USCUTTER	85.55
WESTCO	FUEL	5,726.89
Check Number 8333 Total	WESTCO	5,726.89
Fund Number 01		76,488.71
Checking Account ID 1		76,488.71

02/04/2026 02:29 PM

Posted - All; Batch Description 2026-01 LUNCH FUND INV.-0001

User ID: KAH

Vendor Name	Description	Amount
Checking Account ID 6	Fund Number 06	NUTRITION FUND
CASH-WA DISTRIBUTING	FOOD SUPPLIES	721.83
CASH-WA DISTRIBUTING	FOOD SUPPLIES	518.81
CASH-WA DISTRIBUTING	FOOD SUPPLIES	3,602.06
CASH-WA DISTRIBUTING	FOOD SUPPLIES	2,771.12
CASH-WA DISTRIBUTING	FOOD SUPPLIES	93.07
CASH-WA DISTRIBUTING	FOOD SUPPLIES	1,899.17
Check Number 7284 Total	CASH-WA DISTRIBUTING	9,606.06
HILAND DAIRY	FOOD SUPPLIES	151.86
HILAND DAIRY	FOOD SUPPLIES	453.07
HILAND DAIRY	FOOD SUPPLIES	278.13
HILAND DAIRY	FOOD SUPPLIES	46.97
HILAND DAIRY	FOOD SUPPLIES	406.10
HILAND DAIRY	FOOD SUPPLIES	304.58
Check Number 7285 Total	HILAND DAIRY	1,640.71
RABEN'S MARKET	FOOD SUPPLIES	29.98
Check Number 7286 Total	RABEN'S MARKET	29.98
US FOODS	FOOD SUPPLIES	2,224.76
Check Number 7287 Total	US FOODS	2,224.76
Fund Number 06		13,501.51
Checking Account ID 6		13,501.51

# Proposal: Multi-Use/Multi-Sport Training Surface

To: Hemingford Public Schools Board of Education

From: Joshua Dean

Date: February 9, 2026

Subject: Proposal for Surface Finishing of New T&F Runways and High Jump Concrete Surfaces

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## 1. Summary of Proposal

Thank you for recently investing in and making improvements to our track and field facility here at Hemingford Public Schools. With the new concrete runways, high jump area, and throwing pads, we are now able to facilitate safer, more efficient, and more effective training sessions for our Hemingford student-athletes. To fully utilize some of these improvements, we must select a surface that ensures student-athlete safety and meets competition standards.

We are comparing two options: **OPTION A) Cast-in-Place Polyurethane Bound Rubber Base Mat (Option to Add Black Structural Spray)** vs. **OPTION B) Roll-Away Polyurethane/Rubber Mats**.

**Recommendation:** If financially possible, I recommend **OPTION A**, the Cast-in-Place Polyurethane Bound Rubber Base Mat (Option to Add Black Structural Spray). While the initial investment is higher, this option transforms the concrete pads into a multi-purpose training hub for jumping, hurdling, sprinting, and can also be used by other sports programs for training purposes (ex. 40 yard dash, foot agilities, elementary, junior high, high school Physical Education). According to American Athletic Track and Turf, "A track with a properly designed substructure and a sealed polyurethane synthetic surface can last up to 20 to 30 years," ([LINK](#)). The longevity of a surface like this and its ability to provide full coverage over our new runways and high jump concrete surfaces would be why I would recommend this over the mats that provide limited coverage on the runways and no coverage on the high jump area.

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## 2. Why Cover the Concrete?

Our facility currently has two newly poured concrete runways and a concrete high jump pad (poured in 2025). The new concrete throwing pads do not need any additional surface covering.

	<b>OPTION A: Cast-in-Place Polyurethane Bound Rubber Base Mat (Option to Add Black Structural Spray)</b>	<b>OPTION B: Roll-Away Polyurethane/Rubber Mats</b>
<b>Two Runways</b>	Coverage: At least 5' of the 6' width covered, the full length of the runway. Would allow for a lane of sprinting and hurdling.	Coverage: Mat will cover 4' of the 6' width, the full length of the runway. Would allow for a lane of sprinting and hurdling.
<b>High Jump Area</b>	Coverage: Full coverage would allow for high jump athletes to practice full speed approaches with competition spikes. Area could also be used for agilities.	Coverage: None. Mats would not be able to be used here. High jump athletes would still be able to jump (and it's better than the grass), but we would reduce the number of jumps due to impact of concrete and do our best to keep the area free of loose gravel that would prevent slippage on high speed approaches.

- **Safety:** Concrete has zero shock absorption, which puts our student-athletes at a higher risk for developing shin splints and stress fractures.
  - **Dirt/Rock/Grass Track & Field:** While I do appreciate the forgiveness of dirt/rock/grass on our athletes' legs, there are many times where we need a competition surface to fully prepare for competition. Our athletes currently lack a competition surface to practice high-speed sprint mechanics, hurdle starts, and high jump approaches on, as the dirt track and grass frequently give way under high velocity. To work on timing in the sprints, hurdles, and high jump we typically make a special trip to the Alliance Track and Field Facility. We will be able to reduce our trips to Alliance with **OPTION A**.
  - **Competition Parity:** With fully surfaced runways and a high jump area, we will be able to practice in an environment that very closely resembles a competition environment. Comparison to our Western Trails Conferences opponents: 5/6 have surfaced runways, 5/6 have surfaced high jump areas, 4/6 have surfaced tracks.
  - **Student-Athlete Impact:** This has a direct impact on track and field student-athletes in high school, junior high, and elementary. In addition, this has the potential to be used by physical education classes and other sports (ex. football would use to time 40 yard dash).
  - **Maintenance:** Similar to recoating the gym floors or watering/fertilizing the football fields, we will do everything we can to keep our track and field surfaces maintained and in good working condition.
-

### 3. Option Comparison

	<b>OPTION A: Cast-in-Place Polyurethane Bound Rubber Base Mat (Option to Add Black Structural Spray)</b>		<b>OPTION B: Roll-Away Polyurethane/Rubber Mats</b>	
<b>Company</b>	Fisher Tracks (recommended by Chadron, Scottsbluff)	Pro Track and Tennis (recommended by Bayard)	Fisher Tracks	M+F Athletic
<b>Material</b>	½ inch cast-in-place, durable, resilient, all-weather, running track surface consisting of polyurethane bound rubber base mat	½ inch polyurethane base mat	12mm polyurethane and rubber mat	12mm polyurethane and rubber mat ( <a href="#">LINK</a> )
<b>Cost: Fully functional base mat</b>	\$23,886 ( <a href="#">LINK</a> )	\$34,200 ( <a href="#">LINK</a> )	\$6,320	\$6,263 ( <a href="#">LINK</a> )
<b>Cost: Structural Spray (not required)</b>	Add \$9,353 (if done with initial base mat), estimate \$10-\$15,000 range to do later (8-10 years)	Add \$8,500 (if done with initial base mat), estimate \$20-\$25,000 range to do later (8-10 years)	None	None
<b>Scope</b>	Runways, High Jump	Runways, High Jump	Runways Only	Runways Only
<b>Lifespan</b>	Base Mat 8-10 years, Structural Spray adds 8-10 years, with total lifetime 20-25 years	Base Mat 4-6 years, Structural Spray adds 9-11 years, with total lifetime 20-25 years	5-10 Years	5-10 Years
<b>Installation</b>	Weather permitting - mid to late April	Weather permitting - late March/early April	4-6 weeks from order date	4-6 weeks from order date
<b>Striping</b>	To save \$2-\$3,000, we will stripe, minimal costs for paint, tape, stencils (would be good team bonding and community pride project). Booster Club has noted they would donate \$500 for this project and I believe striping would be a good use of those funds.			

## 4. Strategic Advantages of **OPTION A** vs. **OPTION B**

### A. Comprehensive High Jump Solution

The roll-away mats (\$6,000) **do not** cover the High Jump area. The High Jump area requires a large area that cannot be safely covered by straight rectangular mats.

### B. Multi-Use "Training Hub" for All Athletes

Because we do not have an all-weather track, this surface will serve more than just jumpers. It will become the **technical training center** for the entire team.

- **Hurdlers:** Can finally practice full-speed approaches and clearance drills on a stable surface without fear of slipping on dirt or grass.
- **Sprinters:** Provides a safe, high-traction zone for practicing block starts and acceleration mechanics (the "drive phase") which are impossible to execute perfectly on loose dirt or grass.

### C. Safety

- **Shock Absorption:** The system reduces impact force, lowering the risk of joint injuries.
  - **No Trip Hazards:** Roll-away mats often curl at the edges and can shift during sprints. The cast-in-place, durable, resilient, all-weather, running track surface consisting of polyurethane bound rubber base mat is permanently bonded to the concrete.
-

## 5. Conclusion

By approving **OPTION A: Cast-in-Place Polyurethane Bound Rubber Base Mat (Option to Add Black Structural Spray)**, we are not just surfacing a runway; we are also surfacing the high jump area and we are giving our Jumpers, Sprinters, and Hurdlers a safe, professional-grade foundation to train on for the next decade.

Requested Action:

- Approval to accept the bid of \$23,886 from Fisher Tracks for the Cast-in-Place Polyurethane Bound Rubber Base Mat (Option to Add Black Structural Spray).
  - Recommend financial planning to save \$10,000-\$15,000 over the next 5-10 years for the cost of adding the structural spray at a later date to increase the lifetime of the surface. Recommend saving \$1,000 per year.
  - Recommend financial planning to save \$20,000-\$30,000 over the next 20-30 years for the cost of replacing the base mat (only if necessary). Recommend saving an additional \$1,000 per year.
-

## 6. Supporting Documents

Email from Sam Fisher with Fisher Tracks 1/19/26:

Please find attached a formal bid proposal for the installation of the polyurethane black mat over your existing runways and high jump. That price as quoted in the previous email is \$23,886.

Just for conversation, the add of the structural spray over the polyurethane base mat would be \$9,352 if we did it concurrent with the installation of the base mat. The base mat is the cushion course to a variety of competition track systems. It consists of 80% rubber and 20% binder by weight. It is utilized in many of the smaller communities in the Midwest as their initial competition surface and the structural spray is added at a later time. The structural spray is 60% binder and 40% rubber by weight. It is the tough durable wearing course.

If the structural spray were to be added initially, you would be looking at a re-structural spray in typically 8 to 10 years. Most school boards that I meet with look at this structural spray as defrayed maintenance if they decide to put such off. You are not shortening the life of the base mat by adding the structural spray at a later time as long as you do not let the overall condition of the base mat go too far. Yes, there are some schools that need to put that structural spray on as early as 4 or 5 years but these are typically installations of the base mat only around synthetic turf at a large school where they are also playing soccer, field hockey, lacrosse and now we are seeing rugby.

The structural spray is done in two sprays. We would have some time masking off the edges of the runway and the high jump and again the spray would take about one half hour. We can't affect the second spray until the first spray is cured as we need to be out on that high jump pad to apply that second spray in the opposite direction of the first. We then need to typically wait as much as a day before we can pull the taped edges for cleanup. In other words, it can tie up a crew three days and even longer if there's a lot of consistent wind. We will frequently spray at night if there are lights; this is a small enough area that we could maybe set up temporary lighting. I just want to make you aware of the real cost of the structural spray on something like this as it is not the product itself nor the application but the prep and the downtime in-between applications. Hope this helps.

You could certainly affect any striping yourself. Most of the track strippers charge \$2,000 to \$3000 just to show up and open up the back of their trailer. I think that would be a fairly safe number given your location to many of the six strippers we work with. You could make your own stencils for those takeoff boards and spray that paint on. I can guide you through the details of how best to do that and the type of paint to use. Again, you do not want to be using an oil-based traffic paint.



*Hemingford Public  
Schools*



*One-Year Negotiated  
Agreement  
2026-2027*

## **PREAMBLE**

This Agreement is effective the 10<sup>th</sup> day of August 2026, by and between the Board of Education of the School District of Hemingford #10 in the County of Box Butte, in the State of Nebraska (hereinafter referred to as the “Board” or “District” as the context may require) and Hemingford Education Association (hereinafter referred to as the “Association”).

## **GENERAL PURPOSE**

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

## **ARTICLE I**

### ***Recognition***

The Board will require the Association to give a list of current members, which will provide evidence that it represents the majority of the members of the bargaining unit. The Board will affirm its judgment in this regard by a motion at any meeting of the Board prior to the commencement of negotiations. The Board will then recognize the Association as the exclusive and sole collective bargaining representative for all teachers employed by the District. Teacher shall mean all certificated teaching personnel employed by the district, but excluding superintendent, elementary and high school principals, and director of instructional services.

## **ARTICLE II**

### ***Teacher Rights***

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

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

## ARTICLE III

### *Salaries*

#### A. Salary Schedule

The teacher's salary schedule is attached as Appendix A. The Board of Education will grant teachers all years of prior teaching experience. The Superintendent of Schools shall determine the placement of the teacher on the salary schedule. The Board of Education realizes that certain teaching positions become special cases--either by nature of the training required, or by the laws of supply and demand. When it becomes necessary to secure the services of a qualified teacher, the Board of Education may grant additional compensation, e.g. payment of a signing bonus, or payment of moving expense. The amount of compensation and the type of bonus will be reported to the president of the Association. Additional steps on the salary schedule will not be considered an acceptable deviation.

#### B. Base Salary

The base salary for the 2026-2027 school year shall be \$39,750.00.

#### C. Horizontal Movement

An official transcript of college credits will be required for verification of position on the salary schedule. The transcript **must** be filed in the office of the superintendent on or before September 15. No changes in position on the basic salary schedule may be made after this date. Only those hours received after the Bachelor's degree has been conferred can be used to advance to the BA plus 9, BA plus 18, BA plus 27 or BA plus 36 steps. Only those hours received after the Master's degree has been conferred can be used to advance to the MA plus 9 or MA plus 18. All graduate work used for advancement on the salary schedule must be graduate-level courses and must be pre-approved by the superintendent.

Graduate hours for advancement on the salary schedule shall be from an accredited graduate-level institution. Accredited graduate-level institutions are those institutions that have earned accreditation through the Council for the Accreditation of Educator Preparation (CAEP) or the National Council for Accreditation of Teacher Education (NCATE). Other similarly rigorous regional or state accreditations may be permitted at the superintendent's discretion.

Once a master's degree is conferred, movement will be allowed to the Master's column. No restriction on horizontal movement.

Up to \$1,000 per teacher (maximum of 20 teachers per year) of approved Master's Program tuition and fees may be reimbursed per year upon presentation of receipts. (500 level or above).

Individual graduate classes will continue to be approved by the superintendent. In order for teachers to receive compensation for tuition, the following are in order:

- For teachers with a Bachelor of Science degree, a college “Plan of Study” for a Master of Science Degree Program must be on file with the Superintendent.
- For teachers that hold a Master of Science Degree, additional hours towards an additional endorsement would also be accepted.
- A “Plan of Study” is approved by the college or university and the graduate student. A copy is then shared with the Superintendent.

#### D. Vertical Movement

Teachers shall be placed on the proper vertical steps in accordance with their experience in the district plus credited prior experience. Only one step is allowed during any school year.

#### E. Specialized Professional Salary Placement

Because of the nature of the position, and the responsibility of the position, teachers who are employed as counselors or speech-language pathologists will receive a salary equal to 110% of their salary placement. This additional salary amount requires the following:

##### School Counselor

1. A Master’s Degree and an Endorsement in Counseling
- AND
2. Either 5 years of experience in the district or 5 years of experience as a counselor

##### Speech Language Pathologist

1. A Master’s Degree and an Endorsement in Speech-Language Pathology

#### F. Extra Duty Salary

Extra duty pay will be determined for each assignment by a percentage of the teacher’s base salary. The different extra duty assignments with their percentages are listed below. To determine the starting wage or base pay for the assignment, multiply the teacher’s salary base pay by the percentage assigned to each position. In addition to the base salary, experience pay will be given for each year of experience at Hemingford up to ten years. Experience pay will be .5% of the sponsor’s beginning base pay for each year of experience. (See extra duty sheet-each level is different.)

Experience pay can be transferred within the same sport. An assistant coach moving up to head coach will be given one-half of their coaching experience for a maximum of three years. Junior high coaching experience cannot be transferred to varsity. Experience does not transfer between different activities or assignments. In those positions which did not include experience pay in previous years, only one year

will be allowed regardless of how many years the sponsor has served in those positions.

The Board reserves the right to grant new teachers to the system their experience at other schools up to the limit for each category.

The Board retains the right to add or delete positions and to change sponsors or coaches as recommended by the superintendent of schools.

### **Categories and Percentages**

See Appendix B.

#### **G. Summer In-Service Training**

When teachers are requested to attend a summer in-service training, they will be paid at an hourly rate of \$25.00 per hour.

#### **H. Payment of Salary**

Salaries will be paid in 12 equal installments on or before the 15th of each month, commencing in September.

#### **I. Teacher Recruitment/Retention Incentives**

From time to time, external organizations, agencies, and programs provide incentives/inducements to encourage the participation and retention of professional teachers in certain areas of shortage and/or high demand. The school district may participate and may also act as a flow-through/fiscal agent in such programs to provide retention and recruitment incentives and inducements to teachers in partnership with other organizations/agencies. The parties agree these payments are not subject to additional collective bargaining.

#### **J. Extended Contracts**

Extended contracts are paid at the daily rate of 1/183 of the teacher's current salary schedule placement.

#### **K. Dual Credit Courses**

The amount of any payments received by the School District from a post-secondary institution due to a teacher teaching a college credit course or dual credit course (for both the School District and the post-secondary institution) shall be added to that teacher's compensation within 60 days after receipt of the payment by the District, subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

L. National Board Certification Annual Stipend

Each teacher who has earned and maintains National Board Certification will receive an additional stipend of \$1,200/year (to be added to the total salary and paid over 12 months).

M. Reimbursement for Additional Endorsement:

If the district requests or has a need for a teacher to obtain an additional endorsement due to Rule 10 state compliance, the district may reimburse the teacher for the cost of the content test and the fees associated with adding an endorsement after the teacher has successfully completed the test, completed the application process, and delivered an updated certificate along with receipts for actual expenses of the test and fees to the business office.

## ARTICLE IV

### *Insurance*

All insurance and benefits are prorated according to a teacher's FTE.

#### A. Health Insurance

The Board shall provide for health insurance equivalent to the prescribed "tier" level for each certificated faculty member not to exceed a monthly rate of the cost of a family health-Tier/Level 2 (2026-2027 is \$850 Deductible), single dental policy (PPO – 100% A, B, C Coverage-Option 5) offered by EHA. Family dental will be provided for married teachers both employed by District #10. Teachers who do not require health insurance may take a \$700.00 per month 403(b) investment of their choice, or a \$700.00 per month cash in lieu of insurance stipend as specified below."

No teacher shall be allowed to decline group health coverage for purposes of receiving a cash-in-lieu payment under this section unless said teacher has filed a signed attestation with the superintendent's office certifying that the teacher and all other individuals for whom the teacher reasonably expects to claim a personal exemption deduction for the taxable years covered by this Agreement have or will have minimum essential coverage during the term of this Agreement. Teachers are not eligible for the opt-out payment if they obtained the outside coverage in the individual market, whether or not obtained through the Health Insurance Marketplace.

The teacher must file an individual disclaimer which certifies that said teacher is covered by an alternate health insurance plan which aligns with the requirements of the preceding paragraph and which absolves both the School District and the Association of responsibility for any future financial ramifications encountered by said teacher as a result of that teacher's decision to decline participation in the District's health plan and any misrepresentations of the District's insurance offer made by the teacher in procuring the outside coverage. Unless all of the foregoing conditions are satisfied no earlier than July 1, 2025, the School District will not honor requests for cash payment under this section.

A teacher who declines the District-provided employee health insurance may elect one of the following options:

#### Option 1:

A teacher who declines the District-provided employee health insurance will receive a cash-in-lieu of insurance stipend in the amount of \$8,400.00 provided that such teacher has filed a signed attestation with the superintendent's office. The cash-in-lieu of insurance stipend will be paid monthly in the amount of \$700.00 over a twelve-month period.

OR

#### Option 2:

A teacher who declines the District-provided employee health insurance will receive a cash-in-lieu of insurance stipend in the amount of \$700.00 per month provided that such teacher has filed a signed attestation with the superintendent's office. The cash-in-lieu of insurance stipend will be contributed to a school-sponsored 403(b) plan.

B. Life Insurance

The Board shall provide for a term life insurance policy in the amount of \$25,000 to each certified staff member who is employed .50 FTE or more. The Board will select the insurance carrier.

C. Long-Term Disability Insurance

Professional staff of the Hemingford Public School District shall be provided a LTD plan. Certified staff shall purchase long-term disability income protection insurance through a carrier selected by the district. The district shall deduct the insurance premium for each staff member from their monthly salary. The district will add the annual cost of the premium to the staff member's yearly salary.

## **ARTICLE V**

### ***Terms of Employment***

A. In House Substituting

Teachers who are asked to substitute for another teacher during their planning period will be paid one-eighth of the wage paid for substitute teachers. The rate for substitute teachers shall be set annually by the Board.

B. Wage Dock

When it is necessary to dock wages, dockage will be at the rate of 1/183 of the yearly contract for persons employed on a nine-month basis, 1/204 of the yearly contract for persons employed on a ten-month basis and at the rate of 1/224 of the yearly contract for persons employed on an eleven-month basis.

C. Contract Days

Certified faculty members who teach are contracted for a total of 183 days, including teacher work days.

## ARTICLE VI

### *Other Benefits*

#### A. PTO Leave

PTO for teachers shall be (13) days per year and can be used as either sick or PTO (submitting doctors notes as needed or approval of 5 days in advance by administration.)

Unused PTO days convert to accumulative sick days up to 50 days. Current accumulative days will roll into the new agreement. A teacher may not use sick leave at any time he or she has accrued and unused PTO.

PTO leave may be used for any purpose, provided that the teacher's principal has given permission for the teacher to take the PTO leave. Except for in the case of an emergency or sickness, the teacher shall request permission to take PTO leave from the teacher's principal at least five days prior to taking PTO leave. In the event of an emergency or sickness, the teacher shall request PTO leave as soon as possible. Requests must be made in writing. Except for in the case of an emergency or sickness, no PTO or-leave will be granted for the first day of school or the last day of school. (No more than 10% of the faculty may use their PTO leave at the same time.)

A teacher will not be required to use PTO leave days to attend conferences, seminars, or workshops or to perform other duties requiring the teacher's absence as long as the Administration directed the teacher to attend such conference, seminar, or workshop or perform such duties.

Upon separation from Hemingford Schools, an employee with a minimum of five years of employment with District 10 will be paid for each day of accumulated unused sick days up to 50 days, at a rate of \$60 a day. Employees with a minimum of ten years of employment with District 10 will be paid for each day of accumulated unused sick days up to 50 days, at a rate of \$80 a day. Employees with a minimum of fifteen years of employment with District 10 will be paid for each day of accumulated unused sick days up to 50 days, at a rate of \$100 a day. Employees with a minimum of twenty years of employment with District 10 will be paid for each day of accumulated unused sick days up to 50 days, at a rate of \$120 a day. Employees must submit a letter of resignation and make a request for these funds on or before April 15th of the last year of service to be valid.

Unused PTO days will be transferred to accumulated sick leave at the end of the year. If the teacher has already accumulated fifty (50) sick days, that teacher will receive \$75 per day for each day of the PTO days not used that school year. Any days of unused PTO remaining after the balance of sick days reaches fifty will also be paid out at \$75 per day to be paid no later than August 1st. For example, if a teacher has 45 accumulated sick leave days and 10 unused PTO days at the end of a contract year, 5 PTO days will be converted to sick days and 5 PTO days will be paid out.

B. Professional Leave

Professional leave will be granted by the superintendent or designee.

## **ARTICLE VII**

### ***Certificated Personnel Grievance Policy***

- A. See Appendix C

## **Article VIII**

### ***Duration of Agreement***

This contract shall be effective as of August 10<sup>th</sup>, 2026, and shall continue in effect until September 1, 2027. If a new and substitute contract has not been duly entered into prior to September 1, 2027, this contract shall continue in full force and effect until such substitute contract is adopted.

## Appendix C

### **Certificated Staff Grievances Pertaining to Negotiated Agreement**

This grievance procedure only applies to grievances about terms and conditions included in the negotiated agreement. Grievances related to matters not covered by this agreement should be handled according to the procedures outlined in board policies.

School employees are encouraged to solve difficulties and problems within the school or department in which they are employed. In the event that a difficulty or grievance cannot be settled within the school or department, the employee is encouraged to bring the matter to the attention of the district administrator in charge of certificated personnel.

This grievance procedure serves to secure, at the lowest possible administrative or supervisory level, proper and equitable solutions to grievance, and to guarantee the orderly succession of procedures within which solutions may be pursued. School personnel are encouraged to ask their immediate supervisor for assistance on any matters that relate to their duties. It will be incumbent upon all district employees to follow these procedures to settle their grievances.

Within this general framework the following specific purposes are to be served by this grievance procedure:

1. To ensure that a complaint is considered fairly, with all due speed and without prejudice or reprisal to the aggrieved person.
2. To encourage teacher expression regarding conditions that affect him or her professionally.
3. To provide a specific procedure that will facilitate the understanding of district policies that affect teachers.
4. To build confidence in the sincerity and integrity of the procedure as a means to establish the facts upon which a grievance is based and a fair conclusion is reached.

### **Complaints Grievance Procedure**

The district's grievance procedure is the professional channel of appeal which shall be used by professional employees to seek just and productive solutions to employee and policy conflicts. Employees, who are aggrieved by; the actions and decisions of supervisory staff; other employees; or the effects of district policy, shall seek solutions through the following procedures:

#### **STEP #I**

1. Informally present and discuss your grievance matter with your immediate supervisor.
2. If the grievance matter is not resolved to your satisfaction, state your grievance in writing to your immediate supervisor.
3. The immediate supervisor shall provide you with a written decision and reasons within five school days after receiving your written grievance.

#### **STEP #II**

1. If the grievance is not resolved to your satisfaction, appeal your grievance to the principal or next ranking supervisor (follow the chain-of administrative organization) within five school days.
2. Present your written grievance statements and accompanying documents to the next succeeding supervisor in charge.
3. The supervisor receiving your written appeal shall arrange a review conference with the employees involved within five school days.
4. The receiving supervisor shall provide the involved parties his/her written decision within five school days following the review conference.

#### **STEP #III**

1. If your grievance remains unresolved to your satisfaction, file a written appeal with the Superintendent of Schools.
2. Provide the Superintendent with all documents from the preceding procedural steps.
3. The Superintendent shall hold a review conference with the parties involved within five school days after receipt of a grievance appeal.
4. The Superintendent shall provide his/her written decision and reasons to the involved parties within five school days after the review conference.

#### **STEP #IV**

1. If your grievance remains unresolved, appeal in writing to the Board of Education by giving notice to the Board President.
2. Provide the Board President with all written documents from the preceding steps of the appeal process.
3. The Board President shall arrange a conference with the board and all involved parties after receiving the written appeal request as soon as practical but no later than the next regular Board meeting for which the item can be lawfully added to the agenda.
4. After the conference the Board President shall provide to all parties the written decision of the Board of Education as soon as practical. The decision of the Board of Education shall be final.

#### **STEP #V**

When an employee grievance matter concerns employment conditions covered in the current board\teacher representative written negotiated agreement, the employee may appeal a Board decision to the Commission of Industrial Relations.

Any claimant shall be entitled to representation of his/her choice when a grievance claim is appealed through the procedure of the Board of Education.

#### **CONDITIONS AND LIMITATIONS OF GRIEVANCE PROCEDURE**

1. A grievance against actions and decisions of an immediate supervisor - Begin procedure at Step #I.
2. A grievance against the actions and decisions of a principal - Begin procedure at Step #II.
3. A grievance against the actions and decisions of Superintendent- Begin at Step #III.
4. A grievance against the actions and decisions of the Board of Education - Begin at Step #III.
5. A grievance against another non-supervisory employee - Begin at Step #II.
6. A grievance resulting from the interpretation of policies in the district's policy manual - Begin at the supervisory step of the individual making the interpretation.
7. A grievance which is created by the correct administration of district policy - Begin at Step #III.

#### **Filing of Complaint**

A complainant must file a complaint within 30 days after the event or action which the complaint is based upon.

#### **Misuse of Procedure**

Repeated use of the grievance procedure through Step #IV for frivolous and unsupported reasons will result in disciplinary action by the Board of Education. Only the Board of Education shall make this determination.

Employee complaints not channeled through this professional communications procedure will be handled as malicious gossip and petty gripes and may cause the employee to be charged with unprofessional conduct and/or insubordination.

#### **Grievance Procedure Conditions**

It is agreed by both parties that these proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.

Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process.

Staff, who seek to appeal the decision of any supervisor, shall notify the supervisor in writing of their action seeking to appeal the decision or actions.

Name \_\_\_\_\_ Assigned Building \_\_\_\_\_

**Step #I - Initial Completed Steps**

- \_\_\_\_\_ 1. I have informally discussed my concern with my immediate supervisor on: \_\_\_\_\_.
- \_\_\_\_\_ 2. My problem was resolved. Date \_\_\_\_\_
- \_\_\_\_\_ 3. I have stated my problem to my immediate supervisor in writing.
- \_\_\_\_\_ 4. I have received the written decision and reasons from my immediate supervisor.

**STEP #II - Initial Completed Steps**

- \_\_\_\_\_ 1. I seek to appeal the decision and actions of my immediate supervisor as a grievance.
- \_\_\_\_\_ 2. I have provided my written grievance statement and immediate supervisor's written decision to (Name) \_\_\_\_\_.
- \_\_\_\_\_ 3. A Step #II conference was held with the following supervisors and personnel present at the review conference. \_\_\_\_\_
- \_\_\_\_\_ 4. I have received the written decision and reasons from (supervisor) \_\_\_\_\_.

**USE THIS SECTION IF ANOTHER SUPERVISOR IS INVOLVED IN THE APPEAL PROCESS -**

**Initial Completed Steps**

- \_\_\_\_\_ 1. I seek to appeal the decision and action of supervisor \_\_\_\_\_ to supervisor \_\_\_\_\_.
- \_\_\_\_\_ 2. I have provided Supervisor \_\_\_\_\_ with my written grievance and the preceding decisions.
- \_\_\_\_\_ 3. A review conference was held on (Date) \_\_\_\_\_ with the following supervisors and personnel present at the conference. \_\_\_\_\_
- \_\_\_\_\_ 4. I have received the written decision and reasons of supervisor \_\_\_\_\_.

**STEP #III – Initial Completed Steps**

- \_\_\_\_\_ 1. I seek to appeal the decision and actions of Supervisor \_\_\_\_\_ to the Superintendent of schools.
- \_\_\_\_\_ 2. I have provided the superintendent with all written documents from previous appeal steps.
- \_\_\_\_\_ 3. The superintendent has held a review conference on date: \_\_\_\_\_ with the following supervisors and personnel present: \_\_\_\_\_.
- \_\_\_\_\_ 4. I have reviewed a written copy of the superintendent's decision and reasons.

**STEP #IV – Initial Completed Steps**

- \_\_\_\_\_ 1. I seek to appeal the decision and actions of the superintendent of schools to the Board of Education.
- \_\_\_\_\_ 2. I have provided written documents of each step of the appeal process to the president of the Board of Education.
- \_\_\_\_\_ 3. The Board of Education granted me an appeal hearing on date: \_\_\_\_\_.
- \_\_\_\_\_ 4. I have received a copy of the Board's decision and actions.

**STEP #V – Initial Completed Steps**

- \_\_\_\_\_ 1. I seek to appeal the decision of the board of education to the Commission of Industrial Relations.

The aggrieved employee shall initial each item completed in the appeal process and sign at that step they feel the matter was satisfactorily resolved. The supervisor resolving the grievance matter shall keep the appeal form on file.

**ARTICLE IX**

***Document Authorization***

In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed here on, all on the days and year first above written.

**HEMINGFORD EDUCATION  
ASSOCIATION**

**DISTRICT #10  
BOARD OF EDUCATION**

*Katie Sailor*  
\_\_\_\_\_  
President

\_\_\_\_\_  
President

*Matthew Steedman*  
\_\_\_\_\_  
Chief Negotiator

\_\_\_\_\_  
Chief Negotiator

*1/28/2024*  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



**Appendix B 2026-2027 Extra Duty Categories and Percentages**

<b>GROUP A</b>	<b>GROUP B</b>	<b>GROUP C</b>	<b>GROUP D</b>								
<b>10%</b>	<b>8%</b>	<b>6%</b>	<b>5%</b>								
HEAD FOOTBALL	HEAD GOLF	ASSISTANT FOOTBALL (3)	FCCLA								
HEAD VOLLEYBALL	FFA	ASSISTANT VOLLEYBALL(1)	YOUTUBE BROADCASTING (2)								
HEAD GIRLS BASKETBALL	HEAD SPEECH	ASSISTANT GBB	ASSISTANT ESPORTS*								
HEAD BOYS BASKETBALL	INSTRUMENTAL MUSIC	ASSISTANT BBB	ASSISTANT CHEERLEADING*								
HEAD BOYS WRESTLING		ASSISTANT WRESTLING									
HEAD GIRLS WRESTLING		ASSISTANT TRACK (2)									
HEAD GIRLS TRACK		ASSISTANT CROSS COUNTRY (1)									
HEAD BOYS TRACK		ASSISTANT GOLF*									
HEAD CROSS COUNTRY		CHEERLEADING (1)									
		ESPORTS									
<b>GROUP E</b>	<b>GROUP F</b>	<b>GROUP G</b>	<b>GROUP H</b>	<b>GROUP O (Other)</b>							
<b>4%</b>	<b>3%</b>	<b>2%</b>	<b>1%</b>	<b>Specified Rates</b>							
JR HIGH VOLLEYBALL (2)	YEARBOOK	JR CLASS SPONSOR (2)	SENIOR CLASS SPONSOR (2)	CONCESSIONS (\$1,800)							
JR HIGH FOOTBALL(2)	ALL SCHOOL PLAY (2)	HONOR SOCIETY (1)	QUIZ BOWL (1)	HAL ENRICHMENT (\$100)							
JR HIGH WRESTLING(2)	STUDENT COUNCIL (1)	ASSISTANT SPEECH (1)*	SCIENCE OLYMPIAD (1)								
JR HIGH GIRLS WRESTLING(2)	ASSISTANT ONE ACT	HEALTH PROFESSIONS CLUB (1)	IEP PLANNING								
JR HIGH GIRLS BASKETBALL (2)		MARCHING BAND ASSISTANT (1)	JR HIGH QUIZ BOWL (1)								
JR HIGH BOYS BASKETBALL (2)		HOPE SQUAD	HAL SUPERVISION								
SIP CHAIRMAN (2)		HAL (Elementary)	FINE ARTS AND CULTURE CLUB								
WORLDSTRIDES DC (1)		HAL (Jr. High/High School)	ELEMENTARY STUDENT COUNCIL								
ONE ACT PLAY		UNIFIED SPORTS (Per Season)									
JR. HIGH TRACK											
JR. HIGH CROSS COUNTRY											
*ASSISTANT IF 10 OR MORE PARTICIPANTS ARE INVOLVED											
**From time to time there is a need for extra duty assignments not already specified in the negotiated agreement. The board and the association may agree to reopen negotiations for the express purpose of negotiating compensation for the new extra duty position. Not other portions of the negotiated agreement will be considered. Once the association and the board have come to an agreement and the board approves the additional extra duty, the new duty will be emailed to all staff, and from the pool of applicants, the work will be assigned.											
<b>SUMMER WEIGHT ROOM</b>	Minimum Rate Required by Nebraska Revised Statute § 48-1203		NOT TO EXCEED 200 HOURS								
<b>ACTIVITIES DIRECTOR</b>	18% OF BASE										
<b>BASE PAY</b>	\$ 39,750.00										
<b>YEARS</b>	<b>ACTIVITY DIRECTOR</b>										
	<b>18%</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>		
	<b>10%</b>	<b>8%</b>	<b>6%</b>	<b>5%</b>	<b>4%</b>	<b>3%</b>	<b>2%</b>	<b>1%</b>			
0	\$ 7,155.00	\$ 3,975.00	\$ 3,180.00	\$ 2,385.00	\$ 1,987.50	\$ 1,590.00	\$ 1,192.50	\$ 795.00	\$ 397.50		
1	\$ 7,512.75	\$ 4,173.75	\$ 3,339.00	\$ 2,504.25	\$ 2,086.88	\$ 1,669.50	\$ 1,252.13	\$ 834.75	\$ 417.38		
2	\$ 7,870.50	\$ 4,372.50	\$ 3,498.00	\$ 2,623.50	\$ 2,186.25	\$ 1,749.00	\$ 1,311.75	\$ 874.50	\$ 437.25		
3	\$ 8,228.25	\$ 4,571.25	\$ 3,657.00	\$ 2,742.75	\$ 2,285.63	\$ 1,828.50	\$ 1,371.38	\$ 914.25	\$ 457.13		
4	\$ 8,586.00	\$ 4,770.00	\$ 3,816.00	\$ 2,862.00	\$ 2,385.00	\$ 1,908.00	\$ 1,431.00	\$ 850.65	\$ 477.00		
5	\$ 8,943.75	\$ 4,968.75	\$ 3,975.00	\$ 2,981.25	\$ 2,484.38	\$ 1,987.50	\$ 1,490.63	\$ 993.75	\$ 496.88		
6	\$ 9,301.50	\$ 5,167.50	\$ 4,134.00	\$ 3,100.50	\$ 2,583.75	\$ 2,067.00	\$ 1,550.25	\$ 1,033.50	\$ 516.75		
7	\$ 9,659.25	\$ 5,366.25	\$ 4,293.00	\$ 3,219.75	\$ 2,683.13	\$ 2,146.50	\$ 1,609.88	\$ 1,073.25	\$ 536.63		
8	\$ 10,017.00	\$ 5,565.00	\$ 4,452.00	\$ 3,339.00	\$ 2,782.50	\$ 2,226.00	\$ 1,669.50	\$ 1,113.00	\$ 556.50		
9	\$ 10,374.75	\$ 5,763.75	\$ 4,611.00	\$ 3,458.25	\$ 2,881.88	\$ 2,305.50	\$ 1,729.13	\$ 1,152.75	\$ 576.38		
10	\$ 10,732.50	\$ 5,962.50	\$ 4,770.00	\$ 3,577.50	\$ 2,981.25	\$ 2,385.00	\$ 1,788.75	\$ 1,192.50	\$ 596.25		
	0.009	0.005	0.004	0.003	0.0025	0.002	0.0015	0.001	0.0005		

**2026 - 2027 SALARY SCHEDULE (INSTRUCTIONAL SERVICES DIRECTOR - SPECIAL EDUCATION)**

HEMINGFORD PUBLIC SCHOOLS

\$39,750 (Base Salary of HEA Negotiated Agreement)

Adopted March 13, 2023

Updated January 29, 2026

183 Day Contract

193 Day Contract

Factor: 193/183 1.054644809

BASE	DOWN		ACROSS	
	2		4,5	
EXPERIENCE	MA	MA + 18	EdS	PhD/EdD
0	2.035 \$80,891	2.08 \$82,680	2.125 \$84,469	2.17 \$86,258
1	2.055 \$81,686	2.1 \$83,475	2.145 \$85,264	2.19 \$87,053
2	2.075 \$82,481	2.12 \$84,270	2.165 \$86,059	2.21 \$87,848
3	2.095 \$83,276	2.14 \$85,065	2.185 \$86,854	2.23 \$88,643
4	2.115 \$84,071	2.16 \$85,860	2.205 \$87,649	2.25 \$89,438
5	2.135 \$84,866	2.18 \$86,655	2.225 \$88,444	2.27 \$90,233
6	2.155 \$85,661	2.20 \$87,450	2.245 \$89,239	2.29 \$91,028
7	2.175 \$86,456	2.22 \$88,245	2.265 \$90,034	2.31 \$91,823
8	2.195 \$87,251	2.24 \$89,040	2.285 \$90,829	2.33 \$92,618
9	2.215 \$88,046	2.26 \$89,835	2.305 \$91,624	2.35 \$93,413
10	2.235 \$88,841	2.28 \$90,630	2.325 \$92,419	2.37 \$94,208
11	2.255 \$89,636	2.3 \$91,425	2.345 \$93,214	2.39 \$95,003
12	2.275 \$90,431	2.32 \$92,220	2.365 \$94,009	2.41 \$95,798
13	2.295 \$91,226	2.34 \$93,015	2.385 \$94,804	2.43 \$96,593
14	2.315 \$92,021	2.36 \$93,810	2.405 \$95,599	2.45 \$97,388
15	2.335 \$92,816	2.38 \$94,605	2.425 \$96,394	2.47 \$98,183

EXPERIENCE	MA	MA + 18	EdS	PhD/EdD
0	\$85,312	\$87,198	\$89,085	\$90,971
1	\$86,150	\$88,036	\$89,923	\$91,809
2	\$86,988	\$88,875	\$90,761	\$92,648
3	\$87,827	\$89,713	\$91,600	\$93,486
4	\$88,665	\$90,552	\$92,438	\$94,325
5	\$89,504	\$89,504	\$93,277	\$95,163
6	\$90,342	\$92,229	\$94,115	\$96,002
7	\$91,181	\$93,067	\$94,954	\$96,840
8	\$92,019	\$93,906	\$95,792	\$97,679
9	\$92,858	\$94,744	\$96,631	\$98,517
10	\$93,696	\$95,582	\$97,469	\$99,355
11	\$94,534	\$96,421	\$98,307	\$100,194
12	\$95,373	\$97,259	\$99,146	\$101,032
13	\$96,211	\$98,098	\$99,984	\$101,871
14	\$97,050	\$98,936	\$100,823	\$102,709
15	\$97,888	\$99,775	\$101,661	\$103,548

Placement of staff on the salary schedule will be determined by the superintendent of schools. The Board of Education reserves the right to make adjustments to the schedule, add or subtract steps, and discontinue use of the schedule.

**2026 - 2027 SALARY SCHEDULE (PRINCIPALS)**

HEMINGFORD PUBLIC SCHOOLS

Adopted March 13, 2023

Updated January 29, 2026

\$39,750 (Base Salary of HEA Negotiated Agreement)

**183 Day Contract**

BASE	DOWN		ACROSS	
	2		4,5	
EXPERIENCE	MA	MA + 18	EdS	PhD/EdD
0	2.035 \$80,891	2.08 \$82,680	2.125 \$84,469	2.17 \$86,258
1	2.055 \$81,686	2.1 \$83,475	2.145 \$85,264	2.19 \$87,053
2	2.075 \$82,481	2.12 \$84,270	2.165 \$86,059	2.21 \$87,848
3	2.095 \$83,276	2.14 \$85,065	2.185 \$86,854	2.23 \$88,643
4	2.115 \$84,071	2.16 \$85,860	2.205 \$87,649	2.25 \$89,438
5	2.135 \$84,866	2.18 \$86,655	2.225 \$88,444	2.27 \$90,233
6	2.155 \$85,661	2.20 \$87,450	2.245 \$89,239	2.29 \$91,028
7	2.175 \$86,456	2.22 \$88,245	2.265 \$90,034	2.31 \$91,823
8	2.195 \$87,251	2.24 \$89,040	2.285 \$90,829	2.33 \$92,618
9	2.215 \$88,046	2.26 \$89,835	2.305 \$91,624	2.35 \$93,413
10	2.235 \$88,841	2.28 \$90,630	2.325 \$92,419	2.37 \$94,208
11	2.255 \$89,636	2.3 \$91,425	2.345 \$93,214	2.39 \$95,003
12	2.275 \$90,431	2.32 \$92,220	2.365 \$94,009	2.41 \$95,798
13	2.295 \$91,226	2.34 \$93,015	2.385 \$94,804	2.43 \$96,593
14	2.315 \$92,021	2.36 \$93,810	2.405 \$95,599	2.45 \$97,388
15	2.335 \$92,816	2.38 \$94,605	2.425 \$96,394	2.47 \$98,183

**210 Day Contract**

Factor: 210/183

1.147540984

Secondary Principalship Additional %: Year 3: 2%, Year 4: 3.5%, Year 5: 5%

Year 6: 6.5%, Year 7 and Thereafter: 7%

EXPERIENCE	MA	MA + 18	EdS	PhD/EdD
0	\$92,826	\$94,879	\$96,931	\$98,984
1	\$93,738	\$95,791	\$97,844	\$99,896
2	\$94,651	\$96,703	\$98,756	\$100,809
3	\$95,563	\$97,616	\$99,668	\$101,721
4	\$96,475	\$98,528	\$100,581	\$102,633
5	\$97,388	\$99,440	\$101,493	\$103,545
6	\$98,300	\$100,352	\$102,405	\$104,458
7	\$99,212	\$101,265	\$103,317	\$105,370
8	\$100,124	\$102,177	\$104,230	\$106,282
9	\$101,037	\$103,089	\$105,142	\$107,195
10	\$101,949	\$104,002	\$106,054	\$108,107
11	\$102,861	\$104,914	\$106,967	\$109,019
12	\$103,774	\$105,826	\$107,879	\$109,932
13	\$104,686	\$106,739	\$108,791	\$110,844
14	\$105,598	\$107,651	\$109,703	\$111,756
15	\$106,510	\$108,563	\$110,616	\$112,668

Placement of staff on the salary schedule will be determined by the superintendent of schools. The Board of Education reserves the right to make adjustments to the schedule, add or subtract steps, and discontinue use of the schedule.

## STUDENT BOARD REPRESENTATIVE - MONTHLY REPORT TEMPLATE



Student Board Representative  
Board of Education Report  
Date:2/9/2025

Submitted by: Cody Penaluna

### 1. Student Activities

- a. The boys basketball team placed third in their tournament this past Saturday.
- b. Basketball parents' night is this Friday, when we will be facing Kimball at home.
- c. We have two girl wrestlers heading to state: Carle Welling and Sophia Gomez
- d. Out of the many schools present at Chadron State College business days, we brought 34 students, with several placing in their respective test areas.

### 2. Other Pertinent Student Information/Feedback from Students

- a. February has started off strong with Winterfest and now Hope week.
- b. The middle school and junior high students enjoyed their dance hosted by NHS on Friday night.
- c. The high school dance was a blast as well. We would all like to thank the Booster Club for hosting it, as well as Kim Haas for taking pictures.

3. Progress on Student Board Member Initiative

- a. I have been working on becoming certified through Volunteer Income Tax Assistance (VITA) in order to help individuals at the Alliance AARP location file taxes, as well as to be able to assist my peers with their own taxes.
- b. The idea and implications of “kindness” rocks has been discussed between myself and another fellow student.
- c. Even while being so busy, I have been successful in all that I am involved in.

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HEMINGFORD PUBLIC  
SCHOOLS  
ANNUAL REPORT

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'25

*Empowering Individuals to become Resourceful, Respectful, and Responsible Lifelong Learners.*





# HEMINGFORD PUBLIC SCHOOLS

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HEMINGFORD PUBLIC SCHOOLS  
**MESSAGE FROM  
THE SUPERINTENDENT**



Dear Patrons:

As the superintendent of Hemingford Public Schools, I am pleased to share our annual report with you. We continuously strive to meet all local, state, and federal requirements for accountability, and we are committed to providing transparency and access to school information for our community members.

We are proud of our students, parents, and staff for their continued efforts in working toward academic excellence. As a fully accredited school district, our elementary school has maintained a "Great" rating on the state accountability system. Our middle grades were rated as "Good." The high school was rated as "Excellent." We are proud of our students for their performance and hard work. As a school, we still have work to do to meet high performance for all learners.

Work continues as we recognize the importance of addressing areas for improvement. We continue to implement the Strategic Plan of Hemingford Public Schools to guide our efforts.

Our Strategic Plan, adopted by the Board of Education, is a living document that provides strategic direction and guidance for Hemingford Public Schools. Our strategic plan has six guiding principles. These guiding principles are at the forefront of our work.

- Student-Centered Learning
- Personnel Effectiveness
- Student and Staff Well-Being
- Communication and Engagement
- District Resources
- Board Governance

We are committed to successfully implementing the objectives outlined in this plan, which we anticipate will be completed by the end of the 2026-2027 school year. Much work is already underway to continuously improve.

We invite you to access additional information about state and federal accountability on the Nebraska Department of Education's official education profile website: <https://nep.education.ne.gov>. Locally, we publish this annual report and school improvement profile to provide accountability and transparency to our community.

We believe this report will provide our citizens with a basis for positive action within our community and school district. Thank you for your continued support of Hemingford Public Schools.

DR. TRAVIS MILLER  
*Superintendent*

**MISSION,  
VISION AND GOALS**



**HEMINGFORD PUBLIC SCHOOLS**  
MISSION, VISION, AND SCHOOL IMPROVEMENT GOALS

**Mission Statement**

Empowering individuals to become Resourceful, Respectful, and Responsible Lifelong Learners.

**Vision Statement**

Our vision at Hemingford Public Schools is to work with parents and the community to:

- create a safe and healthy learning environment for all,
- provide and promote opportunities for academic success,
- inspire involvement using career interests and strengths, and
- prepare caring, responsible, and successful citizens.

**School Improvement Goals**

**Academic Goal:**

All students will demonstrate growth in math on state and/or national assessments by the end of the 2025-2026 school year.

**Instructional Goal:**

Students and teachers will be engaged in evidence-based instructional strategies to improve learning.

**Adopted by the Board of Education on January 9, 2023**

# HEMINGFORD PUBLIC SCHOOLS AT A GLANCE



## DISTRICT DESCRIPTION

Hemingford Public Schools is located in Hemingford, a Panhandle town of 787. Hemingford District #10 is composed of an Elementary School (K-6) and High School (7-12). The Elementary and High School each have a principal. The elementary principal also serves as K-12 Assessment Director to coordinate assessment. The principals share the duties of curriculum and staff development. The district is served by a PK-21 Director of Student Services. Our elementary school has 206 students. Our 7-12 enrollment is 181. We have three SPED resource teachers for the district, and two counselors that work with all students of the District. We have a full time registered nurse that serves our students and staff.

Our High School Course Catalog can be found at the following link: [Course Catalog](#)



## FINANCE BY THE NUMBERS

Certified Valuation: \$868,502,082

Total General Fund Receipts: \$9,135,875

- Local: \$4,548,406
- County: \$18,959
- State: \$3,595,791
- Special Education: \$397,208
- Federal: \$508,926
- Other: \$66,585
- Levy: .793243
- General Fund Budget: \$8,902,899
- Total Budget (All Funds): \$14,206,794
- Valuation per pupil: \$2,238,407
- Adjusted General Fund Operating Expenditures per Formula Student: \$16,770

## TRANSPORTATION

- Total annual mileage of school owned, contracted, or leased vehicles driven over regular school bus routes to and from school: 109,746
- Total annual mileage of school owned, contracted or leased vehicles used between schools and for activity trips, etc. (other than regular routes): 129,067

# SCHOOL BOARD STRATEGIC PLAN



## HEMINGFORD'S GUIDING PRINCIPLE OVERVIEW



# STUDENT ENROLLMENT

Student Population

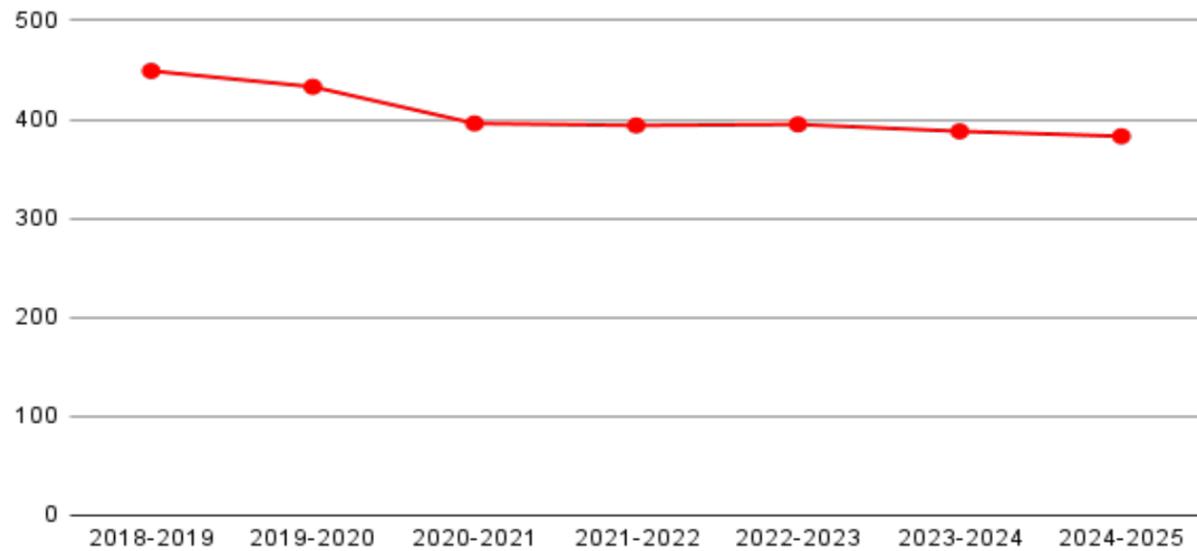
## ENROLLMENT DATA

2020 through 2025

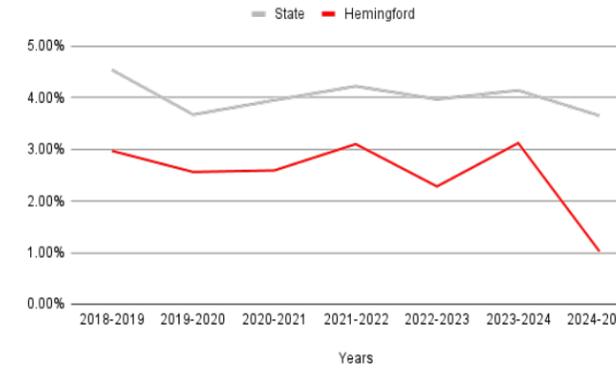


	PK	KG	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	Total
2024-2025	14	26	21	19	26	42	29	32	36	24	32	28	30	24	383
2023-2024	26	25	21	24	37	27	30	37	24	29	29	33	23	23	388
2022-2023	20	22	25	37	26	32	38	24	26	29	34	26	22	34	395
2021-2022	23	24	33	27	33	42	26	25	29	35	25	20	35	17	394
2020-2021	21	32	27	31	36	30	25	28	36	26	24	38	15	27	396

## Enrollment



## Highly Mobile Students

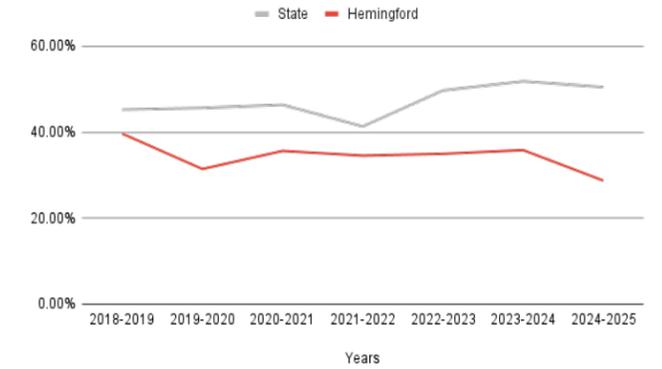


## HIGHLY MOBILE STUDENTS

2020 through 2025

	State	Hemingford
2024-2025	3.65%	1.02%
2023-2024	4.14%	3.12%
2022-2023	3.97%	2.28%
2021-2022	4.22%	3.10%
2020-2021	3.95%	2.59%

## Free and Reduced Lunch Eligibility

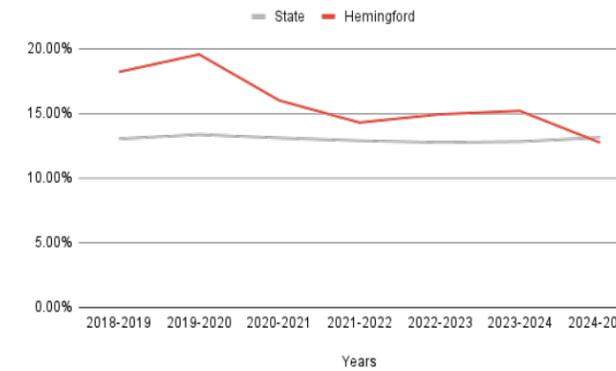


## FREE AND REDUCED LUNCH ELIGIBILITY

2020 through 2025

	State	Hemingford
2024-2025	50.43%	28.72%
2023-2024	51.8%	35.8%
2022-2023	49.66%	34.94%
2021-2022	41.31%	34.52%
2020-2021	46.33%	35.61%

## Students Qualifying for High Ability Learners

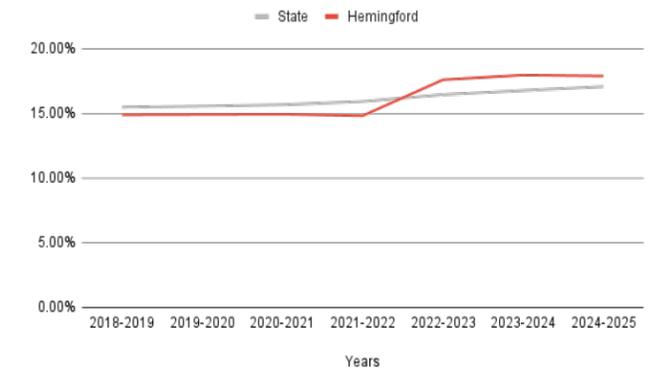


## STUDENTS QUALIFYING FOR HIGH ABILITY LEARNERS

2020 through 2025

	State	Hemingford
2024-2025	13.13%	12.74%
2023-2024	12.82%	15.19%
2022-2023	12.75%	14.93%
2021-2022	12.89%	14.29%
2020-2021	13.10%	16.00%

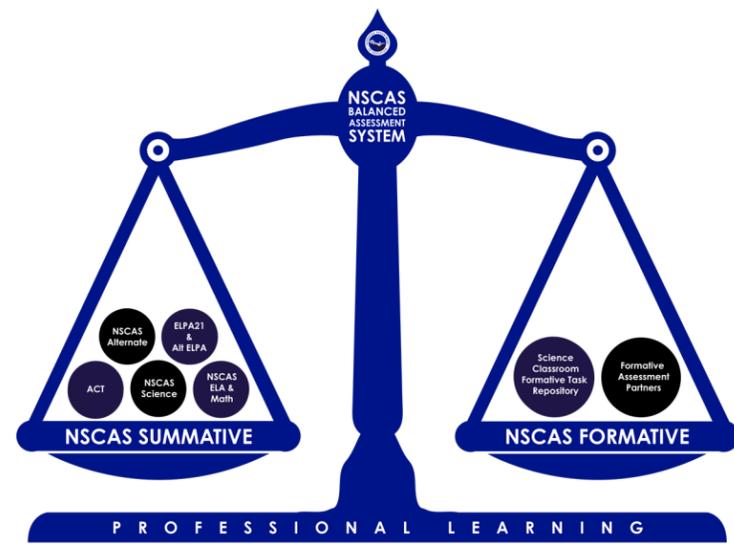
## Students Qualifying for Special Education



## STUDENTS QUALIFYING FOR SPECIAL EDUCATION

2020 through 2025

	State	Hemingford
2024-2025	17.07%	17.89%
2023-2024	16.77%	17.96%
2022-2023	16.45%	17.60%
2021-2022	15.92%	14.82%
2020-2021	15.67%	14.93%



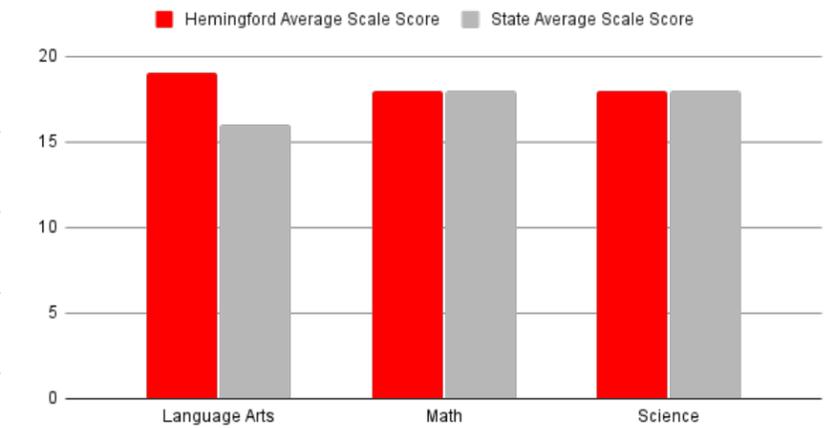
## ASSESSMENT DATA

Nebraska Student Centered Assessment System

*The Nebraska Student-Centered Assessment System (NSCAS), pronounced "en-skass," is a new statewide assessment system that embodies Nebraska's holistic view of students and helps them prepare for success in postsecondary education, career, and civic life. It uses multiple measures throughout the year to provide educators and decision makers at all levels with the insights they need to support student learning.*

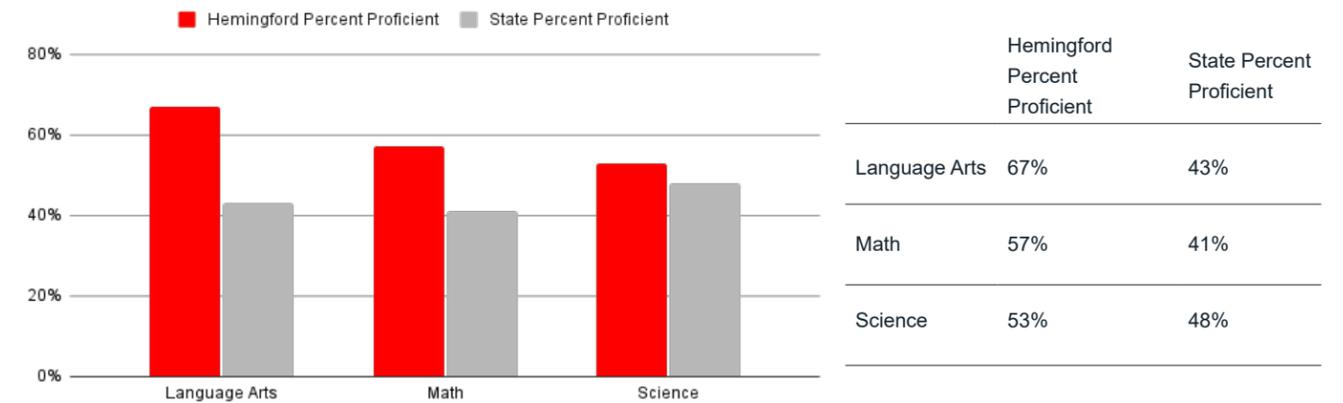
	Hemingford Average Scale Score	State Average Scale Score
Language Arts	19	16
Math	18	18
Science	18	18

Spring 2025 ACT Average Scale Score



## ACT RESULTS

Spring 2025 ACT Percent Proficient



*The Nebraska State Statute 79-760 was updated by passage of LB 930 in spring 2016 to require that state accountability testing at the high school level be completed through the administration of a college entrance exam. ACT was selected as the exam to be administered beginning spring 2017 to all public school third-year cohort students, except those identified as needing alternate assessment.*

*Students will participate in ACT Reading, English, Math, Science and Writing each spring. Although ACT writing is optional for Saturday administrations, the ACT writing test is required for state testing for all students.*

*All students, including special education students and English Learners who are in their third-year cohort of high school must participate in the ACT.*

## NSCAS GROWTH

*Nebraska Student Centered Assessment System*

Nebraska has embarked on a transition to an adaptive through-year assessment model, one which combines the best of MAP Growth and the NSCAS General Summative test, builds on the work Nebraska educators have done statewide to create an assessment system that is instructionally useful, meaningful to students, and connected to classroom practice. NSCAS Growth will be aligned to both the state standards and to the state summative blueprint. Adaptive outside of grade level and measuring growth, it will yield grade level performance data throughout the school year and produce summative proficiency scores at year's end. The NSCAS Growth will be operational in 2022-2023.

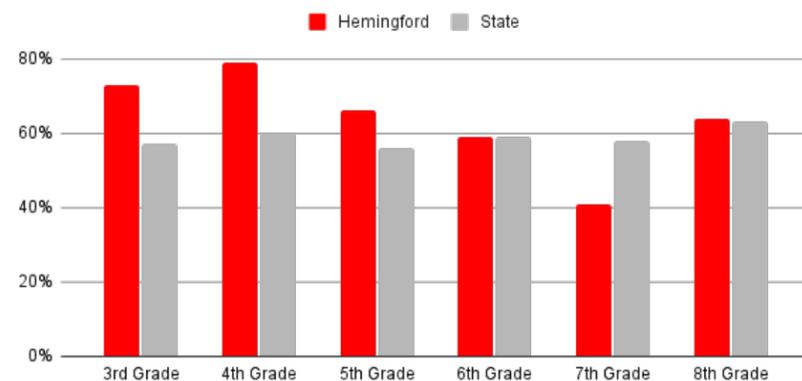
For more assessment information please see the [Hemingford Education Profile](#) on the NDE's Website



## ENGLISH LANGUAGE ARTS RESULTS

	Hemingford	State
3rd Grade	73%	57%
4th Grade	79%	60%
5th Grade	66%	56%
6th Grade	59%	59%
7th Grade	41%	58%
8th Grade	64%	63%

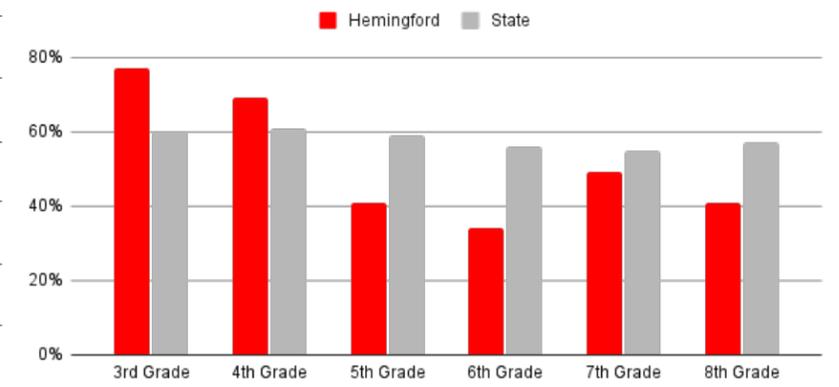
Spring 2025 NSCAS Growth (Language Arts)



2024-2025 Language Arts NSCAS (Percent Proficient)

	Hemingford	State
3rd Grade	77%	60%
4th Grade	69%	61%
5th Grade	41%	59%
6th Grade	34%	56%
7th Grade	49%	55%
8th Grade	41%	57%

Spring 2025 NSCAS Growth (Math)

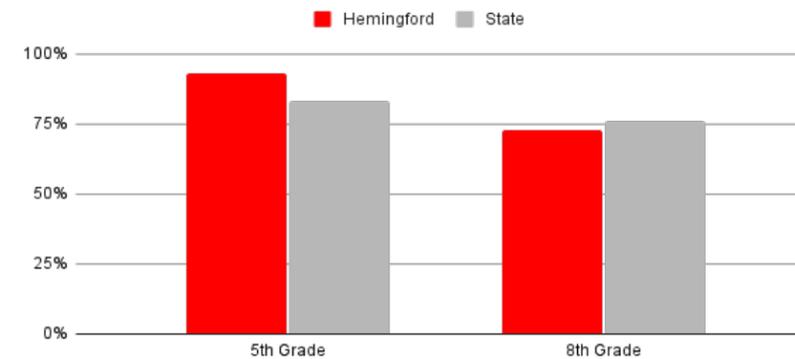


2024-2025 Math NSCAS (Percent Proficient)

## MATH AND SCIENCE RESULTS



Spring 2025 NSCAS Growth (Science)



2024-2025 Science NSCAS (Percent Proficient)

	Hemingford	State
5th Grade	93%	83%
8th Grade	73%	76%

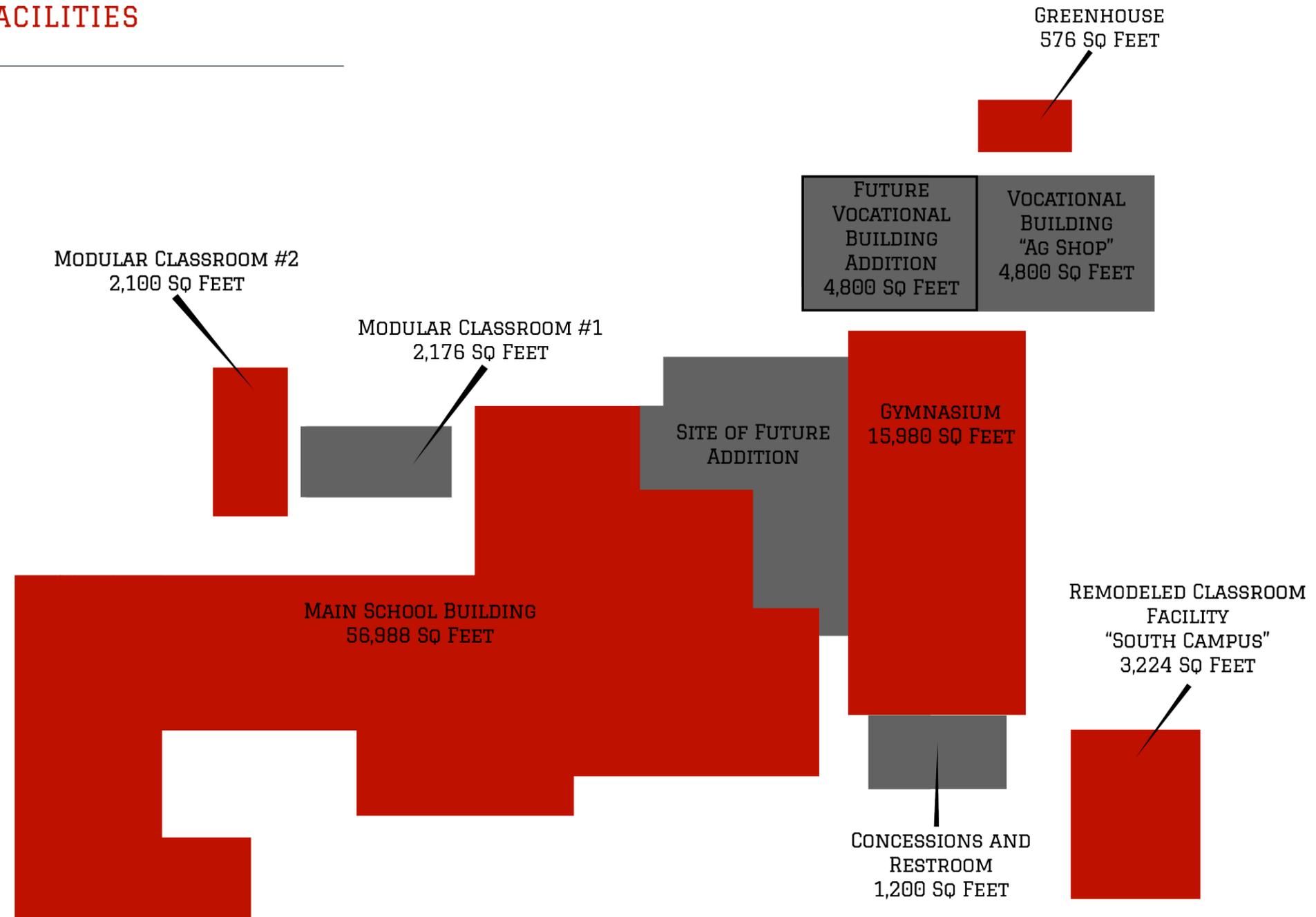
## HEMINGFORD PUBLIC SCHOOLS EDUCATIONAL FACILITIES

Hemingford Public Schools' facilities reflect nearly a century of growth and adaptation to meet the needs of students and staff. The two-story elementary building, constructed in 1926, continues to serve students in kindergarten through fourth grade. The current high school building was completed in 1967, followed by the construction of a central administration building and an agricultural education facility in 1984. A larger competition gymnasium was added in 1976 and remains in use today.

To accommodate increasing enrollment, two modular buildings were relocated behind the secondary building in 1999 and 2005. In 2015, the district completed the "Red Zone" project, which improved safety and security by connecting the elementary, secondary, and administration buildings while also establishing a new main entrance.

Most recently, the district expanded its footprint with the purchase and renovation of the South Campus in 2020. Additional facility improvements over the years include secondary building additions in 1992 and the construction of a distance learning room and band room in 2001.

Building	Size (Sq Feet)
Main School Building	56,988
Greenhouse	576
Vocational Building	4,800
Modular Classroom #1	2,176
Remodeled Classroom Facility	3,224
Concessions/Restroom	1,200
Modular Classroom #2	2,100
Gymnasium	15,980
Total	87,044

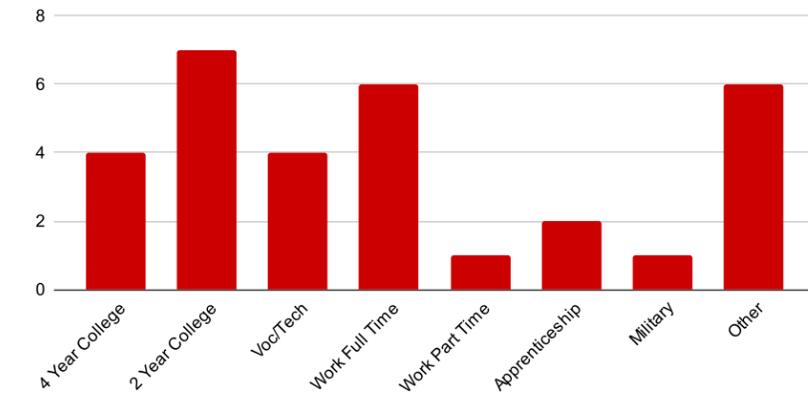


# SENIOR SURVEY

## SENIORS GRADUATING IN 2025

Twenty-four seniors recently completed a survey reflecting on their time at Hemingford High School. The survey provided students with an opportunity to share their experiences, and offer feedback on academics, activities, and school culture. Their responses will help the district better understand what has worked well and identify areas for continued growth and improvement. The full report can be found on our website at the following link: [Senior Survey](#)

What area(s) do you plan to pursue immediately after high school?



WHAT AREA(S) DO YOU PLAN TO PURSUE IMMEDIATELY AFTER HIGH SCHOOL?

Class of 2025

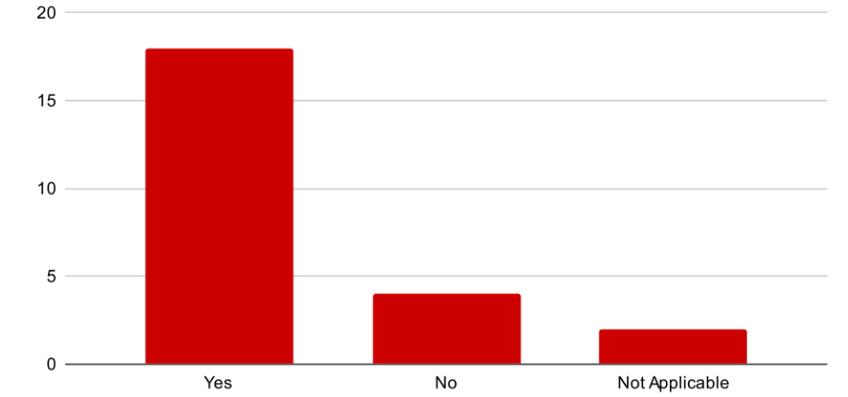
	Responses	Percent
4 Year College	4	16.70%
2 Year College	7	29.20%
Voc/Tech School	4	16.70%
Work Full Time	6	25.00%
Work Part Time	1	4.20%
Apprenticeship	2	8.30%
Military	1	4.20%
Other	6	25.00%

WERE ENOUGH ELECTIVE CLASSES OFFERED FOR YOU TO EXPLORE DIFFERENT CAREER OPPORTUNITIES?

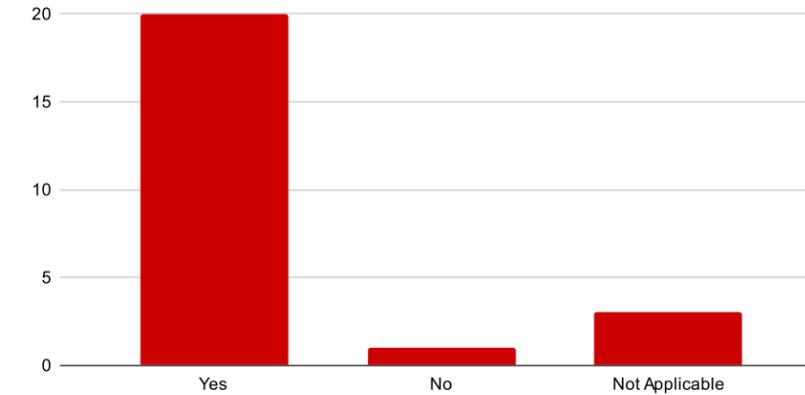
Class of 2025

	Responses	Percent
Yes	18	75.00%
No	4	16.70%
Not Applicable	2	8.30%

Were enough elective classes offered for you to explore different career opportunities?



Did you feel like you could talk to a teacher or other adult at this school when something or someone was bothering you?



DID YOU FEEL LIKE YOU COULD TALK TO A TEACHER OR OTHER ADULT AT THIS SCHOOL WHEN SOMETHING OR SOMEONE WAS BOTHERING YOU?

Class of 2025

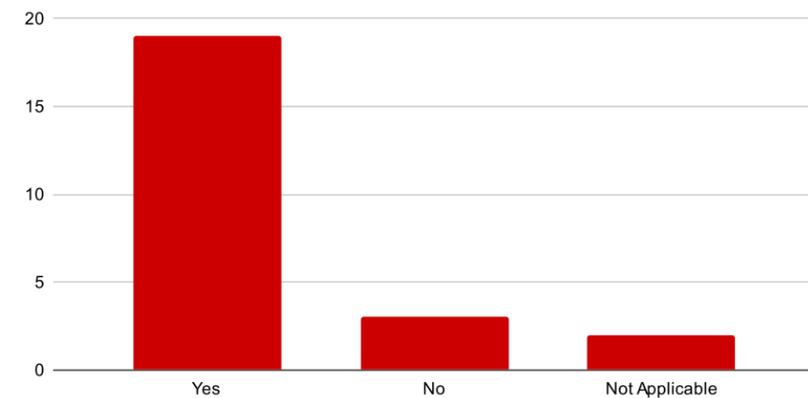
	Responses	Percent
Yes	20	83.30%
No	1	4.20%
Not Applicable	3	12.50%

DO YOU FEEL YOU ARE ADEQUATELY PREPARED TO MAKE A CAREER CHOICE?

Class of 2025

	Responses	Percent
Yes	19	79.20%
No	3	12.50%
Not Applicable	2	8.30%

Do you feel you are adequately prepared to make a career choice?

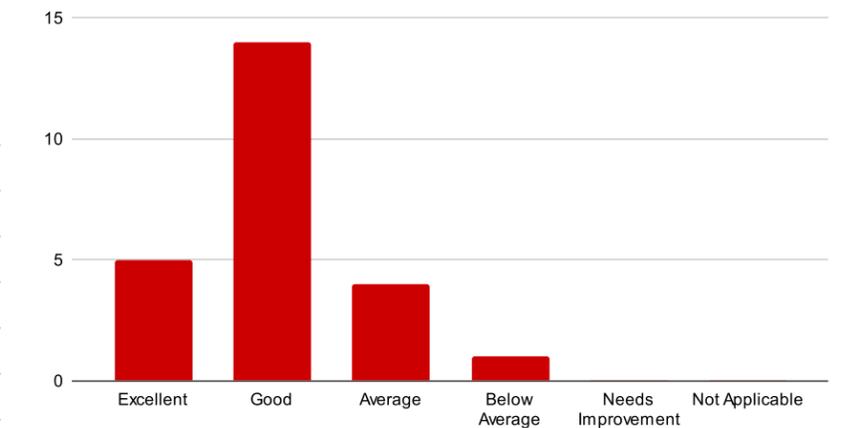


HEMINGFORD HIGH SCHOOL PROVIDED A SAFE LEARNING ENVIRONMENT

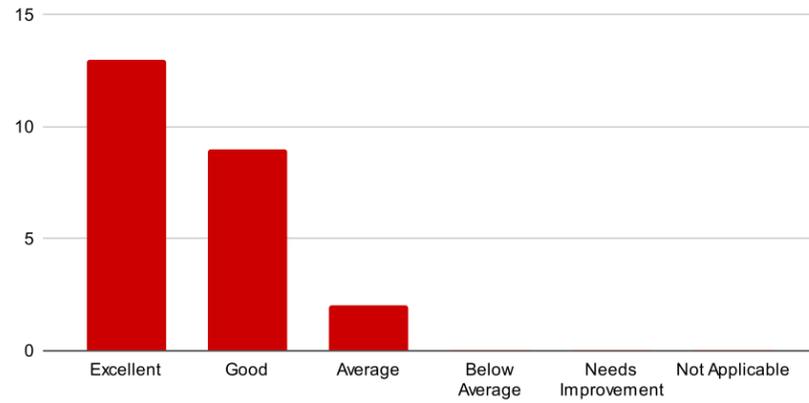
Class of 2025

	Responses	Percent
Excellent	5	20.80%
Good	14	58.30%
Average	4	16.70%
Below Average	1	4.20%
Needs Improvement	0	0.00%
Not Applicable	0	0.00%

Hemingford High School provided a safe learning environment.



Hemingford High School provided a strong foundation in the use of technology.



**HEMINGFORD HIGH SCHOOL PROVIDED A STRONG FOUNDATION IN THE USE OF TECHNOLOGY**

Class of 2025

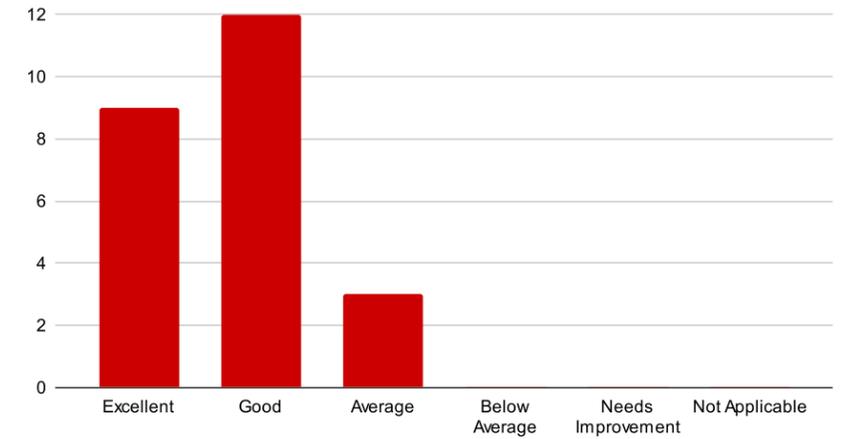
	Responses	Percent
Excellent	13	54.20%
Good	9	37.50%
Average	2	8.30%
Below Average	0	0.00%
Needs Improvement	0	0.00%
Not Applicable	0	0.00%

**RATE THE AVAILABILITY OF TECHNOLOGY IN THE CLASSROOM**

Class of 2025

	Responses	Percent
Excellent	9	37.50%
Good	12	50.00%
Average	3	12.50%
Below Average	0	0.00%
Needs Improvement	0	0.00%
Not Applicable	0	0.00%

Rate the availability of technology in the classroom

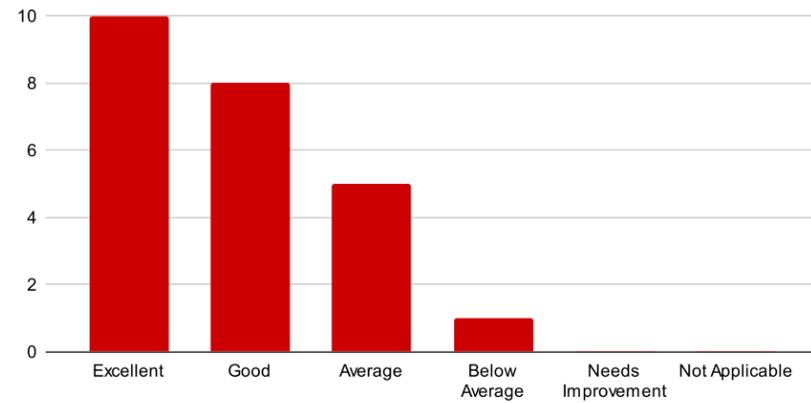


**TEACHERS GENERALLY HELD HIGH STANDARDS AND DEMANDED QUALITY WORK**

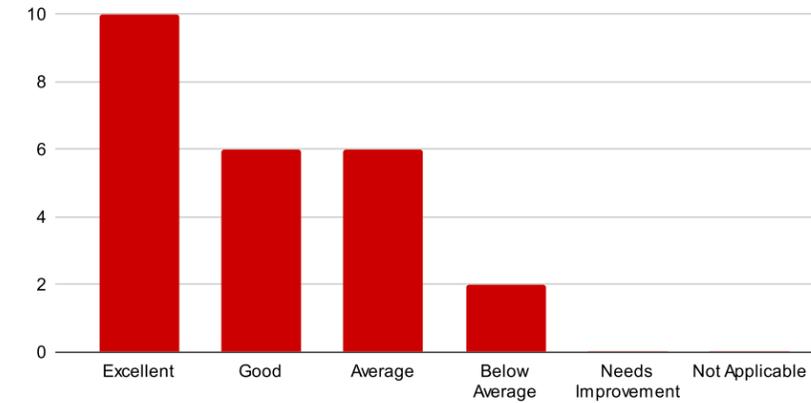
Class of 2025

	Responses	Percent
Excellent	10	41.70%
Good	8	33.30%
Average	5	20.80%
Below Average	1	4.20%
Needs Improvement	0	0.00%
Not Applicable	0	0.00%

Teachers generally held high standards and demanded quality work.



How well prepared do you feel for the transition from school to life after high school?

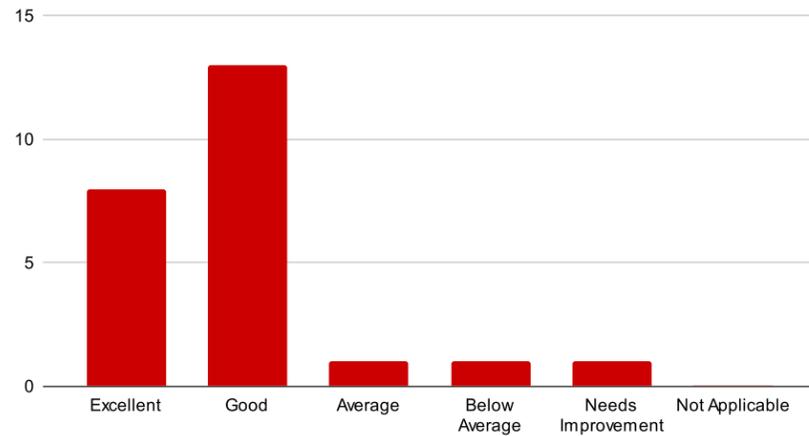


**HOW WELL PREPARED DO YOU FEEL FOR THE TRANSITION FROM SCHOOL TO LIFE AFTER HIGH SCHOOL?**

Class of 2025

	Responses	Percent
Excellent	10	41.70%
Good	6	25.00%
Average	6	25.00%
Below Average	2	8.30%
Needs Improvement	0	0.00%
Not Applicable	0	0.00%

I was challenged to experience academic growth each year.



**I WAS CHALLENGED TO EXPERIENCE ACADEMIC GROWTH EACH YEAR**

Class of 2025

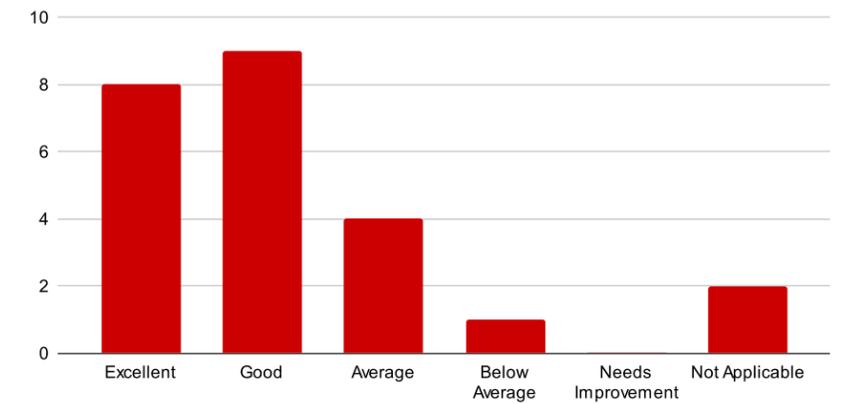
	Responses	Percent
Excellent	8	33.30%
Good	13	54.20%
Average	1	4.20%
Below Average	1	4.20%
Needs Improvement	1	4.20%
Not Applicable	0	0.00%

**HOW WELL DID HHS PREPARE YOU FOR THE JOB SEARCH PROCESS (APPLICATIONS, INTERVIEWING, AND EMPLOYER FOLLOW-UP)?**

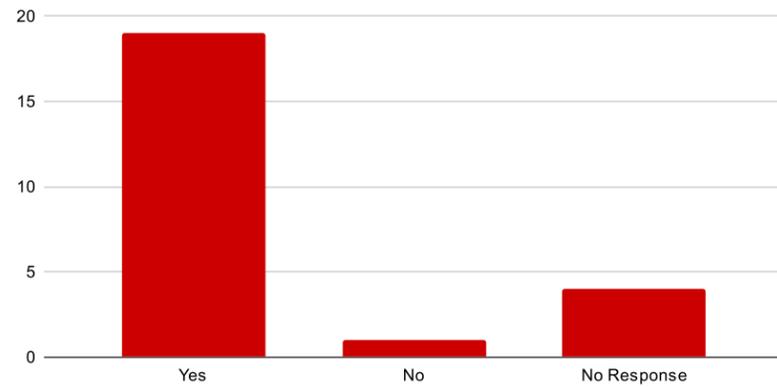
Class of 2025

	Responses	Percent
Excellent	8	33.30%
Good	9	37.50%
Average	4	16.70%
Below Average	1	4.20%
Needs Improvement	0	0.00%
Not Applicable	2	8.30%

How well did HHS prepare you for the job search process (applications, interviewing, and employer follow-up)?



Do you think you will be able to easily find a job that can support you?



DO YOU THINK YOU WILL BE ABLE TO EASILY FIND A JOB THAT CAN SUPPORT YOU?

Class of 2025

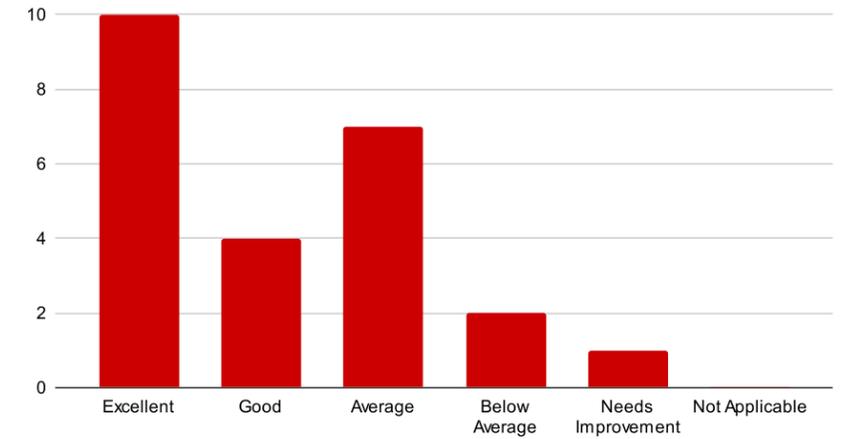
	Responses	Percent
Yes	19	79.20%
No	1	4.20%
No Response	4	16.70%

RATE THE QUALITY AND CONTENT OF GUEST SPEAKERS

Class of 2025

	Responses	Percent
Excellent	10	41.70%
Good	4	16.70%
Average	7	29.20%
Below Average	2	8.30%
Needs Improvement	1	4.20%
Not Applicable	0	0.00%

Rate the quality and content of guest speakers.

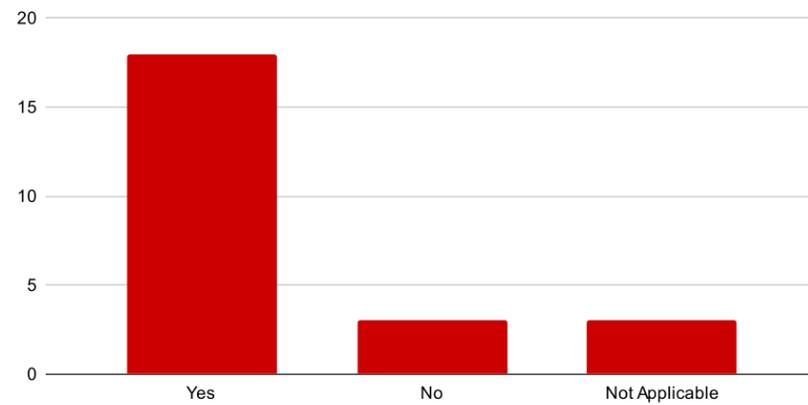


DID YOU INVEST ADEQUATE TIME AND EFFORT IN YOUR HIGH SCHOOL EDUCATION?

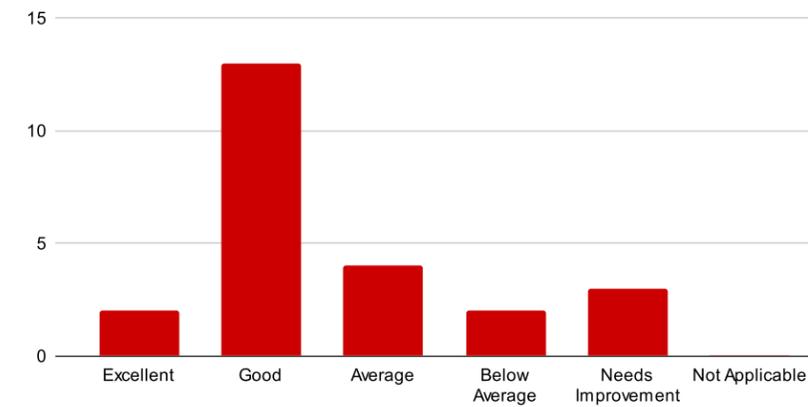
Class of 2025

	Responses	Percent
Yes	18	75.00%
No	3	12.50%
Not Applicable	3	12.50%

Did you invest adequate time and effort in your high school education?



To what degree do you feel your classes at HHS were relevant to the real world?

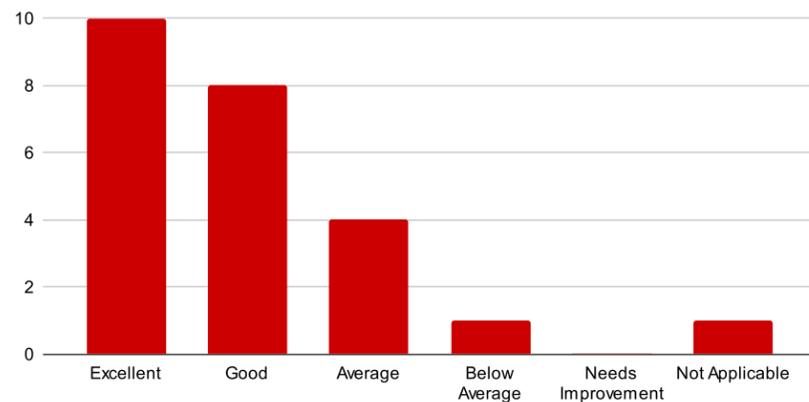


TO WHAT DEGREE DO YOU FEEL YOUR CLASSES AT HHS WERE RELEVANT TO THE REAL WORLD?

Class of 2025

	Responses	Percent
Excellent	2	8.30%
Good	13	54.20%
Average	4	16.70%
Below Average	2	8.30%
Needs Improvement	3	12.50%
Not Applicable	0	0.00%

Rate the availability of opportunities for students to participate in activities and programs



RATE THE AVAILABILITY OF OPPORTUNITIES FOR STUDENTS TO PARTICIPATE IN ACTIVITIES AND PROGRAMS

Class of 2025

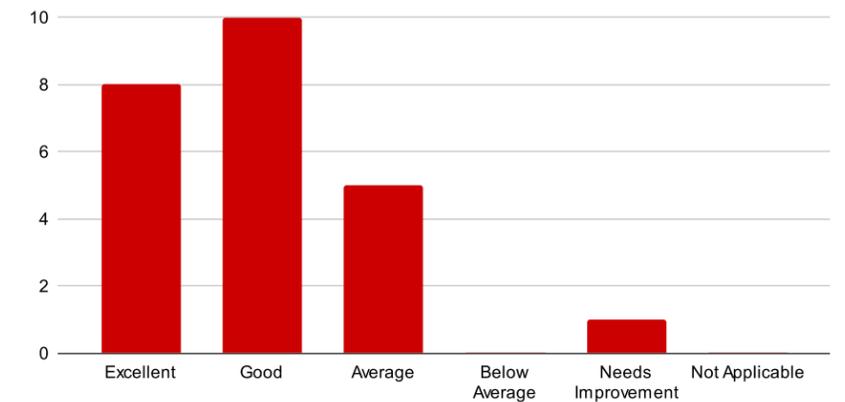
	Responses	Percent
Excellent	10	41.70%
Good	8	33.30%
Average	4	16.70%
Below Average	1	4.20%
Needs Improvement	0	0.00%
Not Applicable	1	4.20%

OVERALL, HOW WOULD YOU RATE HEMINGFORD HIGH SCHOOL AS A LEARNING ENVIRONMENT?

Class of 2025

	Responses	Percent
Excellent	8	33.30%
Good	10	41.70%
Average	5	20.80%
Below Average	0	0.00%
Needs Improvement	1	4.20%
Not Applicable	0	0.00%

Overall, how would you rate Hemingford High School as a learning environment?



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# GRADUATION REQUIREMENTS

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Graduation Requirements for students in grades 9-12

## CREDIT HOURS REQUIRED TO GRADUATE

A minimum of 260 academic hours are required for high school graduation.

200 hours are specifically required with

- 40 in English Language Arts
- 40 in Science
- 40 in Social Studies
- 30 in Mathematics
- 30 in Career Technical Education
- 10 in Physical Education/Health
- 10 in Fine Arts



'25

HEMINGFORD PUBLIC  
SCHOOLS  
913 Niobrara  
Hemingford/NE/69348

**Phone (High School)**  
(308)487-3328

**Phone (Elementary School)**  
(308) 487-3330

**Email**  
tmiller@gubn.org

**Website**  
<https://hemingfordschools.org>

# Hemingford Public Schools

## Administrative Reports to Board of Education

February 9, 2026

Mr. Arneson

### HES Enrollment

Preschool	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade	Total
21	20	26	21	19	23	41	30(-1)	201(-1)

- MTSS/CIP
  - The MTSS/CIP team has been meeting Thursday mornings and discussing goals for our next Continuous Improvement Cycle. We're focusing on more specific language so we are more clear on what we want to measure.
- Leadership Coaching
  - Our Leadership coaching has continued and we enjoy our time with Dr. Downing.
- Annual Report
  - The Annual Report has been finalized and was sent out with the February Newsletter.
- Dean Jacobs Feb 19
- Spelling Bee
  - We had a great showing at the Box Butte Spelling Bee. Turner Anderson finished first and will travel to Omaha to compete in the state competition.
- Reading Rally
  - We have teams set for the ESU#13 Reading Rally. They've been practicing and preparing for the competition.

**Mr. Redden**  
**HHS Enrollment**

7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	Total
32	36	25	27	26	31	177

- Winterfest week went well last week. The students enjoyed having dressup days, and I would like to thank the cheerleaders and Mrs. Johnston for putting on a great pep rally. We would also like to thank the Boosters for providing beads on Monday and leis on Friday for the theme days.
- Winter MAPS testing was completed and we are utilizing that data to help in decision making through our MTSS/CIP processes.
- This week is HOPE Squad week and there will be an assembly on Thursday to commemorate the occasion. They decided to not bring in an outside speaker this year, because we have had so many good speakers this year. The elementary will also have another speaker coming in February.
- The counselors are gearing up for the College and Career Fair later this month. There will be close to 50 different booths for the students to visit. There will also be five area schools that are bringing in students as well. This year's event will be bigger and better than our inaugural one last year.
- The high school is planning to move Bobcat Time to the end of the school day. We feel that we will be able to give students needed help with smaller pupil to teacher ratios. We are also planning to implement some intervention strategies with more fidelity with this time. Let me know if you have any concerns with this change.

**Mrs. Plog**  
**Special Education Numbers - From SRS (Student Records System) Current as of 2/6/26**  
**(This includes students in the process of being evaluated)**

Birth-3
1 (-1)

Preschool	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade	(B-6th) Total
4	5	6 (+1)	3	6 (-1)	4 (-1)	6	5	40 (-2)

7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	12+ (To age 21)	(7-12+) Total
5 (-1)	6	3	5	7	3	0	29 (-1)

**Total Enrollment in PowerSchool as of 1/9/26 - 383 (-4) - High School 178 (-3), Elementary 205 (-1)**

**Total Special Education Students - 69 (-3)**

**Special Education Percentage - 18.6% (-0.6%)**

**State Average- 17% (NDE State Education Profile as of 2024-2025, the most recent data year available)**

- I have been working on Sped Policy and Procedure Review in ILDC in the NDE Portal. It is due March 30. There are no policies that need to be updated at this time, but there are some procedures that will be more clearly defined. We will work through those as a sped department. Please let me know if you have any other questions about this yearly report.
- I am looking forward to our School Board Retreat on Wednesday. I will be bringing statistics on our Social Media presence. Please let me know if you want me to prepare any other information for you for our time together on Wednesday.
- Reminder about the Staff Recognition Dinner to be held on February 27, 2026, at the Hemingford American Legion. Doors will open at 5:30 with the meal to be served at 6:00. Please RSVP to Ammie Frost at [afrost@gubn.org](mailto:afrost@gubn.org) with your meal choice. She can answer any questions you may have.
- 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 2026

### 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 world 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

# Superintendent's Report

February 9, 2026

## Mission/Vision/Goals

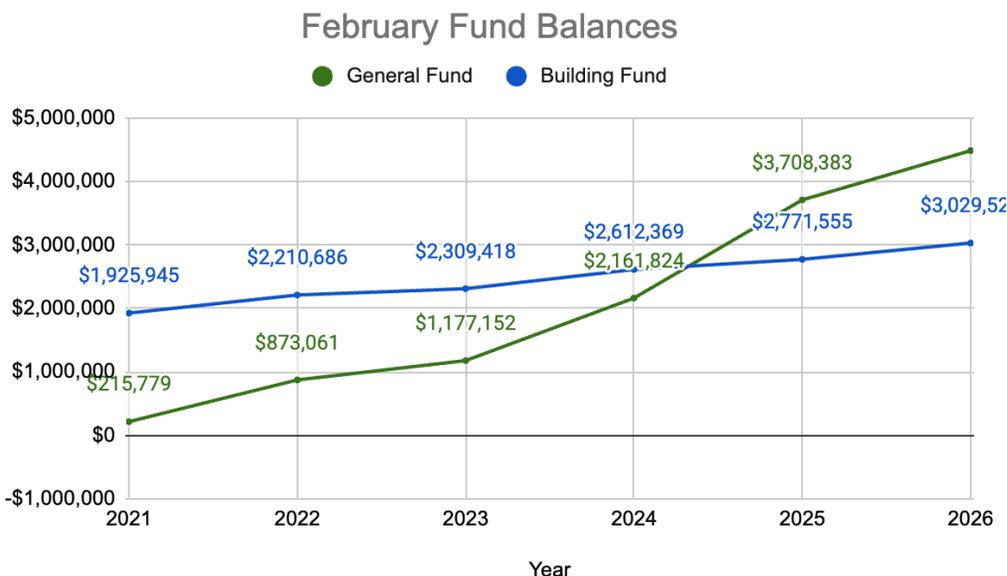
- The CIP/MTSS Team has been meeting to develop potential continuous improvement goals. Draft goals will be shared with staff and then brought to the board for consideration/adoption.

## Policy

- The [policy manual](#) has been updated as of January 13, 2026, and the changes from the January 12, 2026, board meeting have been incorporated.

## Budget Planning and Management

- NDE has issued the apportionment payments to schools. The funding is based on the census that is reported each summer. This year, the distribution per census child is approximately \$217. I would like to thank Molly Turek for all of the hard work she does conducting, compiling, and reporting the census. This July, we had 343 resident children ages 5-18. The apportionment payment to our school from the state was \$74,666.51.
- NDE released DRAFT state aid numbers for the coming year under the current statutes.
  - IF the legislature doesn't change the statute or reduce funding allocated to K-12 Education, we would have a very small reduction in state aid for the coming year, with state aid for 2026-2027 anticipated at \$1,214,909, which is a decrease of \$5,027 from this year's aid of \$1,219,936.
  - NDE also released DRAFT budget authority calculations under the existing statute. This year our general fund budget authority (which doesn't include grants or special education) is \$7,150,412. For next year, if the statute remains the same, we anticipate an increase in budget authority of \$178,760 to \$7,329,172.
- Financial Data is current on the [Strategic Dashboard Indicators Page](#). Here is the monthly fund balance trend report for the General Fund and Building Fund:



## **Educational Leadership**

- Mrs. Johnston has been working hard to put together our 2nd annual Career and College Fair. At the moment, we have 49 employers and post-secondary institutions planning to attend. Troy Sorenson with Western Potatoes is donating potatoes for a potato bar for the visiting organizations' representatives. The event will be held on February 26 from 9:00 to 2:00. Board members and the public are invited to attend.
- I would like to commend Mr. Arneson for his leadership in compiling the Annual Report.
- I would like to commend Mr. Redden for ongoing work with the high school faculty regarding Bobcat Time and student academic intervention strategies.

## **Organizational and Cultural Leadership**

- I would like to commend the Culture and Climate Committee for their ongoing work in preparation for the staff recognition dinner at the end of February, along with their work to bring the “Masked Bobcat” contest to the student body this month. If board members haven’t RSVP’d to Mrs. Frost for the staff recognition dinner, please do so by the end of the week.

## **Professional Leadership**

- I would like to thank Mrs. Plog for her leadership in many areas for our state and the extended community. Mrs. Plog is engaged at the state level, at the regional and county levels, and in our community. I appreciate the insights and opportunities that are available to our students as a result of her efforts to go above and beyond for our students.

## **Community Relations**

- I appreciate Cynthia Trickler from the Public Library agreeing to attend the upcoming board work session to share some information with the board regarding opportunities for students during non-school hours. We have extended an invitation to a couple of additional community partners to share information and ideas with the board.

## **Board-Superintendent Relations**

- The Legislature is in session again. This will be a “short” 60-day session. If you are interested in attending any of the upcoming Legislative Workshops or conferences, please let me know. I would encourage board members to closely monitor LB 1038, which could change Nebraska’s approach to state aid and school district levy authority.
  - The 2026 NRCSA Legislative Forum - February 26, 2026, in Lincoln.
- I am in the early stages of work on my goals for 2026. I will schedule several one-on-one interviews with staff members to gather their insights over the coming months.

## **Strategic Plan (Highlights)**

- Reporting order on these Principles is based on the Prioritization Summary:
  - **Guiding Principle III: Student and Staff Well-Being**
    - Here is the next item in our series of presentations to our students:
      - Mr. Dean Jacobs will present to elementary students on the topic of dreaming big and making the world a better place this month.
  - **Guiding Principle I: Student-Centered Learning**

- I appreciate the work Mr. Raben is doing to help our school district explore whether AP course designations are an opportunity we could make available for our students.
- **Guiding Principle IV: Communication and Engagement**
  - Remind Conversations and Messages this past month: 34,504 messages.
- **Guiding Principal II: Personnel Effectiveness**
  - Administrators are conducting second-semester evaluations for probationary staff, along with any remaining evaluations for non-probationary staff.
- **Guiding Principal V: District Resources**
  - I would like to thank Mr. Dean for all his work exploring surfacing possibilities for the facilities for the jump events (high jump, long jump, pole vault, and triple jump).

### **Planned Professional Travel**

- I plan to attend student activities as my schedule allows.

### **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 13 days of PTO leave. (July 9, 10, 11, 17, 18, 21, and 28 ½, November 25, January 29 ½, February 2, 3, 4, 5, and 6) The current balance is 27.5 days. I am planning to take some PTO time in February.

## Hemingford Public School District # 10 Policy Review Schedule : Revised September 2025

September 2025	section 100 : 100 - 104.01 end	8 policies total
October 2025	section 200 : 200.00 - 204.01	25 policies total
November 2025	section 200 : 204.02 - 206.05 end	25 policies total
December 2025	section 300 : In full	27 policies total
January 2026	section 400 : 400 - 403.07	27 policies total
February 2026	section 400 : 403.08 - 406.09	27 policies total
March 2026	section 400 : 406.50 - 411.53	27 policies total
April 2026	section 400 : 412.01 - 415.50 end	28 policies total
May 2026	section 500 : 500 - 504.04	26 policies total
June 2026	section 500 : 504.04R1 - 504.23	26 policies total
July 2026	section 500 : 504.24 - 508.01	26 policies total
August 2026	section 500 : 508.01E1 - 50801E4_end	25 policies total
September 2026	section 600 : 600 - 605.06	27 policies total
October 2026	section 600 : 605.07 - 610.02	26 policies total
November 2026	section 600 : 611.01 - 612.17 end	26 policies total
December 2026	section 700 : 700 - 705.02	18 policies total
January 2027	section 700 : 705.03 - 716.00 end	18 policies total
February 2027	section 800 : In full	27 policies total
March 2027	section 900 : In full	26 policies total
April 2027	section 1000 : In full	23 policies total