

REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION - AGENDA

Alma Public Schools

Monday, December 8, 2025

- A. Call to Order and announce location of Open Meetings Act Poster
 - A.1. Verification of Receipt of Notice, which was published in the Harlan County Journal
 - A.2. Roll of Board Members - Excuse absent board members
 - A.3. Approval of Consent Agenda
 - A.3.a. Minutes from Previous Meetings
 - A.3.b. General Financial Report
 - A.3.c. Activity Financial Report
 - A.4. Review monthly bills submitted
- B. Request to address the Board
- C. Action Items - Discuss, consider, and take all necessary action
 - C.1. that is necessary to proceed with the Facility Advocates recommended facility improvements.
 - C.2. to purchase a 2026 Suburban from Tripe Motor for student transportation.
 - C.3. to approve the teacher's negotiation settlement for the 2026-2027 school year.
 - C.4. on the consideration of approving the administrators' contract renewals.
 - C.5. to review the Superintendent's evaluation.
- D. Principal's Report
 - D.1. AQuESTT
 - D.2. External Visit - February 4-5

- E. **Superintendent Report:** School Board Convention recap, Board Reorganization @ January Meeting, Hot Topics for Board Members - ESU #11, Christmas Party, NRCSA Spring Conference, Legislative Preview, Bus Report, Crosswalk sign.
- F. Next Regular Meeting
- G. Adjourn

THE BOARD OF EDUCATION OF THE ALMA SCHOOL DISTRICT NO. 2 WILL DISCUSS, CONSIDER, OR TAKE ACTION ON ALL ISSUES MENTIONED IN THIS AGENDA.

MINUTES OF THE REGULAR MONTHLY MEETING OF THE BOARD OF
EDUCATION OF ALMA PUBLIC SCHOOLS

A meeting of the Alma Public Schools Board of Education was convened in open and public session on Monday, November 10, 2025, at 7:00 PM at The Library at Alma Public Schools 515 Jewell Street Alma, NE 68920. The roll was called and the following Board members were present or absent: **Absent:** Christina Teager, **Present:** Allen Brugh, Randy Heckenlively, Kate Hopkins, Nick Simonson, Mike Stemper.

Notice of the meeting was given in advance by publication and/or posted in accordance with the Board approved method for giving notice of meetings. Notice of this meeting and hearing were given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A motion was made by Allen Brugh and seconded by Mike Stemper to approve the consent agenda items which include October meeting minutes, General Financial report, and the Activity financial report. After discussion and on roll call vote the Board voted as follows: Passed. Christina Teager: Absent, Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Mike Stemper: Yea

A motion was made by Mike Stemper and seconded by Kate Hopkins to approve the receipts, expenditures, and payment of claims from the General Fund for \$565,350.39, Building Fund for \$7,031.45, Lunch fund for \$28,057.34 and from Activity Fund for \$23,083.78. After discussion and on roll call vote the Board voted as follows: Passed. Christina Teager: Absent, Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Mike Stemper: Yea

Tobin Buchanan of Northland was in attendance to give a presentation about project financing for future upgrades to the school building. Tobin discussed the difference between a lease purchase agreement and a qualified capital purpose undertaking fund levy (QCPUF). A lease purchase agreement can be issued by a majority vote of the board with a term of up to 7 years or less. A QCPUF may be established for a specific abatement project to address an actual or potential environment hazard, life safety hazard or mold that exists within the building or school grounds. The period of years can not exceed 10 years and the levy for such qualified projects when combined to all other levies pursuant to QCPUF statutes shall not exceed \$0.03 per one hundred dollars of taxable valuation.

A member of Facilities Advocates was also in attendance to check in about the potential upgrades to the school building. The board discussed priorities on the projects that need to be done and would like to move forward with getting bids for the projects. Some of the upgrades include replacing the fan coil units in the original 1940's building and convert to a 4-pipe panel system, add fresh air systems, remodel the 1940's bathrooms, install new fuse and fire panel

replace boilers and pump, and replace the windows in the 1988 building. All of these can be done in stages or all at once.

A motion was made by Allen Brugh and seconded by Kate Hopkins to accept the Audit as presented. After discussion and on roll call vote the Board voted as follows: Passed. Christina Teager: Absent, Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Mike Stemper: Yea

Mr. Davis discussed the ongoing need for transportation and is waiting for a bid for a new Suburban. This suburban will replace one of the vans. The board will wait until they receive a bid to approve. The mini bus that was ordered this past summer should be here sometime in December.

Mrs. Brandyberry presented 7 different options/bids for playground equipment to replace the elementary equipment. Kate Hopkins and Mrs. Brandyberry discussed starting a committee to help decide on a playground and what options to choose. They would like to get a couple of teachers and parents included on the committee. A fundraiser or donation option was discussed and will be decided on by the committee. Other topics discussed were the Veterans Day program, and Winter Activities. There are approximately 70 students in winter sports.

Mr. Davis will be attending a cybersecurity meeting to gain knowledge on how to prevent a cybersecurity breach and how to protect the school. The Superintendent evaluations are due back to Nick Simonson at the December meeting. Nick, Mike and Randy's terms on the School Board are expiring this coming year. If they choose to run again, they will have to submit proper paperwork in February. We are still accepting applications for next year's Band/Choir teacher. Looking at the current census, next year's preschool class could be over 20 kids. If that is the case, the order we approve kids for the preschool program are: age 4 in district, age 4 out of district, age 5 in district and then age 5 out of district. Preschool numbers will be discussed after opening up enrollment in 2026.

A motion was made by Mike Stemper and seconded by Allen Brugh to go into executive session at 8:38pm to discuss the Teacher Negotiations for the 2026-2027 school year. While in executive session the discussion was teacher negotiations. A motion was made by Mike Stemper and seconded by Randy Heckenlively to come out of executive session at 9:15pm. Nothing was approved or voted on at this time.

DATED Monday, November 10, 2025

HARLAN COUNTY SCHOOL DISTRICT #2,

a/k/a ALMA PUBLIC SCHOOLS

<u>General/Money Market/Trans Accts</u>	Receipts	Disburse	Total	1
11/01/2025 General			\$58,211.24	
11/01/2025 Money Market			\$814,073.82	
11/01/2025 Transaction			\$11,134.90	
Franklin County Treasurer	\$0.00			
Furnas County Treasurer	\$0.00			
Harlan County Treasurer	\$232,045.38			
BCBS self-pay	\$3,335.51			
State Aid	\$0.00			
Impact Aid	\$143,188.00			
ESU-reimbursement	\$5,922.50			
MIPS-OCT25	\$7,193.46			
DS-Sept25	\$7,193.46			
Title	\$75,676.00			
NeWesleyan-Honors academy	\$475.00			
City of Alma-Liquor licenses	\$2,400.00			
interest earned - Transaction Acct	\$6.44			
interest earned - MMA	\$478.45			
interest earned - Gen Fund	\$78.52			
November receipts	\$477,992.72		\$1,361,412.68	
cks cleared/reimb made in November		\$568,697.96	\$792,714.72	
outstanding checks		\$430.40	\$792,284.32	
<u>Certificates of Deposit</u>			\$469,835.59	
Balance 11/30/2025			\$1,262,119.91	
<u>Bldg/Sinking Fund</u>				8
11/01/2025 Building Fd			\$794,678.90	
Franklin County Treasurer	\$0.00			
Furnas County Treasurer	\$0.00			
Harlan County Treasurer	\$3,271.29			
interest earned	\$488.75			
November receipts	\$3,760.04			
November expenses		\$7,031.45		
Balance 11/30/2025			\$791,407.49	
outstanding checks			\$791,407.49	
<u>QCPU Fund</u>				9
11/01/2025 QCPU Fd			\$16,226.83	
Harlan Co Treasurer				
interest earned	\$6.67			

November 2025

November receipts	<u>\$6.67</u>		
November expenses			
Balance 11/30/2025			\$16,233.50
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<u>Depreciation Fund</u>			2
11/01/2025 Depreciation Fd			\$202,897.41
interest earned	\$125.07		
November expenses		\$0.00	
Balance 11/30/2025			\$203,022.48
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<u>Lunch Fund</u>			6
11/01/2025 Lunch Fd			\$77,087.16
November receipts	\$22,107.33		
cks cleared in November		\$28,057.34	\$71,137.15
outstanding checks/deposits		\$115.24	
Balance 11/30/2025			\$71,021.91
<hr/>			
<u>Activity Fund</u>			5
11/01/2025 Activity			\$239,783.48
November receipts	\$40,046.40		
November expenses		\$17,080.11	\$262,749.77
outstanding checks/deposits		\$7,727.82	
Balance 11/30/2025			\$255,021.95

Regular; Beginning Month 11/2025; Processing Month 11/2025; Account Type 7; Fund Number 05

Fund: 05 ACTIVITY FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Fund Balance					
05 704 0100	ART	4,237.78	0.00	0.00	4,237.78
05 704 0110	COMPUTERS	17,230.04	0.00	70.00	17,300.04
05 704 0113	eSports Club	815.41	0.00	0.00	815.41
05 704 0120	MISCELLANEOUS	4,364.55	0.00	152.80	4,517.35
05 704 0130	MUSIC SUPPLIES	(1,361.19)	348.00	0.00	(1,709.19)
05 704 0131	ELEMENTARY CHOIR	1,491.48	0.00	0.00	1,491.48
05 704 0132	MUSIC BOOSTERS	14,493.34	993.38	0.00	13,499.96
05 704 0133	DISTRICT MUSIC	1,116.41	0.00	0.00	1,116.41
05 704 0134	BAND PROJECTS	120.00	0.00	0.00	120.00
05 704 0135	CASH BOXES	(2,500.00)	0.00	0.00	(2,500.00)
05 704 0140	COURTESY FUND	3,682.88	0.00	0.00	3,682.88
05 704 0142	CIRCLE OF FRIENDS	498.58	0.00	0.00	498.58
05 704 0143	Concession Money/ Donations	(742.49)	0.00	960.66	218.17
05 704 0144	RESOURCE	725.46	0.00	588.00	1,313.46
05 704 0145	LUEDKE MEMORIAL	1,526.94	0.00	0.00	1,526.94
05 704 0160	INDUSTRIAL ARTS	2,246.98	0.00	0.00	2,246.98
05 704 0161	FFA SCHOLARSHIP	32,524.64	0.00	0.00	32,524.64
05 704 0165	FUTURE FARMS OF AMERICA	38,492.61	1,414.40	19,717.00	56,795.21
05 704 0170	STUDENT COUNCIL	13,004.49	2,623.56	1,271.49	11,652.42
05 704 0225	CLASS OF 2025	1,919.88	0.00	0.00	1,919.88
05 704 0226	CLASS OF 2026	5,673.67	741.14	0.00	4,932.53
05 704 0227	CLASS OF 2027	4,840.06	0.00	0.00	4,840.06
05 704 0228	CLASS OF 2028	5,277.29	0.00	0.00	5,277.29
05 704 0229	CLASS OF 2029	1,747.00	0.00	631.00	2,378.00
05 704 0240	PLATE FUND	251.19	0.00	0.00	251.19
05 704 0251	PICTURES/ANNUAL/YEARBOOK	6,728.97	0.00	1,295.00	8,023.97
05 704 0260	HOME EC/CONS ED	1,564.84	0.00	0.00	1,564.84
05 704 0265	COOKIE SALES	3,797.16	570.24	1,898.00	5,124.92
05 704 0270	BOOK/SOFTWARE ORDERS	7,994.50	0.00	0.00	7,994.50
05 704 0271	GENERAL MILLS BOX TOPS	2,434.86	0.00	0.00	2,434.86
05 704 0272	CARDINAL COMMUNITY	2.34	0.00	0.00	2.34
05 704 0280	FIELD TRIPS	(17.19)	0.00	17.19	0.00
05 704 0300	ALL ACTIVITIES (entry fees, etc)	3,639.95	2,131.48	4,957.87	6,466.34
05 704 0301	FOOTBALL	1,385.43	75.00	0.00	1,310.43
05 704 0302	VOLLEYBALL	11,440.20	0.00	0.00	11,440.20
05 704 0303	BOYS BASKETBALL	4,270.80	1,063.18	75.00	3,282.62
05 704 0304	GIRLS BASKETBALL	3,074.21	756.00	870.00	3,188.21
05 704 0305	CROSS COUNTRY	1,729.03	61.75	127.98	1,795.26
05 704 0306	TRACK	2,122.53	0.00	0.00	2,122.53
05 704 0307	BOYS WRESTLING	433.34	1,705.59	1,356.23	83.98
05 704 0308	GOLF	83.60	0.00	0.00	83.60
05 704 0311	GIRLS WRESTLING	1,666.75	1,066.59	35.00	635.16
05 704 0400	CHEERLEADERS	4,134.51	83.28	0.00	4,051.23
05 704 0550	VENDING MACH/NHS	5,715.59	88.00	984.15	6,611.74
05 704 0600	QUIZ BOWL	988.43	125.00	0.00	863.43
05 704 0950	SCHOLARSHIP FUND	4,211.50	0.00	0.00	4,211.50
05 704 0970	WEIGHT ROOM	3,692.44	0.00	0.00	3,692.44
05 704 0971	DEPOSITS WEIGHT ROOM USE	3,173.95	0.00	0.00	3,173.95
05 704 0985	PROJECTOR ADVERTISING	2,228.50	0.00	4,550.00	6,778.50
05 704 0990	SPEECH	(455.50)	0.00	530.50	75.00
05 704 0991	DRAMA	4,197.45	506.77	0.00	3,690.68
05 704 0992	PK-4	2,943.65	0.00	0.00	2,943.65

Regular; Beginning Month 11/2025; Processing Month 11/2025; Account Type 7; Fund
Number 05

Fund: 05 ACTIVITY FUND

	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Total: Fund Balance	234,858.84	14,353.36	40,087.87	260,593.35
Total: 05	234,858.84	14,353.36	40,087.87	260,593.35

Novmeber 2025 Act Fund Invoice Listina - Summary

Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount
ARAPAHOE PUBLIC SCHOOL	20819	11/10 JH Quiz Bowl Entry Fee	11/06/2025	25.00
B.H. HESEMANN SHOP	0689-0	FFA Supplies	11/03/2025	541.44
BERTRAND COMMUNITY SCHOOL	20833	RPAC One Act Payment	11/14/2025	236.46
BSN SPORTS, llc	932202326	BBB Shirts	11/25/2025	1,063.18
CAMBRIDGE PUBLIC SCHOOL	20836	11/25 JH Wrest Invit Entry Fee	11/17/2025	75.00
CAMBRIDGE PUBLIC SCHOOL	20842	11/24 Quiz Bowl Entry Fee	11/24/2025	25.00
CAMBRIDGE PUBLIC SCHOOL	20843	12/1 Elem Quiz Bowl Entry Fee	11/25/2025	25.00
CASH-WA DISTRIBUTING	14855464	Oct 25 Concession and Milk Machine Suppl	11/03/2025	1,443.21
CHESTERMAN CO	Order 11874106	Oct 25 Concessions Supplies	11/26/2025	933.50
EDUCATIONAL SERVICE UNIT #11	4805-0	D Ritter Band Poster/ Music Booster	11/06/2025	23.38
FloSports, Inc.	366147132	JH Wrestling Invit Fee	11/25/2025	100.00
FLOWER PATCH	020712	FFA Floriculture	11/12/2025	84.00
FRANKLIN PUBLIC SCHOOL	20820	11/13 JH Quiz Bowl Entry Fee	11/06/2025	25.00
FRANKLIN PUBLIC SCHOOL	20828	11/13 Elem Quiz Bowl Entry Fee	11/26/2025	25.00
HARLAN COUNTY MEAT PROCESSORS	20834	11/17 Concession Supplies	11/17/2025	78.00
HOGELANDS MARKET	6701	Oct 25 Activity Fund Charges	11/03/2025	1,345.35
HOLDREGE PUBLIC SCHOOL	20822	25' One Act Festival Fee	11/06/2025	165.00
JOSTENS, INC	37852392	Senior Grad Supplies	11/06/2025	346.40
MEDICINE VALLEY PUBLIC SCHOOL	20835	11/21 JH Wrest Invit Entry Fee	11/17/2025	100.00
MISKO SPORTS	INV-4831	RPAC VBalls	11/26/2025	162.48
MISKO SPORTS	INV-4880	Wrestling Shirts (Girls and Boys)	11/25/2025	2,772.18
NAEA DISTRICT 6 AGRICULTURE EDUCATION	20826	Registration Fees 11/12	11/12/2025	769.00
NEMFCA	20832	NE 8 Man FB Fee	11/14/2025	75.00
PFEIFFER, KALEN	20838	11/18 JH Wrest Invit Ref	11/18/2025	500.00
Riley, Zachary	20840	11/18 JH Wrest Invit Ref	11/18/2025	225.00
SHIFFLET, CHASE	20839	11/18 JH Wrest Invit Ref	11/18/2025	225.00
SOUTHERN VALLEY SCHOOL	20830	SB 25' Expenses 1/2	11/12/2025	669.00
SOUTHERN VALLEY SCHOOL	20841	12/2 JH Wrest Invit Entry Fee	11/18/2025	75.00
TRUSTWORTHY HARDWARE	0054840	One Act Supplies	11/03/2025	105.31
Werner Creations GT Designs	0630	GBB Shirts/ 25-26 Alma Cardinals BBall	11/17/2025	756.00
YANDAS MUSIC	780145-0	Band Repairs and Supplies	11/13/2025	348.00
YANDAS MUSIC	784582	Used Baritone	11/07/2025	970.00
				<u>14,311.89</u>

Checking Account ID	GENERAL FUND	
34338 ACCESS ELEVATOR & LIFTS, INC.	Preventative maintenance elevator	767.00
34339 AMERICAN ELECTRIC COMPANY	Replacement light fixtures-lunch gyi	3,402.00
34340 AREA SERVICES	Work on water fountain	350.00
140 Bosselmann Pump & Pantry	Fuel charges to date	2,000.21
34341 C H S / AGRI SERVICE CENTER	Fuel charges to date	876.83
34342 CITY OF ALMA	Preschool	172.48
34342 CITY OF ALMA	School	658.55
34342 CITY OF ALMA	New addition	3,448.25
34342 CITY OF ALMA	Shop/Greenhouse	1,340.99
34342 CITY OF ALMA	PF	21.50
34342 CITY OF ALMA	AFCS	45.02
34342 CITY OF ALMA	Bus barn	294.07
34343 COMPUTER HARDWARE, INC	Computer repair	10.00
34343 COMPUTER HARDWARE, INC	Computer repair	250.00
34343 COMPUTER HARDWARE, INC	computer repair	10.00
34343 COMPUTER HARDWARE, INC	Computer repair	75.00
34343 COMPUTER HARDWARE, INC	Computer repair	555.00
34344 CORNHUSKER INTERNATIONAL TRUCKS INC.	breaker, circuit, freight	104.19
34345 DANA F COLE & CO.	125 Plan Admin services	115.00
34345 DANA F COLE & CO.	Accounting and auditing, travel	5,315.00
34345 DANA F COLE & CO.	Admin services	115.00
34346 DAS STATE ACCTING - CENTRAL FINANC	interagency billing	317.87
34347 EAKES OFFICE PRODUCTS	Staples for copier	81.69
34347 EAKES OFFICE PRODUCTS	Base rate copier charge	95.49
34347 EAKES OFFICE PRODUCTS	Contract copier charges	2,122.03
34348 ECOLAB PEST ELIM DIVISION	Pest control	95.55
34349 EDUCATIONAL SERVICE UNIT #11	ESU charges	10,727.67
34349 EDUCATIONAL SERVICE UNIT #11	1QTR inservice-conferences	2,975.34
501007261 FIRST STATE BANK - ACH	ACH monthly fee	35.00
34350 GRADUATE BY HILTON	NMEA-kriefels	462.00
34351 HARLAN COUNTY JOURNAL	November meeting minutes	116.05
34351 HARLAN COUNTY JOURNAL	December meeting notice	7.25
34352 HOGELANDS MARKET	Life skills-TChristensen	1.50
34352 HOGELANDS MARKET	Skills for life	16.38
34353 HOLIDAY INN - KEARNEY	NIAAA-Frecks	124.95
34354 Home Depot Supply	Paper towel, toilet paper, trash can	2,802.15
34355 HOMETOWN LEASING	Copier lease payment	182.58
34355 HOMETOWN LEASING	Copier lease payment	2,724.32
34356 INSPIRE REHABILITATION, LLC	SA PT services	340.16

34356	INSPIRE REHABILITATION, LLC	OT SA October- AK	3,287.00
34357	J.W. PEPPER & SON, INC	Saxophone concert music	49.95
34358	JOSTENS, INC	Heritage metals with velcro	813.00
34358	JOSTENS, INC	Credit memo	(24.88)
34359	MATHESON TRI-GAS, INC.	Welding supplies	514.37
34360	NATIONAL ART & SCHOOL SUPPLIES INC	B/O items COOP	139.38
34361	NE ASSN OF SCHOOL BOARDS	NASB-annual conference	382.00
34361	NE ASSN OF SCHOOL BOARDS	Annual Conference	2,292.00
34362	NPPD	515 Jewell St	4,114.84
34362	NPPD	Football field lights	101.26
34362	NPPD	crossing light	32.63
34362	NPPD	Bus barn	52.36
34362	NPPD	Booster pump	32.63
34362	NPPD	Greenhouse	32.63
34362	NPPD	511 John	74.96
34362	NPPD	Preschool	80.31
34363	NEBRASKA SAFETY CENTER	Level 2 bus driver course-2 drivers	225.00
34364	PRAIRIE HILL LANDFILL - CITY OF	Landfill charge	20.00
34365	RASMUSSEN MECHANICAL SERVICES	Repair pinched wire	1,313.40
34365	RASMUSSEN MECHANICAL SERVICES	Repairs on classroom actuator	2,056.72
34365	RASMUSSEN MECHANICAL SERVICES	Basement boiler maintenance	926.35
34365	RASMUSSEN MECHANICAL SERVICES	Actuator repairs	5,816.23
34366	S & W AUTO PARTS, INC	Belt, blade	239.26
34366	S & W AUTO PARTS, INC	Blade	22.49
34366	S & W AUTO PARTS, INC	Blade	22.49
34367	STAPLES	office chairs	466.19
34368	TEACHER DIRECT	planner and record book	33.76
34368	TEACHER DIRECT	Classroom colored paper	97.92
34369	TIME MANAGEMENT SYSTEMS	TMS contract	1,609.37
34370	TRIPE MOTOR CO	Tire monitor light, safety inspection	231.00
34370	TRIPE MOTOR CO	Service engine light, lube oil & filter	304.55
34371	Truck Center Companies	Mini bus purchase-General paid 1/2	49,850.00
34372	TRUSTWORTHY HARDWARE	staples and antifreeze	13.47
34373	U.S.CELLULAR	Custodial cell phone	61.95
141	US BANK	CC charges	2,749.90

34374 Wards Science	Bullfrogs	386.75
34375 YANDAS MUSIC	Band supplies	1,299.49
Fund Number		<u>122,874.80</u>
Checking Account ID	Payroll & benefits	<u>479,803.12</u>
		602,677.92

LUNCH Fund

71 ELECTRONIC FEDERAL TAX PAYMENT		1,473.62
72 NEBRASKA DEPARTMENT OF REVENUE		160.88
73 NEBRASKA SCHOOL RETIREMENT SYS		1,206.74
2528 KANSAS CITY LIFE - LTD		33.02
2522 CASH-WA DISTRIBUTING	FOOD SUPPLIES	1,930.81
2523 HILAND DAIRY FOODS	DAIRY SUPPLIES	1,864.13
2524 HOGELANDS MARKET	FOOD SUPPLIES	885.10
2525 SYSCO LINCOLN	FOOD SUPPLIES	3,181.20
2526 US FOODS, INC.	FOOD SUPPLIES	3,782.20
2527 VESTIS	LAUNDRY SERVICES	273.66
	Total	14,791.36
	Payroll	5,843.82
		20,635.18

Building Fund

Auto Banner Capital Bank	loan payment	1,743.45
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Depreciation Fund

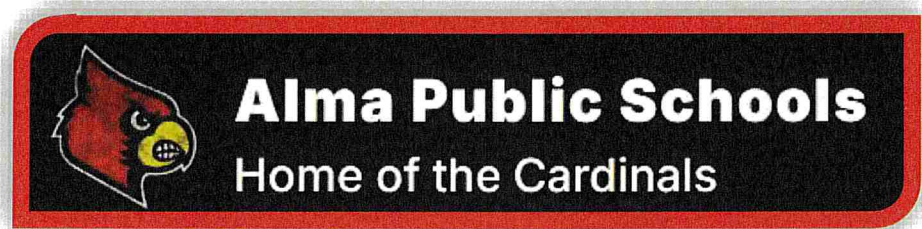
124 Truck Center Companies	Mini-bus partial payment	50,000.00
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OPENING STATEMENT FOR BOARD PRESIDENT
PRIOR TO PUBLIC COMMENT PORTION OF BOARD MEETING OR PRIOR TO AN
AGENDA ITEM FROM THE PUBLIC

We are now at that portion of our agenda set aside for public comment on any item that is on the agenda for tonight's meeting. We would ask that any person who wishes to come forward to make public comments to the Board of Education come forward to the table located as you walk into the school library, sign his or her name and address on the sign-in sheet provided and state your name and address to the Board of Education. Each person shall be allowed to address the Board one time. We request that you limit your comments to five minutes or less and we will advise you when that five minute time period has elapsed. Please remember that this is a public meeting for the conduct of the business of the Alma Public School District. Pursuant to Board of Education Policy No. 8346, speakers during public meetings are encouraged to offer objective comments regarding school operations and programs. Offensive, threatening or obscene language, and hostile conduct will not be tolerated. The evaluation of the professional performance of school district personnel is by state statute and regulation, and by Board of Education policy, delegated to the administration of our school district, and, as such, the Board of Education would encourage that comments with regard to the performance of a particular staff member or members be directed to the Administration; the Board of Education shall consider only whether school district policies and procedures have been followed by the Administration. You should be further advised that there is no legal protection for any comments or personal attacks that are made that may constitute libel or slander, or would be otherwise actionable in a court of law.

PHASE 1 - PROJECT SUMMARY

For



By



December 8th, 2025



Alma Public Schools



SUMMARY - This document clarifies the scope and budget for potential Phase one Facility Improvement Projects that could be implemented in 2025/26 school year.

Present Situation

Many of the building systems serving the multiple buildings at Alma School do not comply with current codes and many are also near the end of their useful life. Listed here are some items that were found to be deficient:

- The 1940's fan coil units use a two pipe system to deliver hot or chilled water. This requires all classrooms to be in the heating or cooling mode simultaneously. This causes comfort issues and it is time consuming to switch between modes when the weather frequently changes during the spring and fall seasons.
- There is no system to provide fresh air to the 1940's building classrooms.
- The 1940's bathrooms are mostly original and do not meet ADA requirements. Many of the plumbing fixtures are original and hot water is not plumbed to any of the bathroom sinks. There is no means of exhaust in any of the four rooms.
- The 1953 building still utilizes an original screw in fuse panel to serve electrical circuits.
- The hot water boiler system installed in 1988 is at or near the end of it's useful life.
- Wood framed windows and sills installed in the 1988 building are damaged and rotting from moisture.



Facility Advocates' GMP (Guaranteed Maximum Price) proposal for 2025/26 Improvement projects. *

BASE PROJECT.....\$2,550,000

- **Replace all 1940 building fan coil units and convert to 4 pipe system**
- **Remodel 1940's bathrooms**
- **Replace fuse panel in 1953 building**
- **Replace boilers/pumps in 1988 building**
- **Replace windows in 1988 building and install two new units.**
- **Replace Fire Alarm Panel**

ALTERNATE PROJECT.....\$1,200,000

- **Add fresh air systems to 1940 building**

* These Guaranteed Maximum Prices indicate the maximum price that will be charged. If final project costs come in lower these prices will be reduced.



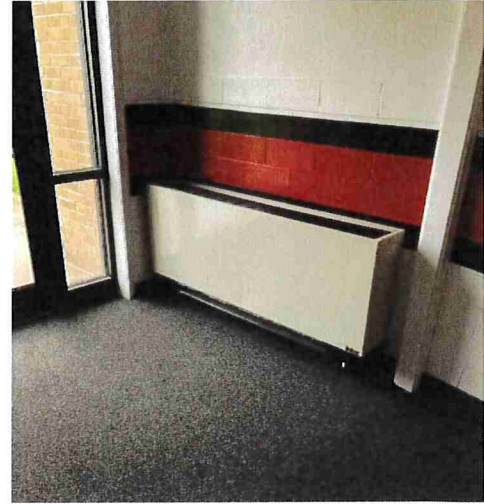
PHASE 1 Recommended Solutions – BASE PROJECT

1940 Building

4-Pipe System

The current HVAC system for this building was installed in 2008. The HVAC system utilizes a two pipe distribution system serving (28) fan coil units. The pipes are fed with either hot or chilled water made by (2) hot water boilers or (1) air cooled chiller. The boilers were installed in 2008 and the chiller was recently replaced in 2024.

To improve the functionality of the fan coil system it is advised to add a second set of distribution pipes to serve the fan coil terminal units. This modification would establish separate hot and chilled water piping systems and allow each classroom the ability to heat or cool based on room conditions.



The expected lifespan of a fan coil terminal unit is 20 years. We advise replacing these units while performing the piping upgrade. This will make best use of the mechanical labor being mobilized to install the piping and will allow for a better installation of the entire system. If the system is upgraded in 2026 the terminal units will be 18 years old and near the end of their expected lifespan.

4 pipe system scope of work:

- Demo (28) existing fan coil units.
- Install (28) new 4 pipe ready fan coil units with factory mounted valves and actuators.
- Install (2) new chilled water pumps and hydronic accessories in the lower level mechanical room.
- Install new insulated copper chilled water piping through the building to serve the new fan coil units.
- Establish the existing pump system for hot water distribution only.
- Upgrade and modify the DDC control system to control all new equipment.



Bathroom upgrade

In 2013 a design was created to remodel and upgrade the (4) bathrooms in the 1940's building. We followed these plans as the scope of work and to create the estimated base cost. Minor deviations to these plans were implemented to improve the design where possible. In example the wall mounted sinks specified in the 2013 plans are no longer available and a modern equivalent was chosen. This project will also add hot water to all the bathroom sinks which presently have only cold water available.

Multiple wall finish options are available that could affect the final cost. The base project is to install tile up the walls to a height of 4' and drywall above the tile up to the ceiling. Continuing the tile up to the ceiling would be more durable but will add to the overall cost.

Before demolition the installing contractor will provide wall, tile, and flooring samples for color and style selection to Alma's designated committee. At this time the decision can be made if any additional scope items are wanted above the base project. Any additional costs or savings will be added or subtracted to the contract via a change order.

Bathroom upgrade scope of work:

- Widen doorways and perform other provisions to adhere to ADA guidelines.
- Demo plaster walls and recover with 5/8" drywall or cement backer board for tile installation.
- Demo and modify piping systems and install new fixtures.
- Install new hot water piping and re-circulation system to supply bathroom sinks with hot water.
- Demo existing flooring and install a new seamless epoxy coated flooring system.
- Add drop acoustical ceilings and install exhaust fans in each room.



1953 Building

Replace electrical panel

An original screw in fuse electrical panel is still being utilized in the 1953 building. This is a life safety hazard that should be upgraded.

Because this panel is located in an egress hallway of the gymnasium, it needs to be recessed into the wall. Our recommendation is it will be more economical to relocate the new replacement panel than to retain the current location.

Replace electrical panel scope of work:

- Demo existing fuse panel located in gym egress hallway.
- Install a new circuit breaker panel in storage room or hallway behind existing panel.
- Extend existing circuits to the new panel.
- Final inspection by State Electrical Inspector.



1988 Building

Replace Boilers

Currently at 37 years old, the three standard efficiency hot water boilers and two hot water pumps serving the 1988 building addition are past their expected lifespan of 20-25 years.

We suggest replacing the boilers with two new standard efficiency boilers. Using two boilers in place of three will add service clearance as required by code. State boiler laws now require 36" free clearance around all boilers. A State Boiler inspector variance will still be required to install this system.



Boiler replacement scope of work:

- Demo existing boilers and pumps.
- Modify concrete housekeeping pads for new equipment.
- Modify hot water piping.
- Install new boilers and pumps.
- Install new flues through existing roof opening.
- Modify electrical and controls as required.
- Startup and test new system.



Replace / Install windows

The wood framed windows in the 1988 building addition are past their expected life and are allowing water to infiltrate the building envelope. This moisture has caused the frames to rot and damage to window sills and walls in some areas.

We suggest replacing all the wood framed windows with commercial grade aluminum frame windows. Frames will have a thermal break and glass will be low E coated for efficiency. One egress operating window per classroom is included in the base price. 2" faux wood window blinds are also included in the base estimate.

In addition to replacement this project adds windows to the two classrooms on the southwest corner of the building. These two classrooms do not currently have windows.



Window replacement scope of work:

- Demo existing wood framed windows.
- Install temporary plywood over openings during installation to secure building.
- Install new aluminum framed commercial window system.
- Double pane low E glass will be used.
- One single emergency egress window will be installed per classroom.
- Seal and caulk all exterior frames watertight.
- Verify all operators and blinds are installed and functional.

New Window Installation scope of work:

- Saw cut 60" x 60" openings through face brick and block in two classrooms.
- Install structural support lintels as necessary above window openings.
- Install new windows in openings to match other replacement units.
- Includes egress operators and blinds.
- Interior gypsum wall repair and patching if necessary is included.
- We will attempt to match existing brick but color may not be exact.
- Interior wall painting to match existing is not included.



Replace fire alarm panel

The existing Fire Alarm panel and all devices were installed in 1988 and are past their expected life span of 10-15 years. The panel has ongoing issues and has been flagged by the insurance carrier to be replaced.

The new Voice Evacuation system will replace the existing panel. All new smoke detectors, speakers, and pull stations in both the existing building and the remote shop building will be installed.



Replace fire alarm panel scope of work:

- Demo existing fire alarm panel
- Demo all smoke detectors, speakers, etc.
- Install all new detectors, speakers, and devices
- Install all new wire to connect devices.
- Program new panel and test operation.
- Final inspection by State Electrical Inspector.



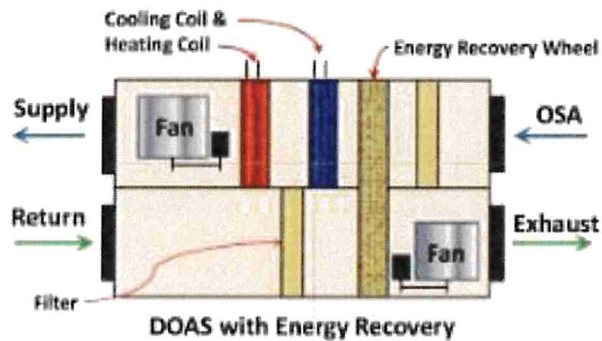
PHASE 1 Recommended Solutions – ALTERNATE PROJECT

Add Fresh Air

Facility Advocates recently measured indoor air quality in five high school classrooms. These measurements showed the typical daytime spikes of temperature, humidity, and CO₂. Elevated levels of

Our measurements confirm staff complaints that some classrooms have poor air quality during occupied periods of the day.

Adding systems to supply fresh air to the High School building is quite difficult. The acoustic tile ceilings will need to be removed in many areas to allow for ductwork to be installed above them. Multiple air handling units will need to be installed to prevent penetrating thick masonry walls and floors.



We propose installing five new Dedicated Outside Air System (DOAS) air handling units to provide conditioned fresh air to the occupied spaces. DOAS units will incorporate energy recovery systems to improve efficiency. They will contain the ability to condition the fresh air using gas heating and dx cooling.

All five units will be installed on the roof. New ductwork will be routed down through the attic space and above the hallways. New air registers will be installed in the drop ceilings to both exhaust stale air and deliver fresh air to the classroom areas.

To supply air to the first floor the new ductwork will be routed across the roof and down the outside of the building on the west facing side. These ducts will re-enter the building and be concealed above the drop ceilings of the first floor.



Fresh air system scope of work:

- Demo acoustical tile ceilings as necessary for system installation.
- Mount new DOAS air handling units on roof curbs on top of the building.
- Flash new roof penetrations water tight.
- Extend supply and return ductwork from DOAS units to registers and grills in classrooms.
- Install exterior wall openings as needed for duct work penetrations.
- Install electricity and gas to each DOAS unit.
- Install new DDC temperature and fire alarm controls for each unit.
- Replace acoustical tile ceilings to match original.
- Test and balance systems.

Next Steps

- December 8, 2025- BOE Meeting to approve Scope of Work and GMP
- Jan/Feb 2026 - Final design, invitation to bid documents prepared & equipment ordered
- February 2026- 3rd Party engineering review of contract/costs, scope of work & savings
- February 9, 2026 - BOE approves of financing (if necessary)
- Spring/Summer 2026- Project implemented





Jon Davis <jon.davis@almacardinals.org>

Air Quality Report

1 message

Greg Barnes <gbarnes@facilityadvocates.com>

Thu, Dec 4, 2025 at 11:20 AM

To: Jon Davis <jon.davis@almacardinals.org>

Cc: Dave Raymond <draymond@facilityadvocates.com>, Larry Cihal <lcihal@facilityadvocates.com>, Brent Jackson <bjackson@facilityadvocates.com>

John – Attached are the room air quality reports and graphs. You can see the weekdays and the weekends look much different because of your room settings and your occupancy. With regard to temperatures.....I noticed spikes in the temperature in the Art Room. I'm not sure what would cause this but temps in the 90s are obviously way too warm. Have you had complaints? If not, then either someone was messing with the sensors or they weren't recording accurately. There was also one day in the history room where the temp spiked.

The humidity levels don't look terrible, but they would probably look much different in August and early September. It usually isn't an issue in November.

The CO2 is probably the greatest concern. The rates were extremely high in the science room. Have you noticed anything in there (headaches, nausea, sleepy students and staff, etc.)? If not then I suspect that sensor needs to be checked. It could have recorded incorrectly. The rest of the rooms are spiking (during class time) at or above 1400 ppm.

ASHRAE – The American Society of Heating, Refrigerating, and Air-Conditioning Engineers recommend CO2 levels in schools to be below 1000 ppm. Below is a chart that kind of explains the levels and impact on the students and staff.

Obviously you have CO2 levels in the Uncomfortable Loss of Productivity and at time Unhealthy levels. Per our discussion at the last board meeting, you can share these reports however you wish. Please let me know if you have any questions!

CO2 LEVELS FOR HEALTHY SCHOOLS



Greg Barnes
K-12 Consultant
Facility Advocates

5 attachments

Environmental_Report English.pdf
370K

Environmental_Report_Art_Room.pdf
431K

Environmental Sensor Summary Report

English Rm

Environmental Sensor Summary Report

Humidity:

- Average: 32.06% RH
- Min: 23.6% RH
- Max: 43.3% RH
- Below comfort range: 45 samples
- Above comfort range: 0 samples

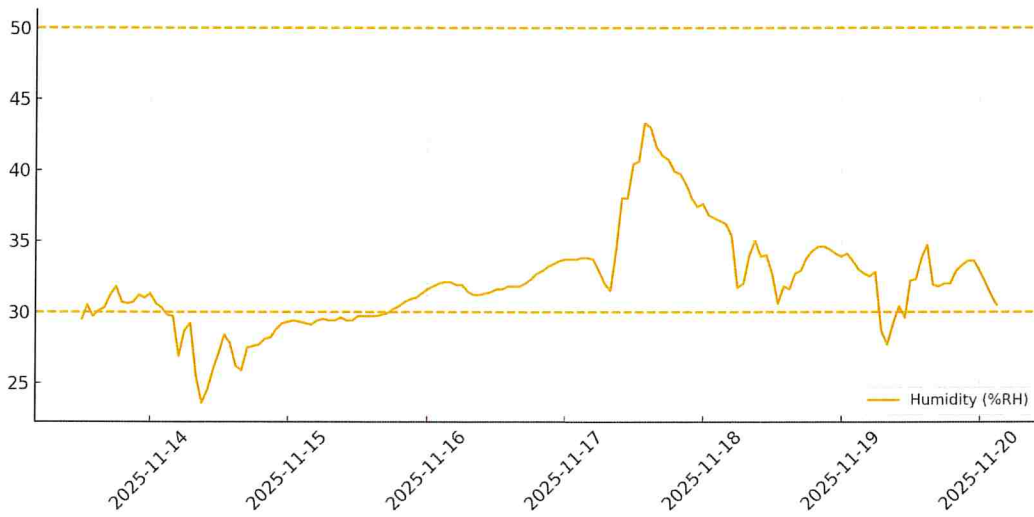
Temperature:

- Average: 68.01°F
- Min: 64.5°F
- Max: 73.0°F
- Below comfort range: 90 samples
- Above comfort range: 0 samples

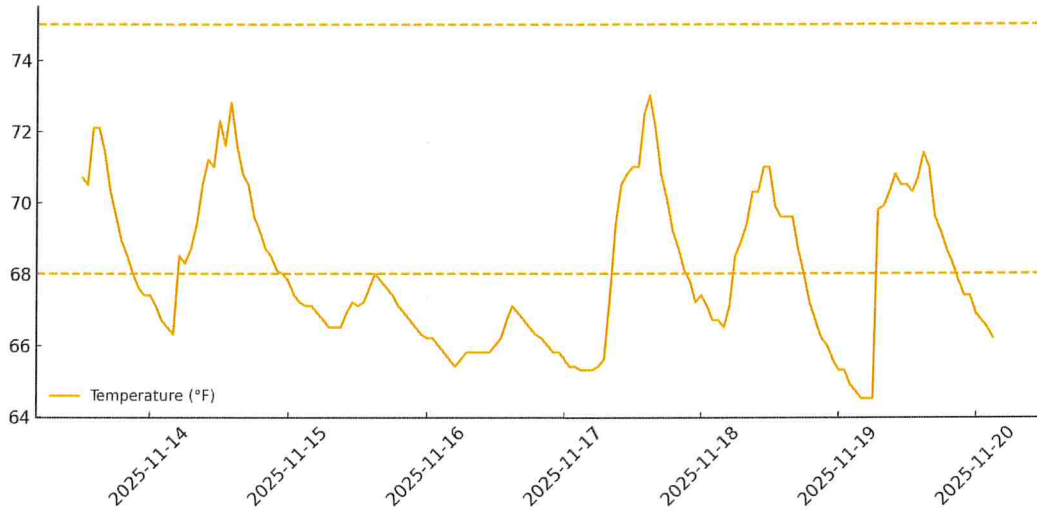
CO₂ Levels:

- Average: 651.34 ppm
- Min: 467 ppm
- Max: 1380 ppm
- Above 1000 ppm: 13 samples
- Above 1400 ppm: 0 samples

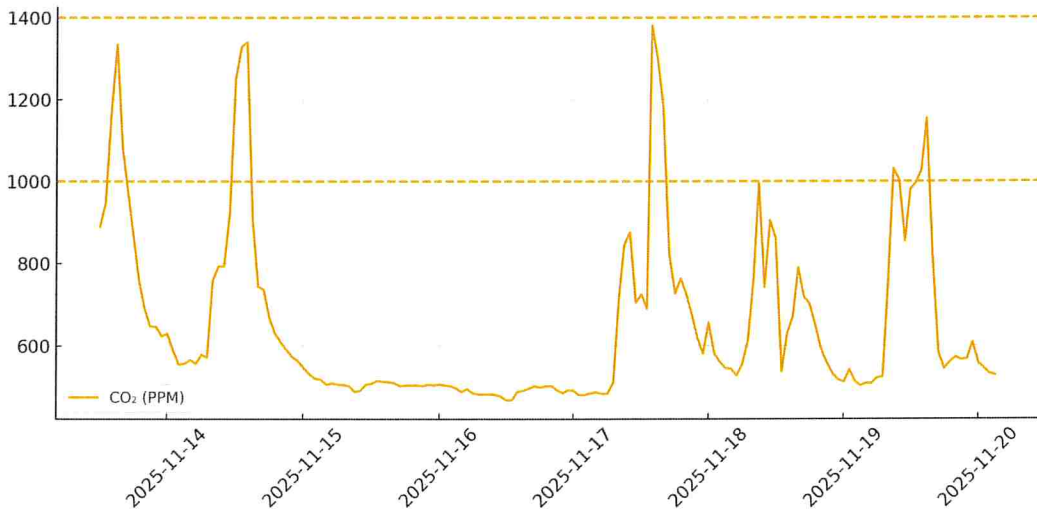
Humidity Chart



Temperature Chart



CO₂ Chart



Environmental Sensor Summary Report – Alma Art Room

Environmental Sensor Summary Report (Alma Art Room)

Humidity:

- Average: 35.54% RH
- Min: 12.2% RH
- Max: 51.0% RH
- Below comfort range: 35 samples
- Above comfort range: 4 samples

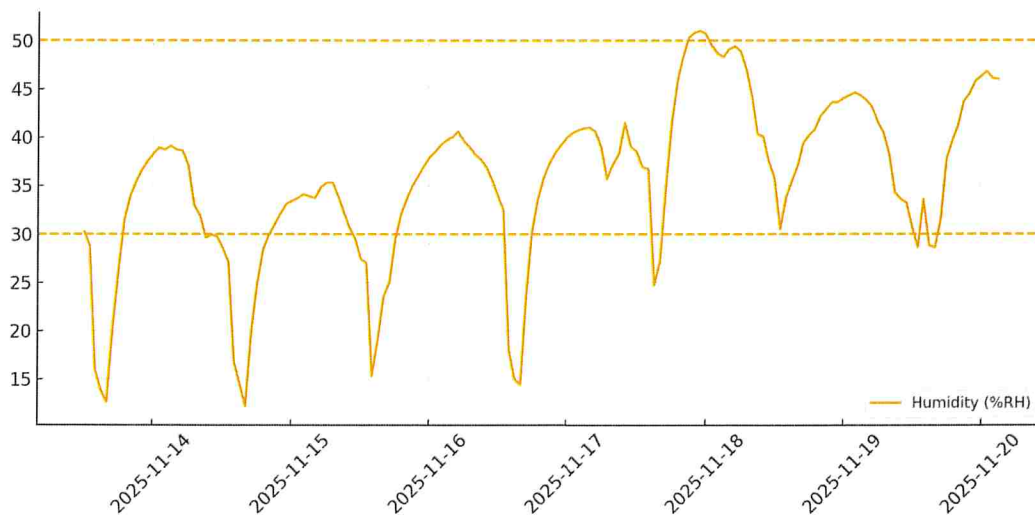
Temperature:

- Average: 67.51°F
- Min: 59.1°F
- Max: 95.9°F
- Below comfort range: 110 samples
- Above comfort range: 20 samples

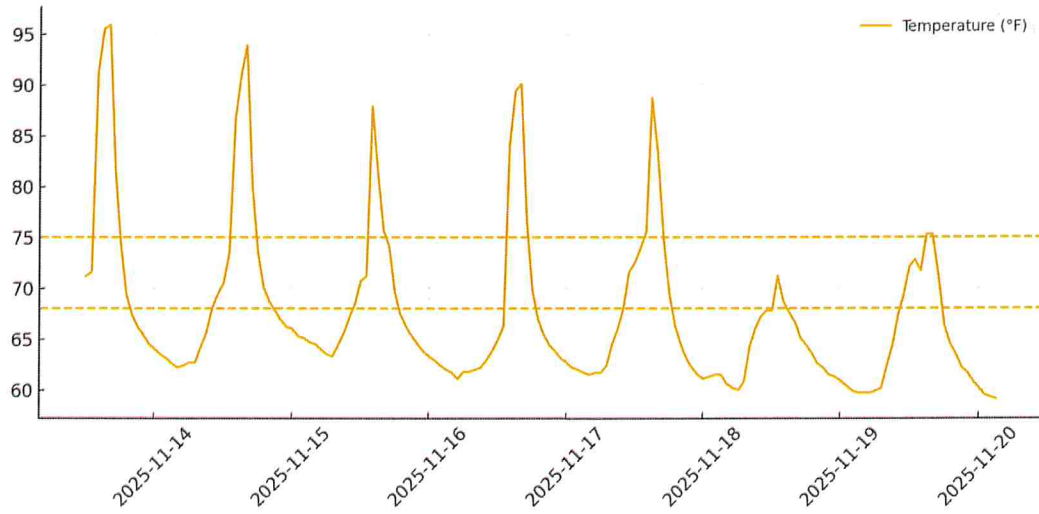
CO₂ Levels:

- Average: 713.52 ppm
- Min: 510 ppm
- Max: 1271 ppm
- Above 1000 ppm: 17 samples
- Above 1400 ppm: 0 samples

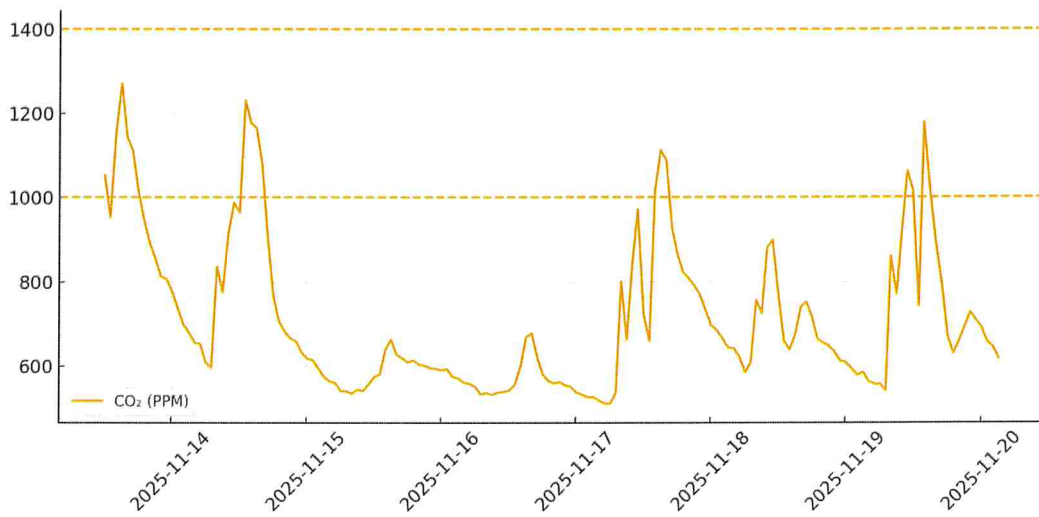
Humidity Chart



Temperature Chart



CO₂ Chart



Environmental Sensor Summary Report – Alma History Class

Environmental Sensor Summary Report (Alma History Class)

Humidity:

- Average: 33.21% RH
- Min: 23.7% RH
- Max: 41.6% RH
- Below comfort range: 36 samples
- Above comfort range: 0 samples

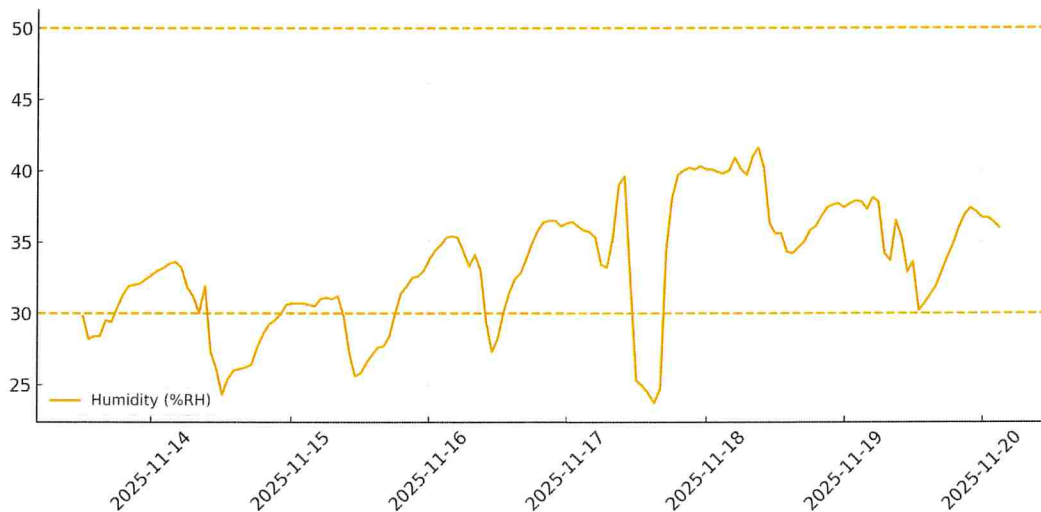
Temperature:

- Average: 66.77°F
- Min: 59.1°F
- Max: 84.2°F
- Below comfort range: 103 samples
- Above comfort range: 8 samples

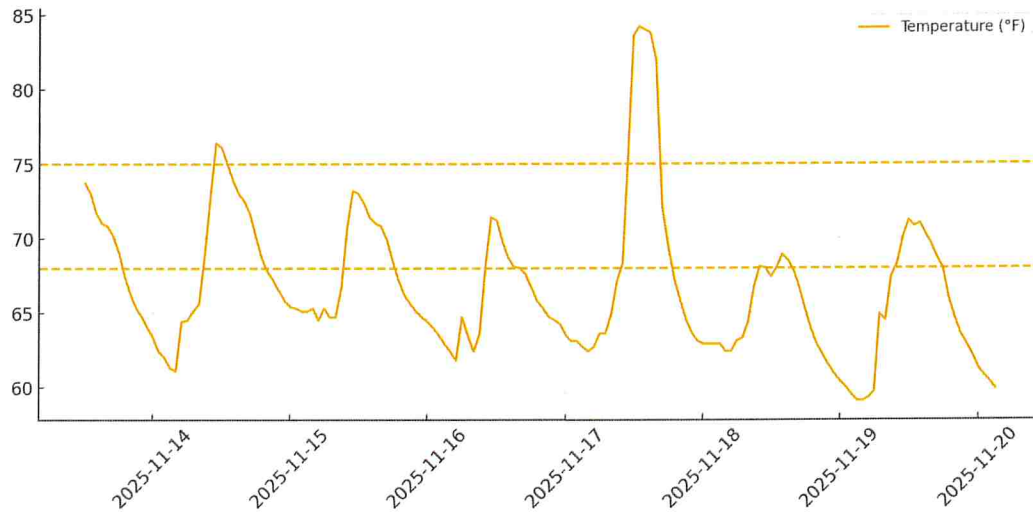
CO₂ Levels:

- Average: 711.84 ppm
- Min: 508 ppm
- Max: 1494 ppm
- Above 1000 ppm: 24 samples
- Above 1400 ppm: 3 samples

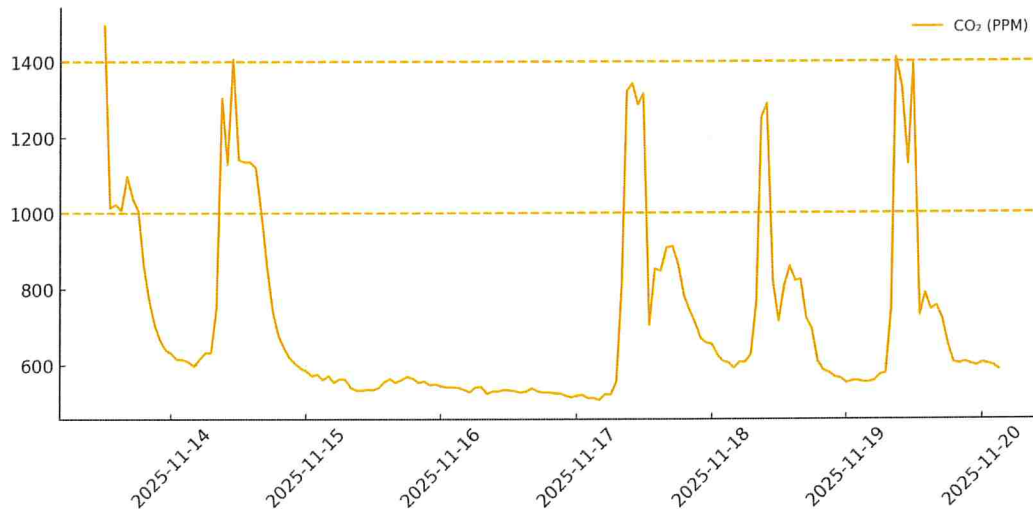
Humidity Chart



Temperature Chart



CO₂ Chart



Environmental Sensor Summary Report – Alma Math Room

Environmental Sensor Summary Report (Alma Math Room)

Humidity:

- Average: 31.14% RH
- Min: 24.4% RH
- Max: 41.2% RH
- Below comfort range: 68 samples
- Above comfort range: 0 samples

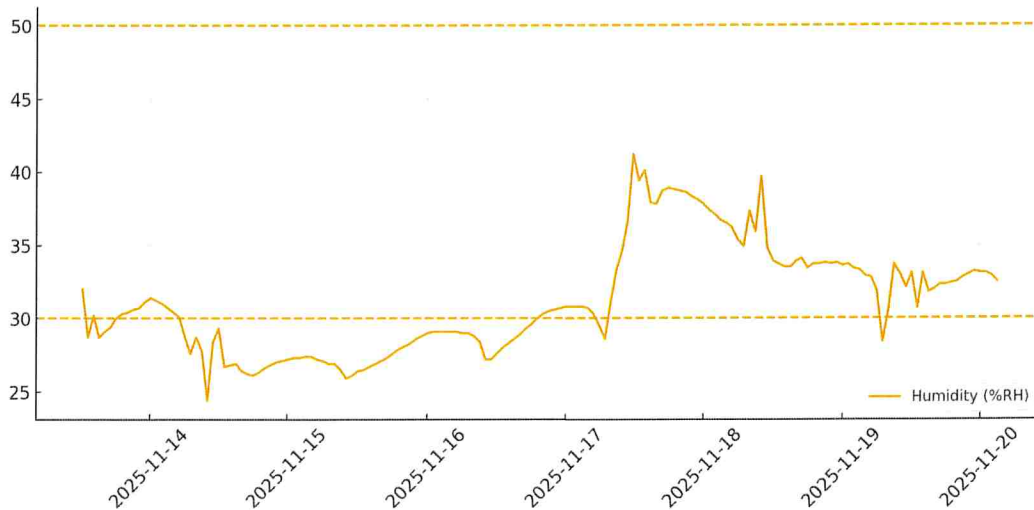
Temperature:

- Average: 69.02°F
- Min: 65.1°F
- Max: 75.3°F
- Below comfort range: 45 samples
- Above comfort range: 1 samples

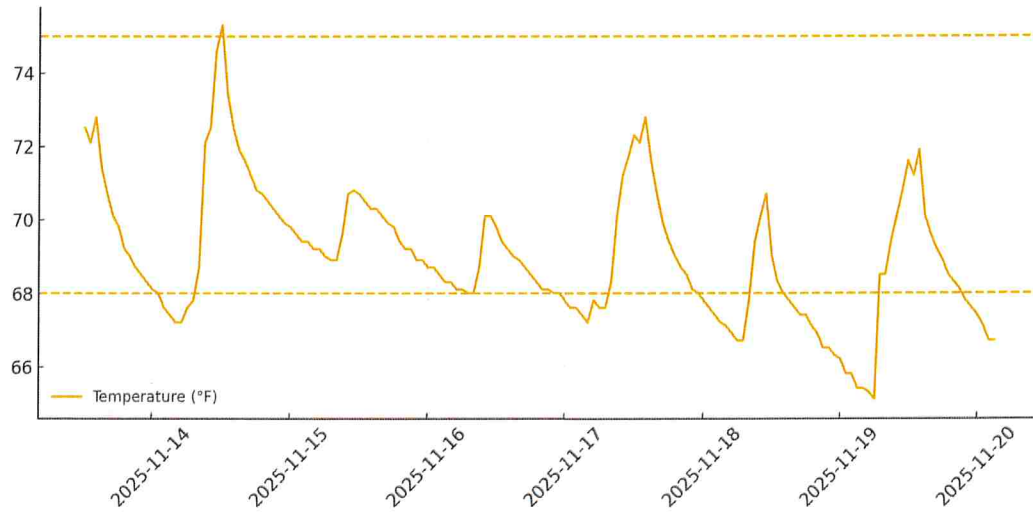
CO₂ Levels:

- Average: 737.56 ppm
- Min: 496.0 ppm
- Max: 1734.0 ppm
- Above 1000 ppm: 21 samples
- Above 1400 ppm: 3 samples

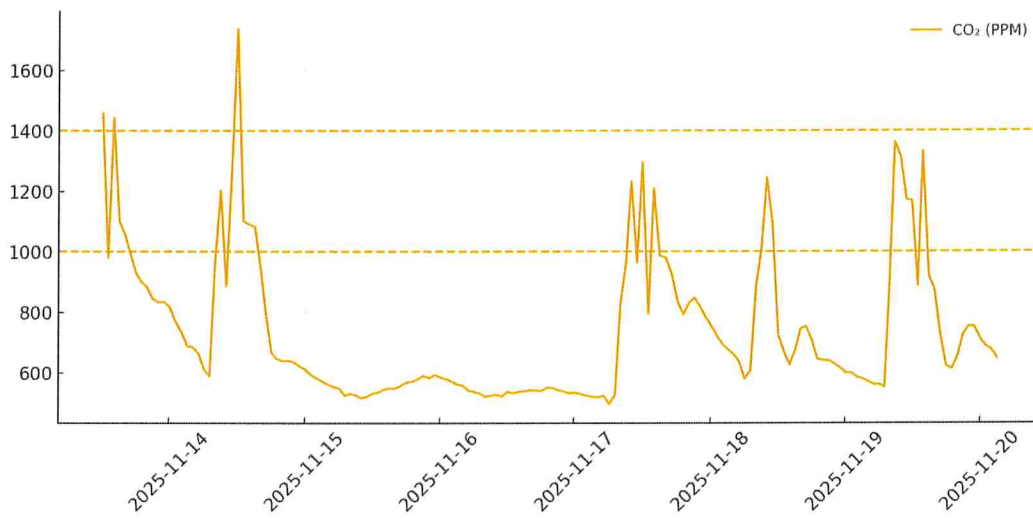
Humidity Chart



Temperature Chart



CO₂ Chart



Environmental Sensor Summary Report – Alma Science Room

Environmental Sensor Summary Report (Alma Science Room)

Humidity:

- Average: 30.94% RH
- Min: 21.9% RH
- Max: 44.3% RH
- Below comfort range: 75 samples
- Above comfort range: 0 samples

Temperature:

- Average: 69.31°F
- Min: 64.5°F
- Max: 73.4°F
- Below comfort range: 24 samples
- Above comfort range: 0 samples

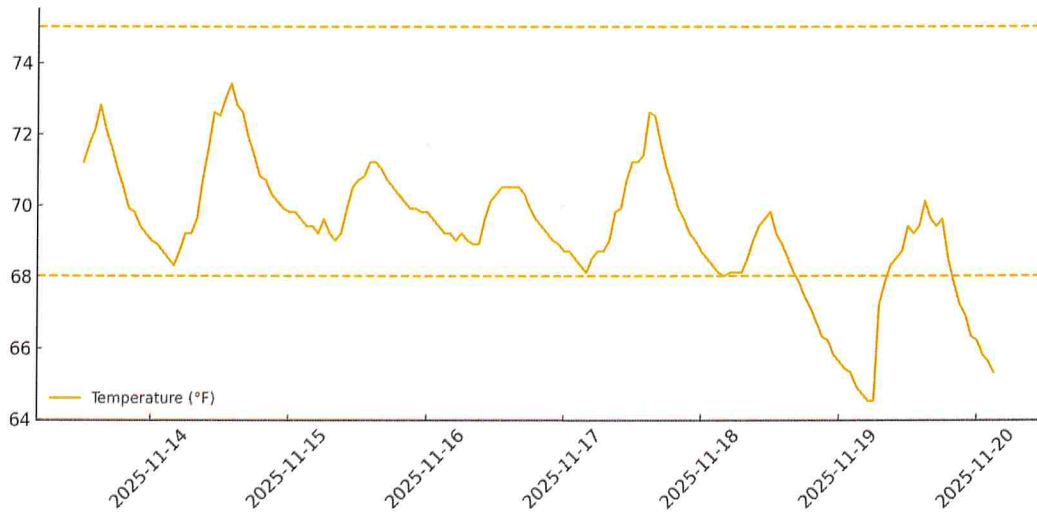
CO₂ Levels:

- Average: 2097.43 ppm
- Min: 1435.0 ppm
- Max: 4685.0 ppm
- Above 1000 ppm: 160 samples
- Above 1400 ppm: 160 samples

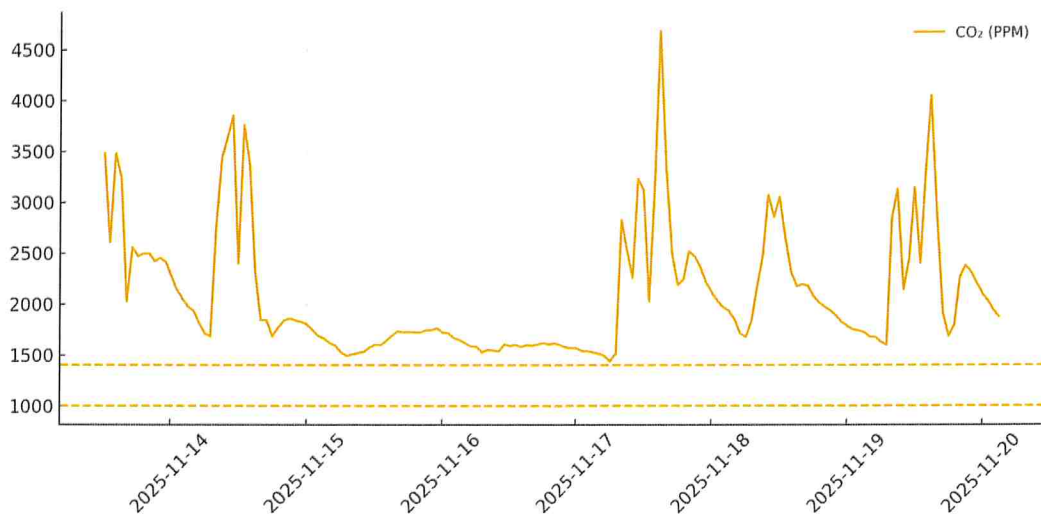
Humidity Chart



Temperature Chart



CO₂ Chart



ALMA PUBLIC SCHOOLS
NEGOTIATION AGREEMENT
2026-2027 SCHOOL YEAR

- Base Pay increased to \$40,100
- Insurance \$1050/\$3800 dual choice HSA
- Faculty members and/or others acting in an official capacity as timekeeper, scorebook, shot clock, linesperson or Libero tracker be paid \$25 per game.
- Ticket takers: Certified Staff are required to sign-up for a minimum of two events each year and will be paid at a rate of \$25 per event. The certified staff also recognizes that in the event of conference and/or subdistrict/district games, that additional ticket takers may be necessary during the year. A spreadsheet will be shared for signup, but teachers may be placed on the schedule if they have not chosen a time or if additional ticket takers are needed during the school year. If the teacher is unable to perform that duty, they must find a substitute. Ticket takers will also be given one popcorn and a drink the night they take tickets.
- Coaches /Sponsors with a Level 1 card, driving students, participants, and/or players in a small vehicle (suburban, vans, mini bus - 14 passenger) during the school year will be paid the established rate set by the school. Exceptions: Coaches will not be paid for practices (Except Softball) or summer camps.
- Certified Staff will also be given a ½ day of personal leave credit to their account, if they complete the required training videos prior to the first contracted work day in August. The required video list will be submitted to the teachers by June 1st for following school year.

**ALMA PUBLIC SCHOOLS, ALMA, NEBRASKA
CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT**

THIS CONTRACT is made by and between the Board of Education of the Harlan County School District 42-0002, a/k/a Alma Public School District, hereinafter referred to as "the Board," and Jon Davis, hereinafter referred to as "the Superintendent."

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 8th day of April, 2024 (Salary) and December 11th, 2023 (Employment), the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

I. Term of Contract.

A. Initial Term: This Contract is for a term of two (2) years, beginning on the 1st day of July, 2024, and expiring on the 30th day of June, 2026. A "contract year" for purposes of this Contract shall be from July 1 to June 30.

B. Notice of Non-Renewal. The Board of Education shall notify the Superintendent in writing on or before December 15 of the contract year preceding the subsequent year (s) of the contract, of the Board's intention not to renew the Superintendent's contract at the end of such contract. Failure of the Board of Education to notify the Superintendent shall result in the automatic rollover of this contract.

II. Salary.

A. Salary for Initial Term. The annual salary for the contract year of July 1, 2024 through June 30, 2025 shall be: One hundred seventy-four thousand five hundred eighty dollars (\$174,580). The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

B. Inclusive of All Services Provided to the District: In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

C. Salary for Extended Terms. The salary for any renewal or extension periods shall be set by mutual agreement of the Superintendent and the Board, but shall in no event be less than the annual salary for the immediately preceding contract year.

D. Payment of Salary and Adjustments. The first annual salary installment shall be paid on or before July 10, 2024, and each subsequent installment shall be paid on or before the tenth (10th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

III. Benefits. As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

A. Health Insurance.

1. The Superintendent shall receive all fringe benefits of employment, which are granted other certified employees of the district, plus administrators receive family dental coverage paid by the district.

B. Vacation and Sick Leave Benefits.

1. Nature of Paid Leaves. Paid leave from the Superintendent's professional duties are available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the School District; (2) the leave day is taken on a day the Superintendent would otherwise be expected to be at work; and (3) the Superintendent has met the conditions for such leave to be taken as applicable to each specified form of paid leave. All paid leave is subject to the following:

a. Leave Year. The leave year is the Superintendent's contract year of July 1 through June 30 of each year this contract is in effect.

b. Unused Leave. There shall be no pay for leave available but unused either during or upon ending of employment except as may be specifically set forth herein.

2. Vacation:

a. Amount and Use. The Superintendent shall be allowed twenty (20) working days of vacation leave each contract year exclusive of Saturdays, Sundays, and legal holidays. It is understood, however, that the Superintendent may from time to time be required to perform duties on Saturdays, Sundays, and legal holidays. Vacation days are to be used in a manner and at times selected by the Superintendent; provided that the Superintendent shall make reasonable efforts to not schedule leaves which would cause the Superintendent to not be able to attend regular scheduled meetings of the Board of Education or important school functions, and the Superintendent shall provide information such that the Superintendent may be contacted when necessary.

b. Carry-over and Accumulation of Vacation Days. The Board and the Superintendent agree that periodic vacation is beneficial to "recharge" the Superintendent. As such, the Superintendent shall use at least ten (10) days of vacation each year. The Superintendent may be paid for up to five (5) days of unused vacation leave at the end of each contract year. There is no carry-over or accumulation of unused vacation leave from one contract year to another contract year. Any unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract years, such that the total vacation days at the beginning of each contract year be 20 days. Upon ending employment, unused vacation days will not be paid except to the extent required by law. If payable, unused vacation will be paid at the effective daily rate of pay at the time each unused vacation day first became available.

3. Sick Leave:

a. Amount and Use. The Superintendent shall be allowed thirteen (13) working days of sick leave each contract year all exclusive of Saturdays, Sundays, and legal holidays.

b. Availability. Sick leave is a paid workday when the Superintendent may be absent from duties. Sick days are only available when the Superintendent is currently employed by the School District and the Superintendent is unable to perform assigned duties due to the illness or temporary disability of the Superintendent or due to the Superintendent needing to care for a member of the Superintendent's immediate family who is ill, hospitalized or has a serious health condition. Immediate family shall mean the Superintendent's spouse, children, parent, grandparent, sister, brother, and spouse's immediate family.

c. Carry-over and Accumulation. Unused sick leave may be carried over from one leave year to the next succeeding leave year or years. The maximum that may be accumulated is fifty-five (55) days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing leave year or years until the accumulated number of days is less than fifty-five (55), and then only to the extent necessary to restore the total number of available sick leave days to the maximum of fifty-five (55).

d. Unused Days. There shall be no pay for unused sick leave either during or upon ending of employment.

4. Professional Leave:

a. The Superintendent shall attend appropriate professional meetings at the local, state, and national levels, provided that such attendance does not interfere with the proper performance of his duties under this Contract. The expenses of attendance, when attendance has been authorized by the Board of Education, shall be paid by the District

b. Availability. Professional leave is to be used for purposes of the Superintendent's attendance at meetings or conferences or to receive education or training related to the Superintendent's duties.

c. Carry-over and Accumulation. There is no carry-over or accumulation of unused professional leaves.

d. Unused Days. There shall be no pay for unused professional leave either during or upon ending of employment.

5. Bereavement Leave.

a. Days Per Leave Year. Three (3) days of family bereavement leave and one (1) day of non-family bereavement leave are available to the Superintendent each leave year.

b. Availability. Family bereavement leave is available to a Superintendent each leave year for purposes of allowing the Superintendent to address issues related to the death of a member of the Superintendent's family. For purposes of this subparagraph, the term family means the Superintendent's spouse, child, parent, parent-in-law, sibling, sibling-in-law, son or daughter-in-law, the Superintendent's grandparents, spouse's grandparents, and the Superintendent's grandchild. Non-family bereavement leave is available to the Superintendent for the death of a non-family member, and shall require that the Superintendent attend funeral services.

c. Carry-over and Accumulation. There is no carry-over or accumulation of unused bereavement leaves.

d. Unused Days. There shall be no pay for unused bereavement leave either during or upon ending of employment.

6. Vacation, Sick, Professional and Personal Leave Log. The Superintendent shall maintain a monthly vacation, sick, professional and personal leave log, which shall be submitted, to the Board Secretary before the last day of each month. The Board of Education will review the Leave Log on a quarterly basis.

C. Section 125 Plan: The Superintendent shall be permitted to participate in the District's Section 125 Plan for purposes of purchasing and paying for group health insurance, dental insurance, and long-term disability insurance.

D. Life Insurance: The Superintendent shall be provided basic term life insurance with a death benefit of \$100,000.

E. Meetings and Dues: The Superintendent shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. The Board may pay dues for professional organizations suitable for the Superintendent's position upon the Superintendent's request, and shall pay dues for the Superintendent's membership in the American Association of School Administrators, and Nebraska Council of School Administrators.

F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set annually by the Board for District travel.

G. Health Examinations. The Superintendent shall be provided a medical examination in each contract year at the cost of the Board, at Superintendent's election. To be reimbursed for such medical examination, the Superintendent shall provide the President of the Board of Education with statement from the physician certifying to the physical competency of the Superintendent to perform the essential functions of the Superintendent's position. Such statement shall be placed in a separate medical personnel file, and remain confidential as and to the extent permitted by law.

H. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District.

IV. Duties.

A. Specification of Duties. The Superintendent shall perform the duties of Superintendent as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The duties as prescribed in the Board of Education Policies shall not be substantially changed during this Contract without the consent of the Superintendent by an amendment to this Contract. The Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Policies. In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

B. Use of Time. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional activities. Should the Superintendent provide services to other school districts or in undertake consultative work, speaking engagements, writing, lecturing or other professional activities, the Superintendent shall utilize his/her personal vacation time for such purposes, and hold the School District harmless thereon.

C. Performance of Duties. In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects to diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

V. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

VI. Evaluation of the Superintendent. The Superintendent shall be evaluated twice during the first contract year and once during the second year and each year of any Extended Term, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.

VII. Contract Cancellation. In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein then the Superintendent may be discharged in accordance with applicable law, including, but not limited to, the following reasons: to-wit: (1) becoming legally disqualified to perform as a superintendent or elementary principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Intent to Extend by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties;. Suspension or other disciplinary action may be enforced in accordance with applicable law.

Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the

date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board of Education may require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical capacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

VIII. **Representations and Legal Requirements.** The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

IX. **Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

X. **Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

Contract of Employment Executed 11th day of December, 2023
Salary & Benefits Executed this 8th day of April, 2024

Board of Education of Harlan County
School District 42-0002, a/k/a Alma
Public School District

Jon Davis 4-9-24
Superintendent

By: Neil Peterson
President

Attest: Jessica Miller
Secretary

PRINCIPAL CONTRACT

THIS CONTRACT is made by and between the Board of Education of the Alma School District No. 42-0002, located in Harlan County in the State of Nebraska, hereinafter referred to as “the Board”, and Stephanie Brandyberry, hereinafter referred to as “the Principal”.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 9th day of December, 2024 for employment and the 12th day of May, 2025 for salary the Board hereby agrees to employ the Principal and the Principal hereby agrees to accept such employment as Principal and subject to the following terms and conditions:

Section 1. Term of Contract: The Principal shall be employed for a period of 210 days beginning on or about the 1st day of August 2025, and expiring on or about the 16th day of June 2026. The Principal shall be expected to be on duty on all days that faculty members are expected to be on duty, as well as other days before, during, and after the school year.

Section 2. Salary: In consideration of an annual salary of one hundred seventeen thousand nine hundred sixty-four dollars (\$117,964.00) to be paid in twelve monthly installments beginning on or before August 10th, 2025, and of the further agreements and considerations hereinafter stated, the Principal agrees to perform, faithfully, duties of Principal in and for the district as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board thereunder. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of other professional staff employees of the District.

Section 3. Professional Status: The Principal hereby affirms that they are not under contract with another school board, school district, or Board of Education covering any part or all of the same provided in this contract. The Principal further affirms that throughout the term of this contract they will hold a valid and appropriate certificate with endorsement as a Principal in the State of Nebraska, which certificate shall be registered in the office of the Superintendent of the Alma Public School as required by law.

Section 4. Principal’s Duties: The duties of the Principal shall be as prescribed for the position of K-12 Principal in the Board of Education Policy Manual and/or in the job description, or as assigned by the superintendent. The duties shall be performed in accordance with standards and goals established by the Board of Education. The Principal agrees to devote their time, skill, labor, and attention to their duties as K-12 Principal throughout the term of this contract; provided, however, the Principal, by agreement with the Board of Education, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations.

Section 5. Disability: Should the Principal be unable to perform their duties by reason of illness, accident or other disability beyond their control, and such disability shall continue for more than six (6) months, or if such disability is permanent, irreparable, or of such a nature as to make performance of their duties impossible, the Board may at its discretion terminate this contract, whereupon the respective rights, duties, and obligations, of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Principal under any insurance coverage furnished by the District.

Section 6. Discharge, Cancellation, Amendment: This contract may be amended or cancelled and the Principal discharged during the term of the contract as provided in Nebraska State Statute 79-824 – 79-842.

Section 7. Transportation: The Board shall provide the Principal with transportation required in the performance of his official duties or shall reimburse the Principal for such transportation at the rate established by the State of Nebraska.

Section 8. Leave: The Principal shall be allowed twelve (12) working days of paid sick leave during each year of this contract, cumulative to fifty-five (55) days. For the purpose of this section the term “working day” shall not include any Saturday, Sunday, or legal holiday. Six (6) additional leave days may be used for personal leave. There shall be no pay for unused sick leave, personal leave, and/or bereavement leave either during or upon ending of employment.

Availability. Sick leave is a paid workday when the Principal may be absent from duties. Sick days are only available when the Principal is currently employed by the School District and the Principal is unable to perform assigned duties due to the illness or temporary disability of the Principal or due to the Principal needing to care for a member of the Principal's immediate family who is ill, hospitalized or has a serious health condition. Immediate family shall mean the Principal's spouse, children, parent, grandparent, sister, brother, and spouse’s immediate family.

Bereavement Leave.

a. Days Per Leave Year. Three (3) days of family bereavement leave and one (1) day of non-family bereavement leave are available to the Principal each leave year

Section 9. Professional Development: The Principal shall continue their professional development by attending appropriate professional meetings. The district if approved by the superintendent and/or board shall pay the expenses of such attendance.

Section 10. Fringe Benefits: The Principal shall receive all fringe benefits of employment, which are granted other certified employees of the district, plus administrators receive family dental coverage paid by the district. In addition to said fringe benefits the district shall provide the Principal with the following benefits: Paid NCSA dues, as well as other professional dues approved by the superintendent.

Section 11. No Penalty For Release Or Resignation: There shall be no penalty for release or resignation by the Principal from this contract provided no resignation shall become effective until expiration of the contract unless accepted by the Board, in which case the Board shall fix the time at which the resignation shall take effect.

Section 12. Governing Laws: The parties shall be governed by all applicable State and Federal laws, rules, and regulation in performance of their respective duties and obligations under this contract.

Section 13. Amendments To Be In Writing: This contract may be modified or amended only if it is in writing and if duly authorized and executed by the Administrator and the Board.

Section 14. Severability: If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

Section 15. Contract Amendment or Non-Renewal: This contract may be amended or non-renewed as provided in Nebraska State Statute 79-824 to 79-842.

In witness whereof, the parties have executed this contract on the dates indicated below.

EXECUTED BY THE BOARD the 9th day of December, 2024 for employment and on the 12th of May, 2025.

Principal

Date

President, Board of Education

Date

Superintendent

Date

AQuESTT Classification Details Report 2025

ALMA PUBLIC SCHOOLS [42-0002-000]

District Rating

Classification - Summary

Status: 3

Participation: No Adjustment

Tenet Adjustments

Positive Partnerships, Relationships, and Success: N/A

Transitions: 0

Educational Opportunities and Access: 0 (0 or +1)

Postsecondary, Career, and Civic Ready: N/A

Student Achievement and Growth: 0 (0 or +1)

Educator Effectiveness: N/A

Final Classification:

3 Great

Ratings Last Updated: 10-09-2025

ALMA PUBLIC SCHOOLS [42-0002-000]

District Rating

Comprehensive Support and Improvement (CSI)

A school can be designated as CSI if it receives Title I funding and the scores at the school pass through all three stages of the designation filter, or if the school has a 4-year cohort graduation rate less than 67%. Please see <https://aquestt.com/resources/> for additional details of the CSI rules. Districts are not eligible for CSI.

Furthest Progress in CSI Designation: None (districts are not eligible)

ALMA PUBLIC SCHOOLS [42-0002-000]

District Rating

Targeted Support and Improvement (TSI) and Additional Targeted Support and Improvement (ATSI)

TSI and ATSI designations are made using the same metrics as CSI, but for groups of students within a school as opposed to the entire school. TSI student groups are designated by comparing against the lowest quartile of Title I school scores, while ATSI student groups are compared against the highest scores of the schools designated as CSI. Please see <https://aquestt.com/resources/> for additional details of the TSI and ATSI rules. Districts are not eligible for TSI/ATSI.

For more information on Classifications, TSI/ATSI and CSI, please see <https://aquestt.com/resources/>

District Summary of CSI/TSI/ATSI Schools & Groups

This table shows which schools are CSI and which schools have TSI or ATSI student groups within this district.

School Name	School Type	CSI Status	TSI Student Groups	ATSI Student Groups
ALMA ELEMENTARY AT ALMA	Elementary School	No	SPED	(None)
ALMA HIGH SCHOOL	High School	No	(None)	(None)
ALMA HIGH SCHOOL	Middle School	No	(None)	(None)

Student Group Key:

AM = American Indian or Alaskan Native

AS = Asian

BL = Black or African American

HI = Hispanic

MU = Multiple Races

PI = Native Hawaiian or Other Pacific Islander

WH = White

EL = English Learner

FRL = Free or Reduced Lunch

SPED = Special Education

Classification - Status Indicator

	ELA	Math	Total
# of Eligible Assessments	195	195	390
# of Proficient Assessments	115	138	253
	% Proficient		64.87%

Your 2024-2025 Status Score: **64.87%**

Applicable Cut Score for this District: Status Score \geq 60 but $<$ 70

Your Status Rating: **3**

Classification - Participation Indicator

	ELA	Math	Science	Total
# of Eligible Students	200	200	90	490
# of Participating Students	200	200	90	490
	% Participating			100.00%

Your 2024-2025 Participation Score: **100.00%**

Your Participation Rating Adjustment: **0**



Transitions Tenet - 4 Year Graduation Indicator

Note: graduation data is lagged by a year compared to other accountability data, 2023-2024 is the most recent data used in both graduation indicators.

	Total
# of Eligible Cohort Members	30
# of Cohort Graduates	29
Cohort 4-Year Graduation Rate	96.67%

Transitions Tenet - Extended 7 Year Graduation Indicator

	Total
# of Eligible Cohort Members	24
# of Cohort Graduates	23
Cohort 7-Year Graduation Rate	95.83%

Transitions Tenet Rating

Indicator	Score	Weight	Weighted Score	<i>Score x Weight / Total Weight</i>
4 Year Graduation	96.67	0.51	49.30	
Extended 7 Year Graduation	95.83	0.49	46.96	
Total		1.00	96.26	

Your 2024-2025 Transitions Tenet Score: **96.26**

Your Transitions Tenet Rating Adjustment: **0**



Educational Opportunities Tenet - Chronic Absenteeism

Note: A chronically absent student is defined as any student absent for 10% or more of the days they were enrolled

	2021-2022	Baseline	
# of Eligible Students	372	372	
# Chronically Absent	21	21	
Rate	5.65%	5.65%	
Target Rate for 2024-2025:	4.80%		15% reduction
Current Year # of Eligible Students		369	
Current Year # Chronically Absent		24	
Rate		6.50%	
Difference from Target Rate		-1.71%	

This indicator's score is determined by comparing the rate of students who are chronically absent in the current year against a target rate. The target rate of 4.80% is found by calculating the 2021-2022 baseline rate of 5.65% and reducing it by 5% per year. The actual chronic absenteeism rate for this year is 6.50% which is 1.71% worse than the target rate.

Educational Opportunities Tenet - Progress Towards English Language Proficiency

	Total	
# of Eligible English Learners	3	
# On Track	2	
# Making Partial Progress	0	(count as a half point in the rate calculation)
Rate	N/A*	

* Due to having less than 10 eligible English Learners with a baseline ELPA21 assessment to compare against, this indicator will not be included in this tenet's score

Educational Opportunities Tenet Rating Adjustment

Indicator	Score	Standardized Score	Weight	Weighted Score	Standardized Score x Weight / Total Weight
Chronic Absenteeism	-1.71	-0.34	0.50	-0.34	

English Learner Progress	N/A	N/A	0	N/A
Total			0.50	-0.34

Standardized scores are created using a z-score method based on the mean of all eligible scores for the indicator statewide

Your 2024-2025 Tenet Score: **-0.34**

Applicable Cut Score for This District: Tenet Score \leq 0.8

Your Tenet Rating Adjustment: **0**

The rules for the Educational Opportunities and Access tenet allow for an upward adjustment to your classification rating, or for no adjustment to take place. Your overall tenet score of -0.34 is at or below the cut score of 0.80, so this results in no adjustment to your classification rating.



Student Achievement and Growth Tenet - Growth

	ELA	Math	Total
# of Eligible Students	141	141	282
# of Students Showing Growth	89	105	194
	Growth Percentage		68.79%

Student Achievement and Growth Tenet - Non-Proficiency

	2022-2023	2023-2024	2024-2025
# of Eligible ELA & Math Assessments	408	402	390
# of Non-Proficient Scores	148	164	137
% Non-Proficient	36.27%	40.80%	35.13%

Number of School Years Available for Trendline: 3

Non-Proficiency Trendline Slope: **-0.57** (lower is better)

Your Non-Proficiency trendline indicates that over the last 3 years, the percentage of ELA and Math assessments scored as non-proficient has been decreasing.

Student Achievement and Growth Tenet - Science Proficiency

	Total
# of Eligible Assessments	89
# of Proficient Assessments	65
% Proficient	73.03%

Student Achievement and Growth Tenet Rating Adjustment

Indicator	Score	Standardized Score	Weight	Weighted Score	<i>Standardized Score x Weight / Total Weight</i>
Growth	68.79	0.90	0.65	0.59	
Non-Proficiency	-0.57	0.14	0.25	0.03	

Science Status	73.03	-0.19	0.10	-0.02
Total			1.00	0.60

Standardized scores are created using a z-score method based on the mean of all eligible scores for the indicator statewide

Your 2024-2025 Student Achievement & Growth Tenet Score: **0.60**

Applicable Cut Score for This District: Tenet Score < 0.8

Your Tenet Rating Adjustment: **0**

The rules for the Student Achievement and Growth tenet allow for an upward adjustment to your classification rating, or for no adjustment to take place. Your overall tenet score of 0.60 is below the cut score of 0.80, so this results in no adjustment to your classification rating.



Positive Partnerships, Relationships, and Success Tenet - Student Discipline

	Total	
# of Eligible Students	380	
# Students Not Suspended or Expelled	375	<i>(no out-of-school suspension or expulsion)</i>
Rate	98.68%	

Positive Partnerships, Relationships, and Success Tenet Rating Adjustment

Indicator	Score	Weight	Weighted Score	<i>Score x Weight / Total Weight</i>
Student Discipline	98.68	1.00	98.68	
Total		1.00	98.68	

Your 2024-2025 Tenet Score: **98.68**

Your Tenet Rating Adjustment: **N/A**

No indicators in the Positive Partnerships, Relationships, and Success tenet are currently being used to adjust the classification rating, the data is presented here for review purposes.

AQuESTT Classification Details Report 2025

ALMA HIGH SCHOOL [42-0002-001]

High School Rating

Classification - Summary

Status: 2

Participation: No Adjustment

Tenet Adjustments

Positive Partnerships, Relationships, and Success: N/A

Transitions: 0

Educational Opportunities and Access: 0 (0 or +1)

Postsecondary, Career, and Civic Ready: N/A

Student Achievement and Growth: 0 (0 or +1)

Educator Effectiveness: N/A

Final Classification:

2 Good

Ratings Last Updated: 10-09-2025

ALMA HIGH SCHOOL [42-0002-001]

High School Rating

Comprehensive Support and Improvement (CSI)

A school can be designated as CSI if it receives Title I funding and the scores at the school pass through all three stages of the designation filter, or if the school has a 4-year cohort graduation rate less than 67%. Please see <https://aquestt.com/resources/> for additional details of the CSI rules. Districts are not eligible for CSI.

Furthest Progress in CSI Designation: None (no Schoolwide or Targeted Title I program or not enough students)

ALMA HIGH SCHOOL [42-0002-001]

High School Rating

Targeted Support and Improvement (TSI) and Additional Targeted Support and Improvement (ATSI)

TSI and ATSI designations are made using the same metrics as CSI, but for groups of students within a school as opposed to the entire school. TSI student groups are designated by comparing against the lowest quartile of Title I school scores, while ATSI student groups are compared against the highest scores of the schools designated as CSI. Please see <https://aquestt.com/resources/> for additional details of the TSI and ATSI rules. Districts are not eligible for TSI/ATSI.

Student Group	TSI/ATSI Status	Designation Year
English Learners	Too few students	
Economically Disadvantaged	Not TSI/ATSI	
American Indian or Alaska Native	Too few students	
Asian	Too few students	

Black or African American	Too few students	
Hispanic	Too few students	
Two Or More Races	Too few students	
Native Hawaiian or Other Pacific Islander	Too few students	
White	Not TSI/ATSI	
Students with Disabilities	Too few students	

For more information on Classifications, TSI/ATSI and CSI, please see <https://aquestt.com/resources/>

Classification - Status Indicator

	ELA	Math	Total
# of Eligible Assessments	28	28	56
# of Proficient Assessments	10	11	21
	% Proficient		37.50%

Your 2024-2025 Status Score: **37.50%**

Applicable Cut Score for this High School: Status Score \geq 26 but $<$ 45

Your Status Rating: **2**

Classification - Participation Indicator

	ELA	Math	Science	Total
# of Eligible Students	28	28	28	84
# of Participating Students	28	28	28	84
	% Participating			100.00%

Your 2024-2025 Participation Score: **100.00%**

Your Participation Rating Adjustment: **0**



Transitions Tenet - 4 Year Graduation Indicator

Note: graduation data is lagged by a year compared to other accountability data, 2023-2024 is the most recent data used in both graduation indicators.

	Total
# of Eligible Cohort Members	30
# of Cohort Graduates	29
Cohort 4-Year Graduation Rate	96.67%

Transitions Tenet - Extended 7 Year Graduation Indicator

	Total
# of Eligible Cohort Members	24
# of Cohort Graduates	23
Cohort 7-Year Graduation Rate	95.83%

Transitions Tenet Rating

Indicator	Score	Weight	Weighted Score	<i>Score x Weight / Total Weight</i>
4 Year Graduation	96.67	0.51	49.30	
Extended 7 Year Graduation	95.83	0.49	46.96	
Total		1.00	96.26	

Your 2024-2025 Transitions Tenet Score: **96.26**

Your Transitions Tenet Rating Adjustment: **0**



Educational Opportunities Tenet - Chronic Absenteeism

Note: A chronically absent student is defined as any student absent for 10% or more of the days they were enrolled

	2021-2022	Baseline	
# of Eligible Students	109	109	
# Chronically Absent	12	12	
Rate	11.01%	11.01%	
Target Rate for 2024-2025:	9.36%		15% reduction
Current Year # of Eligible Students		126	
Current Year # Chronically Absent		8	
Rate		6.35%	
Difference from Target Rate		+3.01%	

This indicator's score is determined by comparing the rate of students who are chronically absent in the current year against a target rate. The target rate of 9.36% is found by calculating the 2021-2022 baseline rate of 11.01% and reducing it by 5% per year. The actual chronic absenteeism rate for this year is 6.35% which is 3.01% better than the target rate.

Educational Opportunities Tenet - Progress Towards English Language Proficiency

	Total	
# of Eligible English Learners	0	
# On Track	0	
# Making Partial Progress	0	(count as a half point in the rate calculation)
Rate	N/A*	

* Due to having less than 10 eligible English Learners with a baseline ELPA21 assessment to compare against, this indicator will not be included in this tenet's score

Educational Opportunities Tenet Rating Adjustment

Indicator	Score	Standardized Score	Weight	Weighted Score	Standardized Score x Weight / Total Weight
Chronic Absenteeism	3.01	0.25	0.50	0.25	

English Learner Progress	N/A	N/A	0	N/A
Total			0.50	0.25

Standardized scores are created using a z-score method based on the mean of all eligible scores for the indicator statewide

Your 2024-2025 Tenet Score: **0.25**

Applicable Cut Score for This High School: Tenet Score \leq 1.3

Your Tenet Rating Adjustment: **0**

The rules for the Educational Opportunities and Access tenet allow for an upward adjustment to your classification rating, or for no adjustment to take place. Your overall tenet score of 0.25 is at or below the cut score of 1.30, so this results in no adjustment to your classification rating.



Student Achievement and Growth Tenet - Growth

	ELA	Math	Total
# of Eligible Students	0	0	0
# of Students Showing Growth	0	0	0
	Growth Percentage		N/A

Student Achievement and Growth Tenet - Non-Proficiency

	2022-2023	2023-2024	2024-2025
# of Eligible ELA & Math Assessments	60	48	56
# of Non-Proficient Scores	29	37	35
% Non-Proficient	48.33%	77.08%	62.50%

Number of School Years Available for Trendline: 3

Non-Proficiency Trendline Slope: **7.08** (lower is better)

Your Non-Proficiency trendline indicates that over the last 3 years, the percentage of ELA and Math assessments scored as non-proficient has been increasing.

Student Achievement and Growth Tenet - Science Proficiency

	Total
# of Eligible Assessments	28
# of Proficient Assessments	16
% Proficient	57.14%

Student Achievement and Growth Tenet Rating Adjustment

Indicator	Score	Standardized Score	Weight	Weighted Score	<i>Standardized Score x Weight / Total Weight</i>
Growth	N/A	N/A	0	N/A	
Non-Proficiency	7.08	-0.95	0.65	-0.62	

Science Status	57.14	0.09	0.35	0.03
Total			1.00	-0.59

Standardized scores are created using a z-score method based on the mean of all eligible scores for the indicator statewide

Your 2024-2025 Student Achievement & Growth Tenet Score: **-0.59**

Applicable Cut Score for This High School: Tenet Score < 1.2

Your Tenet Rating Adjustment: **0**

The rules for the Student Achievement and Growth tenet allow for an upward adjustment to your classification rating, or for no adjustment to take place. Your overall tenet score of -0.59 is below the cut score of 1.20, so this results in no adjustment to your classification rating.



Positive Partnerships, Relationships, and Success Tenet - Student Discipline

	Total	
# of Eligible Students	128	
# Students Not Suspended or Expelled	124	<i>(no out-of-school suspension or expulsion)</i>
Rate	96.88%	

Positive Partnerships, Relationships, and Success Tenet Rating Adjustment

Indicator	Score	Weight	Weighted Score	<i>Score x Weight / Total Weight</i>
Student Discipline	96.88	1.00	96.88	
Total		1.00	96.88	

Your 2024-2025 Tenet Score: **96.88**

Your Tenet Rating Adjustment: **N/A**

No indicators in the Positive Partnerships, Relationships, and Success tenet are currently being used to adjust the classification rating, the data is presented here for review purposes.

AQuESTT Classification Details Report 2025

ALMA HIGH SCHOOL [42-0002-001]

Middle School Rating

Classification - Summary

Status: 3

Participation: No Adjustment

Tenet Adjustments

Positive Partnerships, Relationships, and Success: N/A

Transitions: N/A

Educational Opportunities and Access: 0 (0 or +1)

Postsecondary, Career, and Civic Ready: N/A

Student Achievement and Growth: +1 (0 or +1)

Educator Effectiveness: N/A

Final Classification:

4 Excellent

Ratings Last Updated: 10-09-2025

ALMA HIGH SCHOOL [42-0002-001]

Middle School Rating

Comprehensive Support and Improvement (CSI)

A school can be designated as CSI if it receives Title I funding and the scores at the school pass through all three stages of the designation filter, or if the school has a 4-year cohort graduation rate less than 67%. Please see <https://aquestt.com/resources/> for additional details of the CSI rules. Districts are not eligible for CSI.

Furthest Progress in CSI Designation: None (no Schoolwide or Targeted Title I program or not enough students)

ALMA HIGH SCHOOL [42-0002-001]

Middle School Rating

Targeted Support and Improvement (TSI) and Additional Targeted Support and Improvement (ATSI)

TSI and ATSI designations are made using the same metrics as CSI, but for groups of students within a school as opposed to the entire school. TSI student groups are designated by comparing against the lowest quartile of Title I school scores, while ATSI student groups are compared against the highest scores of the schools designated as CSI. Please see <https://aquestt.com/resources/> for additional details of the TSI and ATSI rules. Districts are not eligible for TSI/ATSI.

Student Group	TSI/ATSI Status	Designation Year
English Learners	Too few students	
Economically Disadvantaged	Not TSI/ATSI	
American Indian or Alaska Native	Too few students	
Asian	Too few students	

Black or African American	Too few students	
Hispanic	Too few students	
Two Or More Races	Too few students	
Native Hawaiian or Other Pacific Islander	Too few students	
White	Not TSI/ATSI	
Students with Disabilities	Too few students	

For more information on Classifications, TSI/ATSI and CSI, please see <https://aquestt.com/resources/>

Classification - Status Indicator

	ELA	Math	Total
# of Eligible Assessments	64	64	128
# of Proficient Assessments	40	50	90
	% Proficient		70.31%

Your 2024-2025 Status Score: **70.31%**

Applicable Cut Score for this Middle School: Status Score \geq 60 but $<$ 73

Your Status Rating: **3**

Classification - Participation Indicator

	ELA	Math	Science	Total
# of Eligible Students	66	66	33	165
# of Participating Students	66	66	33	165
	% Participating			100.00%

Your 2024-2025 Participation Score: **100.00%**

Your Participation Rating Adjustment: **0**



Transitions Tenet - 4 Year Graduation Indicator

Note: graduation data is lagged by a year compared to other accountability data, 2023-2024 is the most recent data used in both graduation indicators.

	Total
# of Eligible Cohort Members	N/A
# of Cohort Graduates	N/A
Cohort 4-Year Graduation Rate	N/A

Transitions Tenet - Extended 7 Year Graduation Indicator

	Total
# of Eligible Cohort Members	N/A
# of Cohort Graduates	N/A
Cohort 7-Year Graduation Rate	N/A

Transitions Tenet Rating

Indicator	Score	Weight	Weighted Score	<i>Score x Weight / Total Weight</i>
4 Year Graduation	N/A	0	N/A	
Extended 7 Year Graduation	N/A	0	N/A	
Total		0.00	N/A	

Your 2024-2025 Transitions Tenet Score: **N/A**

Your Transitions Tenet Rating Adjustment: **0**



Educational Opportunities Tenet - Chronic Absenteeism

Note: A chronically absent student is defined as any student absent for 10% or more of the days they were enrolled

	2021-2022	Baseline	
# of Eligible Students	53	53	
# Chronically Absent	1	1	
Rate	1.89%	1.89%	
Target Rate for 2024-2025:	1.60%		15% reduction
Current Year # of Eligible Students		68	
Current Year # Chronically Absent		4	
Rate		5.88%	
Difference from Target Rate		-4.28%	

This indicator's score is determined by comparing the rate of students who are chronically absent in the current year against a target rate. The target rate of 1.60% is found by calculating the 2021-2022 baseline rate of 1.89% and reducing it by 5% per year. The actual chronic absenteeism rate for this year is 5.88% which is 4.28% worse than the target rate.

Educational Opportunities Tenet - Progress Towards English Language Proficiency

	Total	
# of Eligible English Learners	0	
# On Track	0	
# Making Partial Progress	0	(count as a half point in the rate calculation)
Rate	N/A*	

* Due to having less than 10 eligible English Learners with a baseline ELPA21 assessment to compare against, this indicator will not be included in this tenet's score

Educational Opportunities Tenet Rating Adjustment

Indicator	Score	Standardized Score	Weight	Weighted Score	Standardized Score x Weight / Total Weight
Chronic Absenteeism	-4.28	-0.52	0.50	-0.52	

English Learner Progress	N/A	N/A	0	N/A
Total			0.50	-0.52

Standardized scores are created using a z-score method based on the mean of all eligible scores for the indicator statewide

Your 2024-2025 Tenet Score: **-0.52**

Applicable Cut Score for This Middle School: Tenet Score \leq 1.0

Your Tenet Rating Adjustment: **0**

The rules for the Educational Opportunities and Access tenet allow for an upward adjustment to your classification rating, or for no adjustment to take place. Your overall tenet score of -0.52 is at or below the cut score of 1.00, so this results in no adjustment to your classification rating.



Student Achievement and Growth Tenet - Growth

	ELA	Math	Total
# of Eligible Students	63	63	126
# of Students Showing Growth	41	50	91
	Growth Percentage		72.22%

Student Achievement and Growth Tenet - Non-Proficiency

	2022-2023	2023-2024	2024-2025
# of Eligible ELA & Math Assessments	122	128	128
# of Non-Proficient Scores	45	59	38
% Non-Proficient	36.89%	46.09%	29.69%

Number of School Years Available for Trendline: 3

Non-Proficiency Trendline Slope: **-3.60** (lower is better)

Your Non-Proficiency trendline indicates that over the last 3 years, the percentage of ELA and Math assessments scored as non-proficient has been decreasing.

Student Achievement and Growth Tenet - Science Proficiency

	Total
# of Eligible Assessments	32
# of Proficient Assessments	23
% Proficient	71.88%

Student Achievement and Growth Tenet Rating Adjustment

Indicator	Score	Standardized Score	Weight	Weighted Score	<i>Standardized Score x Weight / Total Weight</i>
Growth	72.22	1.37	0.65	0.89	
Non-Proficiency	-3.60	0.90	0.25	0.22	

Science Status	71.88	-0.65	0.10	-0.06
Total			1.00	1.05

Standardized scores are created using a z-score method based on the mean of all eligible scores for the indicator statewide

Your 2024-2025 Student Achievement & Growth Tenet Score: **1.05**

Applicable Cut Score for This Middle School: Tenet Score > 1.0

Your Tenet Rating Adjustment: **+1**

The rules for the Student Achievement and Growth tenet allow for an upward adjustment to your classification rating, or for no adjustment to take place. Your overall tenet score of 1.05 is above the cut score of 1.00, so this results in a +1 upward adjustment to your classification rating.



Positive Partnerships, Relationships, and Success Tenet - Student Discipline

	Total	
# of Eligible Students	70	
# Students Not Suspended or Expelled	69	<i>(no out-of-school suspension or expulsion)</i>
Rate	98.57%	

Positive Partnerships, Relationships, and Success Tenet Rating Adjustment

Indicator	Score	Weight	Weighted Score	<i>Score x Weight / Total Weight</i>
Student Discipline	98.57	1.00	98.57	
Total		1.00	98.57	

Your 2024-2025 Tenet Score: **98.57**

Your Tenet Rating Adjustment: **N/A**

No indicators in the Positive Partnerships, Relationships, and Success tenet are currently being used to adjust the classification rating, the data is presented here for review purposes.

AQuESTT Classification Details Report 2025

ALMA ELEMENTARY AT ALMA [42-0002-002]

Elementary School Rating

Classification - Summary

Status: 3

Participation: No Adjustment

Tenet Adjustments

Positive Partnerships, Relationships, and Success: N/A

Transitions: N/A

Educational Opportunities and Access: 0 (0 or +1)

Postsecondary, Career, and Civic Ready: N/A

Student Achievement and Growth: 0 (0 or +1)

Educator Effectiveness: N/A

Final Classification:

3 Great

Ratings Last Updated: 10-09-2025

ALMA ELEMENTARY AT ALMA [42-0002-002]

Elementary School Rating

Comprehensive Support and Improvement (CSI)

A school can be designated as CSI if it receives Title I funding and the scores at the school pass through all three stages of the designation filter, or if the school has a 4-year cohort graduation rate less than 67%. Please see <https://aquestt.com/resources/> for additional details of the CSI rules. Districts are not eligible for CSI.

Furthest Progress in CSI Designation: Stage 0

Stage 0:	All schools with Schoolwide or Targeted Title I programs in the classification school year
Stage 1:	Title I elementary/middle schools with scores in the lowest quartile of either the Status or English Learner Progress indicators
Stage 2:	Stage 1 schools with scores in the lowest quartile of either the Growth, or Non-Proficiency indicators
Stage 3:	Stage 2 schools with the lowest combined score of Chronic Absenteeism and Science Status

ALMA ELEMENTARY AT ALMA [42-0002-002]

Elementary School Rating

Targeted Support and Improvement (TSI) and Additional Targeted Support and Improvement (ATSI)

TSI and ATSI designations are made using the same metrics as CSI, but for groups of students within a school as opposed to the entire school. TSI student groups are designated by comparing against the lowest quartile of Title I school scores, while ATSI student groups are compared against the highest scores of the schools designated as CSI. Please see <https://aquestt.com/resources/> for additional details of the TSI and ATSI rules. Districts are not eligible for TSI/ATSI.

Student Group	TSI/ATSI Status	Designation Year
English Learners	Too few students	

Economically Disadvantaged	Not TSI/ATSI	
American Indian or Alaska Native	Too few students	
Asian	Too few students	
Black or African American	Too few students	
Hispanic	Too few students	
Two Or More Races	Too few students	
Native Hawaiian or Other Pacific Islander	Too few students	
White	Not TSI/ATSI	
Students with Disabilities	Designated as TSI	2025

For more information on Classifications, TSI/ATSI and CSI, please see <https://aquestt.com/resources/>

Targeted Support and Improvement (TSI) Designation - Students with Disabilities

Elementary/Middle Schools

	Designation Threshold	Student Group Score
Status	44.25	26.67
Progress Towards English Language Proficiency	36.07	N/A
Student Growth	64.67	42.31
Non-Proficiency <i>(lower is better)</i>	-3.34	11.67
Chronic Absenteeism Reduction	-1.87	-2.73
Science Proficiency	60.87	42.86

For more information on Classifications, TSI/ATSI and CSI, please see <https://aquestt.com/resources/>

Classification - Status Indicator

	ELA	Math	Total
# of Eligible Assessments	103	103	206
# of Proficient Assessments	65	77	142
	% Proficient		68.93%

Your 2024-2025 Status Score: **68.93%**

Applicable Cut Score for this Elementary School: Status Score \geq 60 but $<$ 75

Your Status Rating: **3**

Classification - Participation Indicator

	ELA	Math	Science	Total
# of Eligible Students	106	106	29	241
# of Participating Students	106	106	29	241
	% Participating			100.00%

Your 2024-2025 Participation Score: **100.00%**

Your Participation Rating Adjustment: **0**



Transitions Tenet - 4 Year Graduation Indicator

Note: graduation data is lagged by a year compared to other accountability data, 2023-2024 is the most recent data used in both graduation indicators.

	Total
# of Eligible Cohort Members	N/A
# of Cohort Graduates	N/A
Cohort 4-Year Graduation Rate	N/A

Transitions Tenet - Extended 7 Year Graduation Indicator

	Total
# of Eligible Cohort Members	N/A
# of Cohort Graduates	N/A
Cohort 7-Year Graduation Rate	N/A

Transitions Tenet Rating

Indicator	Score	Weight	Weighted Score	<i>Score x Weight / Total Weight</i>
4 Year Graduation	N/A	0	N/A	
Extended 7 Year Graduation	N/A	0	N/A	
Total		0.00	N/A	

Your 2024-2025 Transitions Tenet Score: **N/A**

Your Transitions Tenet Rating Adjustment: **0**



Educational Opportunities Tenet - Chronic Absenteeism

Note: A chronically absent student is defined as any student absent for 10% or more of the days they were enrolled

	2021-2022	Baseline	
# of Eligible Students	210	210	
# Chronically Absent	8	8	
Rate	3.81%	3.81%	
Target Rate for 2024-2025:		3.24%	15% reduction
Current Year # of Eligible Students		175	
Current Year # Chronically Absent		12	
Rate		6.86%	
Difference from Target Rate		-3.62%	

This indicator's score is determined by comparing the rate of students who are chronically absent in the current year against a target rate. The target rate of 3.24% is found by calculating the 2021-2022 baseline rate of 3.81% and reducing it by 5% per year. The actual chronic absenteeism rate for this year is 6.86% which is 3.62% worse than the target rate.

Educational Opportunities Tenet - Progress Towards English Language Proficiency

	Total	
# of Eligible English Learners	3	
# On Track	2	
# Making Partial Progress	0	(count as a half point in the rate calculation)
Rate	N/A*	

* Due to having less than 10 eligible English Learners with a baseline ELPA21 assessment to compare against, this indicator will not be included in this tenet's score

Educational Opportunities Tenet Rating Adjustment

Indicator	Score	Standardized Score	Weight	Weighted Score	Standardized Score x Weight / Total Weight
Chronic Absenteeism	-3.62	-0.90	0.50	-0.90	

English Learner Progress	N/A	N/A	0	N/A
Total			0.50	-0.90

Standardized scores are created using a z-score method based on the mean of all eligible scores for the indicator statewide

Your 2024-2025 Tenet Score: **-0.90**

Applicable Cut Score for This Elementary School: Tenet Score \leq 1.0

Your Tenet Rating Adjustment: **0**

The rules for the Educational Opportunities and Access tenet allow for an upward adjustment to your classification rating, or for no adjustment to take place. Your overall tenet score of -0.90 is at or below the cut score of 1.00, so this results in no adjustment to your classification rating.



Student Achievement and Growth Tenet - Growth

	ELA	Math	Total
# of Eligible Students	78	78	156
# of Students Showing Growth	48	55	103
	Growth Percentage		66.03%

Student Achievement and Growth Tenet - Non-Proficiency

	2022-2023	2023-2024	2024-2025
# of Eligible ELA & Math Assessments	226	226	206
# of Non-Proficient Scores	74	68	64
% Non-Proficient	32.74%	30.09%	31.07%

Number of School Years Available for Trendline: 3

Non-Proficiency Trendline Slope: **-0.84** (lower is better)

Your Non-Proficiency trendline indicates that over the last 3 years, the percentage of ELA and Math assessments scored as non-proficient has been decreasing.

Student Achievement and Growth Tenet - Science Proficiency

	Total
# of Eligible Assessments	29
# of Proficient Assessments	26
% Proficient	89.66%

Student Achievement and Growth Tenet Rating Adjustment

Indicator	Score	Standardized Score	Weight	Weighted Score	<i>Standardized Score x Weight / Total Weight</i>
Growth	66.03	-0.20	0.65	-0.13	
Non-Proficiency	-0.84	0.08	0.25	0.02	

Science Status	89.66	0.48	0.10	0.05
Total			1.00	-0.06

Standardized scores are created using a z-score method based on the mean of all eligible scores for the indicator statewide

Your 2024-2025 Student Achievement & Growth Tenet Score: **-0.06**

Applicable Cut Score for This Elementary School: Tenet Score < 1.0

Your Tenet Rating Adjustment: **0**

The rules for the Student Achievement and Growth tenet allow for an upward adjustment to your classification rating, or for no adjustment to take place. Your overall tenet score of -0.06 is below the cut score of 1.00, so this results in no adjustment to your classification rating.



Positive Partnerships, Relationships, and Success Tenet - Student Discipline

	Total	
# of Eligible Students	182	
# Students Not Suspended or Expelled	182	<i>(no out-of-school suspension or expulsion)</i>
Rate	100.00%	

Positive Partnerships, Relationships, and Success Tenet Rating Adjustment

Indicator	Score	Weight	Weighted Score	<i>Score x Weight / Total Weight</i>
Student Discipline	100.00	1.00	100.00	
Total		1.00	100.00	

Your 2024-2025 Tenet Score: **100.00**

Your Tenet Rating Adjustment: **N/A**

No indicators in the Positive Partnerships, Relationships, and Success tenet are currently being used to adjust the classification rating, the data is presented here for review purposes.