

SANDHILLS PUBLIC SCHOOLS
Regular Regular Board of Education Meeting

Monday, October 13, 2025

7:00 PM

Sandhills High School Lecture Hall, 107 Gandy Avenue, Dunning, NE 68833

Opening Statement:

Welcome to the Sandhills Public Schools Board of Education Meeting. The agenda sequence is provided as a courtesy only. The board reserves the right to consider each item in any sequence it deems appropriate. Therefore, we encourage visitors to attend the meeting from the beginning.

The Board of Education reserves the right to enter into Executive Session for the protection of the public interest; or the prevention of needless injury to the reputation of an individual, and if the individual has not requested a public meeting.

{{Name: Agenda Item Name}} {{Rationale: Agenda Item Rationale}}

Regular Board Meeting:

1. **Call to order**
2. **Mission Statement**
3. **Nebraska Open Meetings Law** Posted in meeting room

4. **Publication of Meetings** Per Policy 204.07 reasonable advanced notification was made of the meeting. Verification of Publication in the Thomas County Herald

5. **Roll Call**
6. **Pledge of Allegiance**
7. **Approval of Agenda**
8. **Public Comment** *Thank you for attending the board meeting. Comments from the public should be made during this time. Please introduce yourself and refrain from defamatory or personal comments. Comments should be limited to three minutes.*

9. **Consent Agenda**
 - 9.a. Approve the minutes of the September 8, 2025 regular board meeting
 - 9.b. Approve minutes from the September 8, 2025 Special Hearing Related to Tax Request for the 2025-2026 Budget Year
 - 9.c. Approve minutes from the September 8, 2025 Budget Hearing related to the 2025-2026 Proposed Budget
 - 9.d. Approve the Financial Report
 - 9.e. Approve the payment of bills
10. **Administrative Reports**
 - 10.a. Activities Director's Report
 - 10.b. Principal's Report
 - 10.c. Superintendent's Report
 - 10.d. Board Committee Reports
 - Americanism
 - Sandhills -Thedford Cooperative
 - Facilities and Strategic Planning
 - Hiring
 - Transportation
 - Finance
 - Negotiations

- Policy

10.e.

11. **Discussion Items**

11.a. Transportation

11.b. Report on facilities

11.c. Administration for the 2026-2027 year

12. **Action Items**

12.a. Review and approve Board Policies 405.00, 406.01 - 406.09, 407.01 - 407.07, 408.01 - 408.408.06

12.b. Recognize the Sandhills-Dunning Education Association as the exclusive bargaining agent for non-supervisory certificated staff for the 2027-2028 contract year.

12.c. Approve purchase of 14 passenger bus with purchase price of up to \$65,000

12.d. Approve NSAA Cooperative Agreement for girls wrestling with Anselmo Merna for the 2025-2026 year.

12.e. Consider and approve participation in the Nebraska Liquid Asset Fund.

12.f. Complete the annual evaluation of the Superintendent

12.g. Consider and approve replacement of flooring in the activity building gym, as recommended.

12.h. Consider and Approve the High Ability Learner Plan

12.i. Enter closed session for purposes of collective bargaining with the Sandhills Dunning Education Association.

13. **Adjourn Official Meetings Notice:** The next regular Board of Education meeting will be held at Sandhills High School in the Lecture Hall at Dunning, NE on November 10, 2025 and will begin at 6:00 p.m. The meeting will be open to the public and agendas are kept continually current and available for public inspection in the Superintendent's office during regular business hours with reasonable notice.

NEBRASKA OPEN MEETINGS ACT

84-1407. Act, how cited. Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

84-1408. Declaration of intent; meetings open to public. It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret.

Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

84-1409. Terms, defined. For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1) (a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.

(1) Until January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website.

(ii) In the case of the governing body of a city of the second class or village or such body's advisory committee or the governing body of a rural or suburban fire protection district, such notice shall be published by:

(A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website; or

(B) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (1) (b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the public body shall (A) post such notice on its website, if available, and (B) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(c) In addition to a method of notice required by subdivision (1)(b) (i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2) Beginning January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (2)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committees, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper.

(ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper;

(B)(I) Posting to the newspaper's website, if available, and (II) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(C)(III) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (2) (b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(3)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (3)(b) of this section are met:

(i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;

(ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;

(iii) The governing body of a public power district having a chartered territory of more than one county in this state;

(iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

(vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

(b) The requirements for holding a meeting by means of virtual conferencing are as follows:

(i) Reasonable advance publicized notice is given as provided in subsections (1) and (2) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

(iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (a) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (b) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, or (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, such organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing.

(4) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(5) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(6) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (5) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(7) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing.

(8)(a) Notwithstanding subsections (3) and (6) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsections (1) and (2) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (5) of this section shall be complied with in conducting such meetings.

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section

84-1413.

(9) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (3)(a) of this section may hold a meeting by virtual conferencing if:

(a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;

(b) No action is taken by the public body at the virtual meeting; and

(c) The public body complies with subdivisions (3)(b)(i) and (ii) of this section.

84-1412. Meetings of public body; rights of public; public body; powers and duties.

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

(b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;

(c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and

(f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting.

(8) Public bodies shall make available at the meeting or the in-state location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

84-1413. Meetings; minutes; roll call vote; secret ballot; when; agenda and minutes; required on website; when.

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written or kept as an electronic record and shall be available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Revised 07/2024


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PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

Kendra L. Cutler, being first duly sworn, deposes and says she is the Editor of the Thomas County Herald a weekly legal newspaper having a bona fide circulation of more than 300 copies published in Thedford, Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication of attached notice; that said publication is of general circulation; that attached notice was published 1 time(s) on

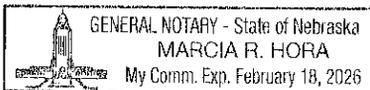
September 4, 2025

Kendra L. Cutler

Subscribed to in my presence and Sworn to before me this 11th day of September, 2025

Marcia R. Hora
Notary Public

Publication Fee \$ 15.65



**Sandhills Public
Schools Board
Of Education
Public Notice**

The Board of Education of Sandhills Public Schools will meet Monday, September 8, 2025 at 7:00 p.m. in the Lecture Hall at the high school in Dunning, Nebraska. All meetings are open to the public. Agendas are kept continually current and available for public inspection in the Superintendent's Office during regular business hours with reasonable notice.
Publish: September 4, 2025 ZNEZ

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Sandhill Public Schools (05-0071-000) in Blaine County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 8 day of September, 2025 at 7:00 o'clock, P. M., at Sandhill High School lecture hall for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours. For more information on statewide receipts and expenditures, and to compare cost per pupil and performance to other school districts, go to: <https://nep.education.ne.gov>

FUNDS	Actual Disbursements & Transfers 2023-2024 (1)	Actual/Estimated Disbursements & Transfers 2024-2025 (2)	Budgeted Disbursements & Transfers 2025-2026 (3)	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
General	\$ 3,293,024.00	\$ 3,559,016.00	\$ 4,654,146.00	\$ 765,000.00	\$ 2,649,908.00	\$ 2,899,230.00
Depreciation	\$ 193,239.00	\$ 27,900.00	\$ 424,137.00		\$ 424,137.00	
Employee Benefit	\$ -	\$ -	\$ -		\$ -	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 196,228.00	\$ 104,800.00	\$ 183,200.00		\$ 183,200.00	
School Nutrition	\$ 141,861.00	\$ 147,100.00	\$ 204,201.00		\$ 204,201.00	
Bond	\$ -	\$ -	\$ -		\$ -	
Special Building	\$ 392,301.00	\$ 268,824.00	\$ 182,977.00		\$ 47,977.00	\$ 136,364.00
Qualified Capital Purposes Undertaking	\$ -	\$ -	\$ -		\$ -	
Cooperative	\$ -	\$ -	\$ 200,000.00		\$ 200,000.00	
Student Fee	\$ -	\$ -	\$ -		\$ -	
TOTALS	\$ 4,156,653.00	\$ 4,107,639.00	\$ 5,246,661.00	\$ 765,000.00	\$ 3,608,423.00	\$ 3,035,594.00

Breakdown of Property Tax \$ 3,035,594.00
 Bond Purposes \$ -
 Non-Bond Purposes \$ 3,035,594.00
 Total \$ 3,035,594.00
 PUBLISH: SEPTEMBER 4, 2025
 ZNEZ

PROOF OF PUBLICATION

State of Nebraska)
) ss.
 County of Thomas)

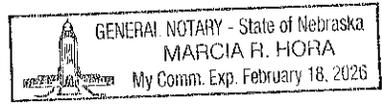
Kendra L. Cutler, being first duly sworn, deposes and says she is Editor of the Thomas County News a weekly legal newspaper having a bona fide circulation of more than 300 copies published in The State of Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication of attached notice; said publication is of general circulation; that attached notice published 1 time(s) on September 4, 2025

Kendra L. Cutler

Subscribed to in my presence and Sworn to before me this 11th day of September, 2025

Marcia R. Hora
 Notary Public

Publication Fee \$ 157.50



Notice of Special Hearing To Set Final Tax Request

Sanhills Public Schools (05-0071-000) in Blaine County, Nebraska
 PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1832, that the governing body will meet on the 8th day of September 2025 at 7:00 o'clock P.M. at Sanhills High School Lecture Hall for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

Property Valuations	2024-2025	2025-2026	Change
	472,984,080	505,527,349	7%

Fund	2024-2025 Budget Information				2025-2026 Budget Information				Change in Tax Rates	Change in Budget
	Operating Budget	Property Tax Request	2024 Tax Rate	Property Tax Rate Applied By 2024 Valuation	Operating Budget	Proposed Property Tax Request	Proposed 2025 Tax Rate			
General Fund	4,438,000.00	2,735,962.00	0.594790	0.246145	4,954,146.00	2,399,230.00	0.572459	-2%	5%	
Bond Fund(s) K-12			0.000000	0.000000			0.000000	#DIV/0!		
Bond Fund(s) K-8			0.000000	0.000000			0.000000	#DIV/0!		
Bond Fund(s) 9-12			0.000000	0.000000			0.000000	#DIV/0!		
Bond Fund			0.000000	0.000000			0.000000	#DIV/0!		
Special Building Fund	351,000.00	132,900.00	0.028115	0.028397	182,977.00	198,384.00	0.028625	-4%	-48%	
Qualified Capital Purpose Underlying Fund K-12			0.000000	0.000000			0.000000	#DIV/0!		
Qualified Capital Purpose Underlying Fund K-8			0.000000	0.000000			0.000000	#DIV/0!		
Qualified Capital Purpose Underlying Fund 9-12			0.000000	0.000000			0.000000	#DIV/0!		
Total	4,789,080.00	2,868,862.00	0.612903	0.572402	4,837,123.00	3,095,594.00	0.593934	-2%	1%	

PUBLISH: SEPTEMBER 4, 2025

ZNEZ

PROOF OF PUBLICATION

State of Nebraska)
) ss.
 County of Thomas)

Kendra L. Cutler, being first duly sworn, deposes and says she is the Editor of the Thomas County Herald a weekly legal newspaper having a bona fide circulation of more than 300 copies published in Thedford, Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication of attached notice; that said publication is of general circulation; that attached notice was published 1 time(s) on

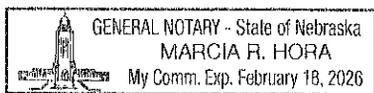
September 4, 2025

Kendra L. Cutler

Subscribed to in my presence and Sworn to before me this 11th day of September, 2025

Marcia R. Hora
 Notary Public

Publication Fee \$ 157.50



PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

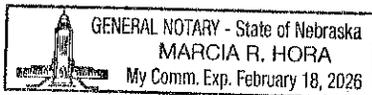
Kendra L. Cutler, being first duly sworn, deposes and says she is the Editor of the Thomas County Herald a weekly legal newspaper having a bona fide circulation of more than 300 copies published in Thedford, Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication of attached notice; that said publication is of general circulation; that attached notice was published 1 time(s) on September 18, 2025

[Handwritten signature of Kendra L. Cutler]

Subscribed to in my presence and Sworn to before me this 22nd day of September, 2025

[Handwritten signature of Marcia R. Hora]
Notary Public

Publication Fee \$ 35.64



Sandhills Public Schools Board Proceedings
SANDHILLS PUBLIC SCHOOLS
Budget Hearing related to 2025-2026 Proposed Budget Minutes
Monday, Sept. 8, 2025 7:00 PM

Sandhills High School Lecture Hall

Hearing:

- 1. Call to order - The Budget Hearing of the Sandhills Public Schools Board of Education in the Sandhills High School Lecture Hall, was called to order on September 8, 2025 by President Rory Zutavern at 7:00 p.m.
2. Mission Statement - "To develop KNIGHTS" Knowledgeable, Noble, Independent, Grateful, Honest, Tenacious, and Successful citizens for an ever-changing world."
3. Nebraska Open Meetings Law - The Nebraska Open Meetings Law poster was posted in the meeting room.
4. Publication of Hearing - Notice of hearing was published in the Thomas County Herald on September 4, 2025.
5. Roll Call - Present were board members Rory Zutavern, Jeff Martindale, Dillon Simonson, Jill Thompson, Michelle Milleson, and Reed Larsen. Also present were Jamie Isom, Superintendent, Patrick Recoy, Principal, and Jaylee Porkorny, bookkeeper. One guest was present.
6. Pledge of Allegiance - The pledge of Allegiance was recited by the Board and others in attendance.
7. Public Comment - Jack Moles, Executive Director of Nebraska Rural Community Schools Association (NRCSA) was present and shared information about NRCSA and benefits of membership.
8. Comments on the proposed 2025-2026 Budget - Purpose of the hearing was to hear support, criticism, suggestions or observations relating to the proposed 2025-2026 budget. No comments on the proposed 2025-2026 budget were received.
9. Adjourn - The hearing was adjourned by President Zutavern at 7:28 p.m.
Publish: September 18, 2025 ZNEZ

Sandhills Public Schools Board Proceedings

**SANDHILLS PUBLIC
SCHOOLS**

Special Hearing
Related to Tax Request
related to the 2025-2026

Budget Year

Minutes

Monday, September 8,
2025

7:00 PM

Sandhills High School
Lecture Hall

1. Call to order - The Special Hearing Related to Tax Request for the 2025-2026 Budget was called to order by President Rory Zutavern at 7:30 p.m.

2. Mission Statement - "To develop KNIGHTS" Knowledgeable, Noble, Independent, Grateful,

Honest, Tenacious, and Successful citizens for an ever-changing world."

3. Nebraska Open Meetings Law - The Nebraska Open Meetings Law is posted in the meeting room.

4. Publication of Meetings - Notice of the Special Hearing related to Tax Request for the 2025-2026 budget year was published in the *Thomas County Herald* on September 4, 2025.

5. Roll Call - Present were board members Rory Zutavern, Jeff Martindale, Dillon Simonson, Jill Thompson, Michelle Milleson, and Reed Larsen. All members present.

6. Pledge of Allegiance - The Pledge of Allegiance was recited by all present

earlier as part of the Budget Hearing held prior to the Tax Request Hearing.

7. Public Comment - The Board sets aside time to hear comments or concerns from patrons. No public comments were heard.

8. Comments on the proposed Tax Request relating to the 2025-2026 Budget No comments on the proposed Tax Request relating to the 2025-2026 were heard.

9. Adjourn - The Special Hearing Related to Tax Request related to the 2025-2026 Budget Year was adjourned at 7:35 p.m. by President Rory Zutavern.

Publish: September 18,
2025 ZNEZ

that

e was

PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

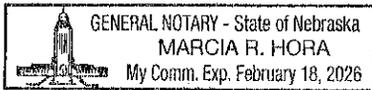
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Kendra L Cutler

Subscribed to in my presence and Sworn to before me this 22nd day of September, 2025

Marcia R. Hora
Notary Public

Publication Fee \$ 157.81



Sandhills Public Schools Board Of Education Proceedings

SANDHILLS PUBLIC SCHOOLS

Regular Board of Education Meeting Minutes

Monday, September 8, 2025 - 7:00 P.M.

Sandhills High School Lecture Hall

Regular Board Meeting:

1. Call to order - The regular monthly meeting of the Sandhills Public Schools Board of Education was called to order on September 8, 2025 at 7:55 p.m. in the Sandhills High School Lecture Hall by President Rory Zutavern.

2. Mission Statement - "To develop KNIGHTS" Knowledgeable, Noble, Independent, Grateful, Honest, Tenacious, and Successful citizens for an ever-changing world."

3. Nebraska Open Meetings Law - The Nebraska Open Meetings Law poster was noted, posted in the meeting room.

4. Publication of Meetings - Per Policy 204.07 Reasonable advance notification was made of the meeting. Verification of Publication of minutes and meeting notice was published in the *Thomas County Herald*, September 4, 2025.

5. Roll Call - All board members were present: Rory Zutavern, Jeff Martindale, Dillon Simonson, Jill Thompson, Reed Larsen and Michelle Milleson.

6. Pledge of Allegiance - The Pledge of Allegiance was recited by board members and others in attendance as part of the Budget Hearing held earlier in the evening.

7. Approval of Agenda - A motion made by Dillon Simonson, seconded by Jeff Martindale to approve the agenda as presented: Yea, Nay: Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

8. Public Comment - The Board sets aside time

to hear comments of concerns from patrons, received from the public as part of the regular meeting.

9. Consent Agenda - No comments were - A motion made by Michelle Milleson, seconded by Reed Larsen to approve the consent agenda. Yea, Nay: Milleson: Yea, Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

9.a. Approve the minutes of the August 11, 2025 regular board meeting

9.b. Approve minutes of the board work session on August 27, 2025 at 6:30 p.m.

9.c. Approve the Financial Report

9.d. Approve the payment of bills

10. Administrative Reports

10.a. Activities Director's Report

Mr. Trospen reported that junior high and varsity football and volleyball are underway. Parents night for high school volleyball and football will be September 11 after the JV volleyball. Cross Country parent's night will be September 30th at Thedford. Homecoming will be September 25 at Thedford. The new sport app, Bound, is available to look at upcoming activities, athletics and practices. Sign up information can be found on the district website.

10.b. Principal's Report

Mr. Recoy reported that he is participating in Leadership Networking sessions, coordinated by ESU 10, along with 25 other administrators from 5 different ESU's.

Data has been reviewed from participants schools and will visit other schools and work collaboratively to develop improvement strategies. The elementary has changed they are doing bus loading and unloading; the bus will be loading and unloading on the east side of the building, and other pickups will

take place on the west side of the building. With the help of a donation from the Booster Club, a new iPad has been purchased for the gym speaker system. The outdoor system has some things that need to be repaired so will work through that. MAP testing is currently ongoing. Staff will have a data review day on September 29.

10.c. Superintendent's Report - Dr. Isom reported on progress of the HVAC repairs at the high school; parts should be arriving soon and both in progress projects should be able to be completed soon.

ALICAP continues to work with the district to help find solutions for the activity building flooring. Testing was recently completed, so more information should be available soon. She will be starting the process of gathering information relating to certified negotiations.

10.d. Board Committee Reports

- Americanism
- Sandhills-Thedford Cooperative

- Facilities and Strategic Planning

- The Facilities Committee met with representatives from Facility Advocates and walked through the building, reviewing possible areas of need. A written report and recommendations should be forthcoming.

- Hiring
- Transportation
- Finance
- Negotiations
- Policy

11. Discussion Items

11.a. Transportation
Dr. Isom reported that Mr. Recoy has done some research into the purchase of a 14-passenger bus. It is likely that the purchase will be more feasible from out of state resellers. Administration will continue to work on finding a good option.

11.b. Report on facilities
Dr. Isom shared that more testing has taken place in the activity building and results are

unknown at this time. Estimates for flooring have been received and will be reviewed by the district's insurance carrier.

11.c. Reminder of Superintendent Evaluation in October, 2025.

The board agreed that evaluation of the superintendent will take place as part of the October regular meeting. Forms are available in various formats. Board members are asked to review and return to the board president prior to the October board meeting.

12. Action Items

12.a. Review and approve proposed 2025-2026 School Year Budget

A motion made by Reed Larsen, seconded by Jill Thompson to approve the 2025-2026 budget to include General Fund Budget of \$4,654,146.00 and General Fund Cash Reserve of \$765,000.00, Depreciation Fund Budget of \$424,137.00, Activities Fund Budget of \$183,200.00, School Nutrition Fund Budget of \$204,201.00, Special Building Fund Budget of \$182,977.00, Cooperative

Fund Budget of \$200,000.00. Yea, Nay: Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

12.b. Review and approve Tax Request Resolution for the 2025-2026 budget year including General Fund and Building Fund Total Requests.

A motion made by Michelle Milleson, seconded by Jeff Martindale to approve Property Tax

Request relating to the 2025-2026 budget year to include General Fund Tax Request of \$2,899,230.00 and Building Fund Tax Request of \$136,364.00. Yea, Nay: Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

12.c. Approve creation of checking account for use in conjunction with the Coop Fund with Principal, Superintendent, and bookkeeper as signers.

A motion made by Jeff Martindale, seconded by Dillon Simonson to approve the creation of a checking account for use in conjunction with the Cooperative Fund with Principal, Superintendent, and Bookkeeper as signers. Yea, Nay: Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

12.d. Review and approve bus routes for 2025-2026

A motion made by Jeff Martindale, seconded by Jill Thompson to approve adding a bus stop at the church north of Brewster to the Brewster route. Yea, Nay: Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

13. Adjourn

The regular September 8, 2025 meeting of the Sandhills Board of Education was adjourned at 8:44 p.m. by President Rory Zutavern.

OFFICIAL NOTICE: The next regular meeting of the Sandhills Public School Board of Education will be held at the high school lecture hall in Dunning, NE and will begin at 7:00 p.m. on October 13, 2025.

CLAIMS

Amplify Education, Inc403.03
 Appetgy, Inc.....5,040.00
 Apple Financial Services22,521.33
 Blick Art Materials.....95.04
 Burke, Libby950.00
 Calls Garage Inc...102.13
 Cash-Wa Distributing215.55
 Coach Master's, Inc.....6,389.23
 Colorado/West Equipment, INC97.38
 Consolidated Telephone543.37
 Corporate Payment

Systems.....2,938.37
 Creative Printers..251.32
 Custer Public Power District ...3,106.15
 Duda Plumbing...7,073.8
 Dunning Water.....365.00
 Eakes Office Solutions454.78
 ESU 102,888.53
 Hometown Leasing532.28
 MCI.....57.81
 NAEA.....275.00
 NASB ALICAP..78,015.00
 National Art & School Supplies Inc.....249.49
 National Geographic Kids39.00
 National Geographic.....59.00
 NCS Pearson, Inc300.00
 Nebraska Life Magazine30.00
 Nebraskaland Magazine18.00
 NIBC,275.00
 Norms Auto.....1,434.64
 Presto X Co.....252.65
 Rapid Fire Protection2,235.25
 Recoy, Patrick259.57
 Rodocker Trucking1,015.11
 Sandhill Oil Company5,723.54
 Sarget Pipe Company59.93
 School Nutrition Association.....60.50
 Sherwin-Williams Company, The319.20
 Smith, Andra500.00
 Staples150.90
 Sterling Computers4,170.99
 Thedford Lumber and Supply.....298.46
 TIME USA LLC.....34.75
 Waldinger Corporation, The1,060.00
 Wenquist29.17
 Payroll & Liabilities204,719.79
 Total.....356,110.04
 Publish: September 18, 2025 ZNEZ

SANDHILLS PUBLIC SCHOOLS
Regular Board of Education Meeting Minutes
Monday, September 8, 2025
7:00 PM
Sandhills High School Lecture Hall

Regular Board Meeting:

1. **Call to order**
The regular monthly meeting of the Sandhills Public Schools Board of Education was called to order on September 8, 2025 at 7:35 p.m. in the Sandhills High School Lecture Hall by President Rory Zutavern.
2. **Mission Statement**
"To develop **KNIGHTS**" **K**nowledgeable, **N**oble, **I**ndependent, **G**rateful, **H**onest, **T**enacious, and **S**uccessful citizens for an ever-changing world."
3. **Nebraska Open Meetings Law**
The Nebraska Open Meetings Law poster was noted, posted in the meeting room.
4. **Publication of Meetings**
Per Policy 204.07 Reasonable advance notification was made of the meeting. Verification of Publication of minutes and meeting notice was published in the Thomas County Herald, September 4, 2025.
5. **Roll Call**
All board members were present: Rory Zutavern, Jeff Martindale, Dillon Simonson, Jill Thompson, Reed Larsen, and Michelle Milleson.
6. **Pledge of Allegiance**
The Pledge of Allegiance was recited by board members and others in attendance as part of the Budget Hearing held earlier in the evening.
7. **Approval of Agenda**
A motion made by Dillon Simonson, seconded by Jeff Martindale to approve the agenda as presented: Yea, Nay. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.
8. **Public Comment**
The Board sets aside time to hear comments or concerns from patrons. No comments were received from the public as part of the regular meeting.
9. **Consent Agenda**

A motion made by Michelle Milleson, seconded by Reed Larsen to approve the consent agenda. Yea, Nay. Milleson: Yea, Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

- 9.a. Approve the minutes of the August 11, 2025 regular board meeting
- 9.b. Approve minutes of the board work session on August 27, 2025 at 6:30 p.m.
- 9.c. Approve the Financial Report
- 9.d. Approve the payment of bills

10. **Administrative Reports**

10.a. Activities Director's Report

Mr. Trospen reported that junior high and varsity football and volleyball are underway. Parents night for high school volleyball and football will be September 11 after the JV volleyball. Cross Country parent's night will be September 30th at Thedford. Homecoming will be September 25 at Thedford. The new sport app, Bound, is available to look at upcoming activities, athletics and practices. Sign up information can be found on the district website.

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10.d. Board Committee Reports

- Americanism
- Sandhills -Thedford Cooperative
- Facilities and Strategic Planning
 - The Facilities Committee met with representatives from Facility Advocates and walked through the building, reviewing possible areas of need. A written report and recommendations should be forthcoming.
- Hiring
- Transportation
- Finance

- Negotiations
- Policy

11. Discussion Items

11.a. Transportation

Dr. Isom reported that Mr. Recoy has done some research into the purchase of a 14- passenger bus. It is likely that the purchase will be more feasible from out of state resellers. Administration will continue to work on finding a good option.

11.b. Report on facilities

Dr. Isom shared that more testing has taken place in the activity building and results are unknown at this time. Estimates for flooring have been received and will be reviewed by the district's insurance carrier.

11.c. Reminder of Superintendent Evaluation in October, 2025.

The board agreed that evaluation of the superintendent will take place as part of the October regular meeting. Forms are available in various formats. Board members are asked to review and return to the board president prior to the October board meeting.

12. Action Items

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12.b. Review and approve Tax Request Resolution for the 2025-2026 budget year including General Fund and Building Fund Total Requests

A motion made by Michelle Milleson, seconded by Jeff Martindale to approve Property Tax Request relating to the 2025-2026 budget year to include General Fund Tax Request of \$2,899,230.00 and Building Fund Tax Request of \$136,364.00. Yea, Nay: Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

12.c. Approve creation of checking account for use in conjunction with the Coop Fund with Principal, Superintendent, and bookkeeper as signers.

A motion made by Jeff Martindale, seconded by Dillon Simonson to approve the creation of a checking account for use in conjunction with the Cooperative Fund with Principal, Superintendent, and Bookkeeper as signers. Yea, Nay: Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

12.d. Review and approve bus routes for 2025-2026

A motion made by Jeff Martindale, seconded by Jill Thompson to approve adding

a bus stop at the church north of Brewster to the Brewster route. Yea, Nay:
Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea,
Zutavern: Yea. Motion carried.

13. **Adjourn**

The regular September 8, 2025 meeting of the Sandhills Board of Education was adjourned at 8:44 p.m. by President Rory Zutavern.

OFFICIAL NOTICE: The next regular meeting of the Sandhills Public School Board of Education will be held at the high school lecture hall in Dunning, NE and will begin at 7:00 p.m. on October 13, 2025.

SANDHILLS PUBLIC SCHOOLS
Special Hearing Related to Tax Request related to the 2025-2026 Budget Year
Minutes

Monday, September 8, 2025

7:00 PM

Sandhills High School Lecture Hall

1. Call to order

The Special Hearing Related to Tax Request for the 2025-2026 Budget was called to order by President Rory Zutavern at 7:30 p.m.

2. Mission Statement

"To develop **KNIGHTS**" **K**nowledgeable, **N**oble, **I**ndependent, **G**rateful, **H**onest, **T**enacious, and **S**uccessful citizens for an ever-changing world."

3. Nebraska Open Meetings Law

The Nebraska Open Meetings Law is posted in the meeting room.

4. Publication of Meetings

Notice of the Special Hearing related to Tax Request for the 2025-2026 budget year was published in the Thomas County Herald on September 4, 2025.

5. Roll Call

Present were board members Rory Zutavern, Jeff Martindale, Dillon Simonson, Jill Thompson, Michelle Milleson, and Reed Larsen. All members present.

6. Pledge of Allegiance

The Pledge of Allegiance was recited by all present earlier as part of the Budget Hearing held prior to the Tax Request Hearing.

7. Public Comment

The Board sets aside time to hear comments or concerns from patrons. No public comments were heard.

8. Comments on the proposed Tax Request relating to the 2025-2026 Budget

No comments on the proposed Tax Request relating to the 2025-2026 were heard.

9. Adjourn

The Special Hearing Related to Tax Request related to the 2025-2026 Budget Year was adjourned at 7:35 p.m. by President Rory Zutavern.

SANDHILLS PUBLIC SCHOOLS
Budget Hearing related to 2025-2026 Proposed Budget
Minutes
Monday, September 8, 2025
7:00 PM
Sandhills High School Lecture Hall

Hearing:

1. Call to order

The Budget Hearing of the Sandhills Public Schools Board of Education in the Sandhills High School Lecture Hall, was called to order on September 8, 2025 by President Rory Zutavern at 7:00 p.m.

2. Mission Statement

"To develop **KNIGHTS**" **K**nowledgeable, **N**oble, **I**ndependent, **G**rateful, **H**onest, **T**enacious, and **S**uccessful citizens for an ever-changing world."

3. Nebraska Open Meetings Law

The Nebraska Open Meetings Law poster was posted in the meeting room.

4. Publication of Hearing

Notice of hearing was published in the Thomas County Herald on September 4, 2025.

5. Roll Call

Present were board members Rory Zutavern, Jeff Martindale, Dillon Simonson, Jill Thompson, Michelle Milleson, and Reed Larsen. Also present were Jamie Isom, Superintendent, Patrick Recoy, Principal, and Jaylee Porkorny, bookkeeper. One guest was present.

6. Pledge of Allegiance

The pledge of Allegiance was recited by the Board and others in attendance.

7. Public Comment

Jack Moles, Executive Director of Nebraska Rural Community Schools Association (NRCSA) was present and shared information about NRCSA and benefits of membership.

8. Comments on the proposed 2025-2026 Budget

Purpose of the hearing was to hear support, criticism, suggestions or observations relating to the proposed 2025-2026 budget. No comments on the proposed 2025-2026 budget were received.

9. Adjourn

The hearing was adjourned by President Zutavern at 7:28 p.m.

Cash Receipt Listing by Fund

Fund: 01 GENERAL FUND

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	THOMASCOUN Thomas County Treasure	09/16/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	73,440.01
	LOUPCOUNTY Loup County Treasure	09/16/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	4,502.08
	LOGANCOUNT Logan Country Treasure	09/16/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	5,630.15
	BLAINECOUN Blaine County Treasure	09/10/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	282,573.20
	CUSTERCOUN Custer County Treasure	09/15/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	13,566.03
	BROWNCOUNT Brown County Treasure	09/19/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	10,028.16
Account Number Total: 01 1100					LOCAL DISTRICT TAXES	389,739.63
	THOMASCOUN Thomas County Treasure	09/16/2025	Taxes	01 1115	CARLINE TAX	330.39
	BLAINECOUN Blaine County Treasure	09/10/2025	Taxes	01 1115	CARLINE TAX	841.07
	CUSTERCOUN Custer County Treasure	09/15/2025	Taxes	01 1115	CARLINE TAX	31.56
Account Number Total: 01 1115					CARLINE TAX	1,203.02
	THOMASCOUN Thomas County Treasure	09/16/2025	Taxes	01 1125	MOTOR VEHICLE TAX	1,232.97
	LOGANCOUNT Logan Country Treasure	09/16/2025	Taxes	01 1125	MOTOR VEHICLE TAX	233.90
	BLAINECOUN Blaine County Treasure	09/10/2025	Taxes	01 1125	MOTOR VEHICLE TAX	4,532.71
Account Number Total: 01 1125					MOTOR VEHICLE TAX	5,999.58
	WESTERNNEB Western Nebraska Bank	09/30/2025	Interest	01 1510	INTEREST	312.44
Account Number Total: 01 1510					INTEREST	312.44
	BLUECROSS2 BlueCross BlueSheild	09/03/2025	Grant	01 1920	CONTRIBUTIONS & DONATIONS	500.00
Account Number Total: 01 1920					CONTRIBUTIONS & DONATIONS	500.00
	THOMASCOUN Thomas County Treasure	09/16/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	131.06
	THOMASCOUN Thomas County Treasure	09/16/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	40.65
	BLAINECOUN Blaine County Treasure	09/10/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	275.00
	CUSTERCOUN Custer County Treasure	09/15/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	10.50

Cash Receipt Listing by Fund

Fund: 01 GENERAL FUND

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
				Account Number Total: 01 2110	COUNTY FINES/LICENSE FEES	457.21
	STATEOFNEB State of Nebraska	09/30/2025	State Aid	01 3110	STATE AID	14,302.00
	STATEOFNEB State of Nebraska	09/26/2025	State Aid	01 3110	STATE AID	241.11
				Account Number Total: 01 3110	STATE AID	14,543.11
	LOUPCOUNTY Loup County Treasure	09/16/2025	Taxes	01 3180	PRO-RATED MOTOR VEHICLE	27.67
				Account Number Total: 01 3180	PRO-RATED MOTOR VEHICLE	27.67
	ESU101 ESU 10	09/25/2025	ESU Reimbursement	01 4509	TITLE II PART	150.00
				Account Number Total: 01 4509	TITLE II PART	150.00
	ESU101 ESU 10	09/25/2025	ESU Reimbursement	01 4510	TITLE II PART A	100.00
				Account Number Total: 01 4510	TITLE II PART A	100.00
					Fund Total: 01	413,032.66

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	413,032.66	01 101	413,032.66	
Subtotal Expense			Total: 413,032.66	
Subtotal General Ledger				
Total:	<u>413,032.66</u>			

Cash Receipt Listing by Fund

Fund: 08 BUILDING FUND

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	THOMASCOUN Thomas County Treasure	09/16/2025	Taxes	08 1100	TAXES	3,530.83
	LOUPCOUNTY Loup County Treasure	09/16/2025	Taxes	08 1100	LOCAL DISTRICT TAXES	216.33
	LOGANCOUNT Logan Country Treasure	09/16/2025	Taxes	08 1100	TAXES	270.68
	BLAINECOUN Blaine County Treasure	09/10/2025	Taxes	08 1100	TAXES	13,586.89
	CUSTERCOUN Custer County Treasure	09/15/2025	Taxes	08 1100	TAXES	652.20
	BROWNCOUNT Brown County Treasure	09/19/2025	Taxes	08 1100	TAXES	482.14
Account Number Total: 08 1100					TAXES	18,739.07
	THOMASCOUN Thomas County Treasure	09/16/2025	Taxes	08 1115	CARLINE TAXES	15.88
	BLAINECOUN Blaine County Treasure	09/10/2025	Taxes	08 1115	CARLINE TAXES	40.44
	CUSTERCOUN Custer County Treasure	09/15/2025	Taxes	08 1115	CARLINE TAXES	1.52
Account Number Total: 08 1115					CARLINE TAXES	57.84
	BROWNCOUNT Brown County Treasure	09/19/2025	Taxes	08 1125	MOTOR VEHICLE TAXES	2.39
Account Number Total: 08 1125					MOTOR VEHICLE TAXES	2.39
	WESTERNNEB Western Nebraska Bank	09/30/2025	Interest	08 1510	INTEREST	45.28
Account Number Total: 08 1510					INTEREST	45.28
	LOUPCOUNTY Loup County Treasure	09/16/2025	Taxes	08 3180	PRO-RATED MOTOR VEHICLE	1.33
Account Number Total: 08 3180					PRO-RATE MOTOR VEHICLE	1.33
Fund Total: 08						18,845.91

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	18,845.91	08 101		18,845.91
Subtotal Expense		Total:		18,845.91
Subtotal General Ledger				
Total:	18,845.91			

Cash Receipt Listing by Fund

Fund: 06 LUNCH FUND

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	PATRONS Patrons	09/11/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	2,896.50
	PATRONS Patrons	09/16/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	268.95
	PATRONS Patrons	09/26/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	1,125.00
	PATRONS Patrons	09/26/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	1,443.00
				Account Number Total: 06 1611	DAILY SALES LUNCH	5,733.45
	STATEOFNEB State of Nebraska	09/18/2025	Free/Reduced Lunch	06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	3,689.59
				Account Number Total: 06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	3,689.59
				Fund Total: 06		9,423.04

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	9,423.04	06 101	9,423.04	
Subtotal Expense			Total: 9,423.04	
Subtotal General Ledger				
Total:	9,423.04			

Cash Receipt Listing by Fund

Fund: 10 COOPERATIVE FUND

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	PATRONS Patrons	09/11/2025	STK VS AINSWORTH FB GATE MONEY	10 1990	OTHER LOCAL RECEIPTS	680.00
	THEDFORDHI Thedford High School	09/11/2025	STK COOP TRANSFER FUND BALANCE	10 1990	OTHER LOCAL RECEIPTS	9,446.40
	PATRONS Patrons	09/16/2025	STK VB VS SVM & STK FB VS BURWEL GATE	10 1990	OTHER LOCAL RECEIPTS	1,113.00
	PATRONS Patrons	09/11/2025	3 ACTIVITY PASSES	10 1990	OTHER LOCAL RECEIPTS	180.00
	PATRONS Patrons	09/16/2025	11 ACTIVITY PASSES THS	10 1990	OTHER LOCAL RECEIPTS	660.00
	ACTIVITYFU Activity Fund	09/16/2025	SANDHILLS STK COOP TRANSFER	10 1990	OTHER LOCAL RECEIPTS	20,000.00
	THEDFORDHI Thedford High School	09/19/2025	STK CO-OP TRANSFER	10 1990	OTHER LOCAL RECEIPTS	20,000.00
	PATRONS Patrons	09/19/2025	1 ACTIVITY PASS	10 1990	OTHER LOCAL RECEIPTS	60.00
	PATRONS Patrons	09/26/2025	1 ACTIVITY PASS	10 1990	OTHER LOCAL RECEIPTS	60.00
Account Number Total: 10 1990					OTHER LOCAL RECEIPTS	52,199.40
					Fund Total: 10	52,199.40

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	52,199.40	10 101	52,199.40	
Subtotal Expense			Total: 52,199.40	
Subtotal General Ledger				
Total:	52,199.40			

Payroll Register - Totals Combined

	<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>	
ADD								
BUSACT Bus Activity Rte			397.75					
BUSPRACT Bus Practice			216.00					
BUSREG Bus Driver			1,157.40					
BUSROUTESU Bus Route Supplement			985.08					
BUSSIT Bus Sit Time			339.50					
CUSTODIAN Custodian			9,320.67					
EXTRADUTY Extra Duty			363.60					
HALFTIMEOV Halftime Overtime			175.82					
OT Overtime			1,212.43					
SCORECLOCK SCORECLOCK			30.00					
SECRETARY Secretary			2,551.28					
SPEDPARA SPED-Para			3,098.26					
SUBMISC Sub Misc			325.50					
SUBWORET Sub w/o RET			742.50					
			20,915.79					
CONTRACT								
BSNSMGR Business Mgr			3,862.50					
COACH Coach			4,145.58					
COACH1 Coach			1,497.16					
COACH2 Coach			450.07					
COACH3 Coach			297.84					
COOK Cook			1,821.21					
KITCHENMGR Kitchen Mgr			2,187.92					
PRINCIPAL Principal			7,083.33					
SPONSOR Sponsor			1,124.49					
SUPERINT Superintendent			5,666.67					
TEACHER Teacher			93,728.99					
			121,865.76					
DEDUCTION								
403B 403B		100.00			100.00	MGTRUSTCOM	Matrix Trust	A
403BROTH 403BROTH		400.00			400.00	MGTRUSTCOM	Matrix Trust	A
AFLACLAT AFLACLAT		73.84			73.84	AFLAC	Aflac	
COLONIALLI Colonial Life		1,192.64			1,192.64	COLONIALLI	Colonial Life and Accident Insurance	
COLONLIFE Col Life		448.42			448.42	COLONIALLI	Colonial Life and Accident Insurance	
DENTAL DENTAL		754.01	814.82		1,568.83	BLUECROSSB	Blue Cross Blue Shield of Nebraska	
DISABILITY DISABILITY		43.95	589.61		633.56	MADISONNA1	Madison National Life	
HEALTH HEALTH			37,265.40		37,265.40	BLUECROSSB	Blue Cross Blue Shield of Nebraska	
SUPPINS SUPPINS		775.79			775.79	AFLAC	Aflac	
VSP VSP		467.64			467.64	VISONSERVI	Vison Service Plan	
		4,256.29	38,669.83	0.00	42,926.12			
RET DEDUCTION								
NPERS RETIREMENT	133,924.90	10,713.99	10,821.13		21,535.12	SANDHILLSP	Sandhills Public School	
		10,713.99	10,821.13	0.00	21,535.12			
TAX								
FIT FIT	129,531.49	7,584.51			7,584.51	SANDHILLSP	Sandhills Public School	
FUTA FUTA	137,938.05					SANDHILLSP	Sandhills Public School	
MEDICARE MEDICARE	135,635.19	1,966.72	1,966.72		3,933.44	SANDHILLSP	Sandhills Public School	
SITNE SIT NE	129,531.49	4,412.43			4,412.43	SANDHILLSP	Sandhills Public School	
SOCSEC SOC SEC	135,635.19	8,409.38	8,409.38		16,818.76	SANDHILLSP	Sandhills Public School	
SUTANE SUTA NE	137,908.05					SANDHILLSP	Sandhills Public School	
WCNE WORK COMP NE	135,091.71					SANDHILLSP	Sandhills Public School	
		22,373.04	10,376.10	0.00	32,749.14			
						Net Pay:	105,438.23	
						Cash Total:	202,648.61	
Non - FIT Taxable Deductions		13,250.06						
Non - SIT Taxable Deductions		13,250.06						

Payroll Register - Totals Combined

	<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>
Non - SOC SEC Taxable Deductions		2,436.07					
Non - MEDICARE Taxable Deductions		2,436.07					
Direct Deposits		105,262.08					
Automatic Payments		500.00					
Adds + Contracts + Deduction Adds		142,781.55					

District Financial Statement

September 30 , 2025
Financial Statement

		General	Lunch	Operational	Building	Activity
Beginning Balance	9/1/2025	\$843,657.60	\$54,096.57	\$6,000.00	\$127,224.25	\$73,342.39
Revenue Received		\$413,032.66	\$9,423.04	\$55,309.99	\$18,845.91	\$6,537.87
Expenditures		\$351,244.44	\$21,754.03	\$55,309.99	\$2,069.00	\$27,777.04
Ending Balance	9/30/2025	\$905,445.82	\$41,765.58	\$6,000.00	\$144,001.16	\$52,103.22

	9/1/2025	Depreciation Fund	STK Co-op	Activity Building Loan	Building Floor Loan
Beginning Balance		\$218,948.76		\$425,770.50	\$100,080
Revenue Received		\$71.96	\$52,199.40		
Expenditures		\$0.00	\$17,600.50		
Ending Balance	9/30/2025	\$219,020.72	\$34,598.90		

	9/30/2025	CD #0114	CD #9867
Ending Balance		\$116,749.47	\$109,172.98

9/30/2025

FUND	Budget Amount	YTD \$ spent	% of Budget
General	5,419,146.00	351,244.44	6.48%
Lunch	204,201.00	21,754.03	10.65%
Building	182,977.00	2,069.00	1.13%
Depreciation	424,137.00	0.00	0.00%
Activities	183,200.00	27,777.04	15.16%
STK Co-op	200,000.00	17,600.50	8.80%
		420,445.01	

24-25

FUND	Budget Amount	YTD \$ spent	% of Budget
General	5,203,060.00	3,372,152.42	64.81%
Lunch	178,912.00	149,104.14	83.34%
Building	351,000.00	269,824.47	76.87%
Depreciation	235,307.00	83,700.00	35.57%
Activities	180,893.00	118,081.36	65.28%
		3,992,862.39	

District Financial Statement



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<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Outstanding AP</u>	<u>Outstanding PO</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 05	FUND BALANCE	(4,185.70)	0.00	0.00	0.00	0.00	0.00	(4,185.70)
704 0101 05	ANNUAL	1,216.32	0.00	0.00	0.00	0.00	0.00	1,216.32
704 0104 05	ACTIVITIES	27,699.01	1,084.53	0.00	0.00	0.00	0.00	26,614.48
704 0116 05	CLASS OF 2026	1,167.02	0.00	0.00	0.00	0.00	0.00	1,167.02
704 0120 05	DRAMA	105.81	0.00	0.00	0.00	0.00	0.00	105.81
704 0122 05	ELEMENTARY	958.78	0.00	0.00	0.00	0.00	0.00	958.78
704 0123 05	FBLA	3,104.79	0.00	0.00	0.00	0.00	0.00	3,104.79
704 0125 05	FFA	7,085.05	496.00	0.00	0.00	0.00	0.00	6,589.05
704 0128 05	CONCESSION STAND	2,823.28	2,091.78	0.00	0.00	0.00	0.00	731.50
704 0129 05	HONOR SOCIETY	392.51	0.00	0.00	0.00	0.00	0.00	392.51
704 0130 05	MUSIC	2,873.34	0.00	0.00	0.00	0.00	0.00	2,873.34
704 0134 05	S/T COOP	2,000.00	0.00	0.00	0.00	0.00	0.00	2,000.00
704 0135 05	SIXTH GRADE TRIP	4,068.84	0.00	0.00	0.00	0.00	0.00	4,068.84
704 0136 05	SPEECH	159.11	0.00	0.00	0.00	0.00	0.00	159.11
704 0137 05	ST BOYS BASKETBALL	188.47	0.00	0.00	0.00	0.00	0.00	188.47
704 0139 05	ST FOOTBALL	2,085.59	0.00	0.00	0.00	0.00	0.00	2,085.59
704 0145	DIGITAL DESIGN	361.00	0.00	0.00	0.00	0.00	0.00	361.00
Fund Total: 05		52,103.22	3,672.31	0.00	0.00	0.00	0.00	48,430.91

Balance is negative because of adjustments made for CTE grant

GENERAL FUND DISBURSEMENT				
MONTH	<u>2024-2025</u>	<u>2025-2026</u>	<u>DIFFERENCE</u>	
SEPTEMBER	\$299,224.94	\$356,110.04	-\$56,885.10	
OCTOBER	\$261,816.13	\$269,099.26	-\$7,283.13	
NOVEMBER	\$244,381.81			
DECEMBER	\$248,084.42			
JANUARY	\$250,888.35			
FEBRUARY	\$320,663.50			
MARCH	\$298,167.49			
APRIL	\$244,237.70			
MAY	\$226,854.00			
JUNE	\$213,580.20			
JULY	\$222,243.15			
AUGUST	\$601,058.35			
TOTALS	\$3,431,200.04	\$625,209.30	-\$64,168.23	
GENERAL FUND RECEIPTS				
MONTH	<u>2024-2025</u>	<u>2025-2026</u>	<u>DIFFERENCE</u>	
SEPTEMBER	\$561,488.63	\$413,032.66	-\$148,455.97	
OCTOBER	\$214,645.88			
NOVEMBER	\$18,837.83			
DECEMBER	\$161,092.23			
JANUARY	\$433,140.49			
FEBRUARY	\$622,339.43			
MARCH	\$120,303.27			
APRIL	\$104,224.72			
MAY	\$998,584.88			
JUNE	\$247,665.12			
JULY	\$19,670.24			
AUGUST	\$33,452.07			
TOTALS	\$3,535,444.79		-\$148,455.97	

Cash Receipt Listing by Fund

Fund: 10 COOPERATIVE FUND

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	PATRONS Patrons	09/11/2025	STK VS AINSWORTH FB GATE MONEY	10 1990	OTHER LOCAL RECEIPTS	680.00
	THEDFORDHI Thedford High School	09/11/2025	STK COOP TRANSFER FUND BALANCE	10 1990	OTHER LOCAL RECEIPTS	9,446.40
	PATRONS Patrons	09/16/2025	STK VB VS SVM & STK FB VS BURWEL GATE	10 1990	OTHER LOCAL RECEIPTS	1,113.00
	PATRONS Patrons	09/11/2025	3 ACTIVITY PASSES	10 1990	OTHER LOCAL RECEIPTS	180.00
	PATRONS Patrons	09/16/2025	11 ACTIVITY PASSES THS	10 1990	OTHER LOCAL RECEIPTS	660.00
	ACTIVITYFU Activity Fund	09/16/2025	SANDHILLS STK COOP TRANSFER	10 1990	OTHER LOCAL RECEIPTS	20,000.00
	THEDFORDHI Thedford High School	09/19/2025	STK CO-OP TRANSFER	10 1990	OTHER LOCAL RECEIPTS	20,000.00
	PATRONS Patrons	09/19/2025	1 ACTIVITY PASS	10 1990	OTHER LOCAL RECEIPTS	60.00
	PATRONS Patrons	09/26/2025	1 ACTIVITY PASS	10 1990	OTHER LOCAL RECEIPTS	60.00
Account Number Total: 10 1990					OTHER LOCAL RECEIPTS	52,199.40
					Fund Total: 10	52,199.40

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	52,199.40	10 101	52,199.40	
Subtotal Expense			Total:	52,199.40
Subtotal General Ledger				
Total:	52,199.40			

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 10	Fund Number 10	COOPERATIVE FUND	
Ainsworth Public School	20250918	STK JH VB ENTRY FEE	70.00
Total Ainsworth Public School			<u>70.00</u>
AllTeam Sportswear	20250918	FOOTBALL SUPPLIES PINNIES	31.00
Total AllTeam Sportswear			<u>31.00</u>
Anderson, Gloria	20250915	STK VS SVM VB REF	160.00
Anderson, Gloria	20250923	STK VS MEDICINE VALLEY VB REF	150.00
Anderson, Gloria	20250930	STK VB vs ARTHUR & PAXTON REF 9/30	175.00
Total Anderson, Gloria			<u>485.00</u>
Berliner, Amber	20250930	STK VB VS PAXTON & ARTHUR REF	175.00
Berliner, Amber	20250930-0001	STK VS BRADY VB REF 10/2	150.00
Total Berliner, Amber			<u>325.00</u>
Bertrand Public Schools	20250923	VOLLEYBALL TOURNAMENT FEES 9/27	100.00
Total Bertrand Public Schools			<u>100.00</u>
Brady, Clint	20250915	STK VS BURWELL FB REF	184.00
Total Brady, Clint			<u>184.00</u>
Brodbeck, Troy	20250930	STK VS BRADY FB REF 10/2	190.00
Total Brodbeck, Troy			<u>190.00</u>
BSN Sports	20250918	STK VB & GBB JERSEYS	6,603.01
BSN Sports	20250923	FOOTBALL/COACHES GEAR	893.25
Total BSN Sports			<u>7,496.26</u>
Christen, Andrew	20250930	STK VS SOUTH LOUP JH VB REF 10/6	50.00
Christen, Andrew	V*20250930	STK VS SOUTH LOUP JH VB REF 10/6	(50.00)
Total Christen, Andrew			<u>0.00</u>
Dawson, Andy	20250930	STK VS BRADY FB REF 10/2	190.00
Total Dawson, Andy			<u>190.00</u>
Evans, Jerry	20250924	STK VS MAXWELL FB REF 9/25	196.00
Total Evans, Jerry			<u>196.00</u>
Fiala, Brad	20250930	STK VS BRADY FB REF 10/2	190.00
Total Fiala, Brad			<u>190.00</u>
Higgins, Gavin	20250915	PA STK VS BURWELL FB	50.00
Higgins, Gavin	20250923	JH STK VS MULLEN FB REF	50.00
Higgins, Gavin	20250924	PA STK VS MAXWELL FB REF 9/25	50.00
Higgins, Gavin	20250929	STK JH & JV FB VS AINSWORTH 9/26	100.00
Higgins, Gavin	20250930	STK VS PAXTON & ARTHUR PA	50.00
Higgins, Gavin	20250930-0001	STK VS BRADY FB PA 10/2	50.00
Higgins, Gavin	20250930-0002	JH/JV FB VS SOUTH LOUP REF 10/6	100.00
Total Higgins, Gavin			<u>450.00</u>
Holiday Inn Express & Suites Lincoln Downtown	20250916	HOTELS COACHES CLINIC	625.00

Vendor Name	Invoice Number	Description	Amount
Total Holiday Inn Express & Suites Lincoln Downtown			625.00
Holloway, Beth	20250924	STK VS STUART & VALENTINE VB REF 9/25	195.00
Total Holloway, Beth			195.00
Hudl	20250916	HUDL SERVICES	1,849.00
Total Hudl			1,849.00
Hunt, Megan	20250924	STK VS STUART & VALENTINE VB REF 9/25	195.00
Total Hunt, Megan			195.00
Ketteler, Adam	20250924	STK VS MAXWELL FB REF 9/25	196.00
Total Ketteler, Adam			196.00
Ketteler, Matt	20250924	STK VS MAXWELL FB REF 9/25	196.00
Total Ketteler, Matt			196.00
Kleinow, Trent	20250915	STK VS BURWELL FB REF	184.00
Total Kleinow, Trent			184.00
Krull, Chris	20250915	STK VS BURWELL FB	184.00
Total Krull, Chris			184.00
Myers, Kelly	20250924	STK VS MAXWELL FB REF 9/25	196.00
Total Myers, Kelly			196.00
O'Grady, Tracy	20250915	STK VS SVM VB REF	160.00
Total O'Grady, Tracy			160.00
Ord Public School	20250926	XC ENTRY FEE 9/26	16.00
Total Ord Public School			16.00
Pettera, Tanner	20250915	STK VS BURWELL FB REF	184.00
Total Pettera, Tanner			184.00
Ravenna Public School	20250918	XC ENTRY FEE 9/18	30.00
Total Ravenna Public School			30.00
Renning, Maxwell	20250930	STK VS BRADY FB REF 10/2	190.00
Total Renning, Maxwell			190.00
Rentschler, Jared	20250924	STK VS MAXWELL FB REF 9/25	196.00
Total Rentschler, Jared			196.00
Rodocker, Thayne	20250923	JH STK VS MULLEN FB REF	50.00
Rodocker, Thayne	20250929	STK JH & JV FB VS AINSWORTH 9/26	100.00
Rodocker, Thayne	20250930	JH/JV FB VS SOUTH LOUP REF 10/6	100.00
Total Rodocker, Thayne			250.00
Smith, Chester	20250929	STK JH & JV FB VS AINSWORTH 9/26	100.00
Total Smith, Chester			100.00

Vendor Name	Invoice Number	Description	Amount
Thomas, Brent	20250923	JH STK VS MULLEN FB REF	50.00
Thomas, Brent	20250930	JH/JV FB VS SOUTH LOUP REF 10/6	100.00
Total Thomas, Brent			150.00
Troy Saner	20250923	JH STK VS MULLEN FB REF	50.00
Troy Saner	20250929	STK JH & JV FB VS AINSWORTH 9/26	100.00
Troy Saner	20250930	JH/JV FB VS SOUTH LOUP REF 10/6	100.00
Total Troy Saner			250.00
Trumbull, Eric	20250915	STK VS BURWELL FB REF	184.00
Total Trumbull, Eric			184.00
Vaisvilas, Jason	20250930	STK VS BRADY FB REF 10/2	190.00
Total Vaisvilas, Jason			190.00
Western Nebraska Bank	20251002	Checks for Co-op	136.26
Total Western Nebraska Bank			136.26
Wilke, Sara	20250915	STK VS MEDICINE VALLEY VB REF	150.00
Wilke, Sara	20250930	STK VS BRADY VB REF 10/2	150.00
Total Wilke, Sara			300.00
X-Grain Sportswear	20250929	COACHES GEAR BACKPACKS	532.00
Total X-Grain Sportswear			532.00
Fund Number 10			16,595.52
Checking Account ID 10			16,595.52
Checking Account ID 5	Fund Number 10	COOPERATIVE FUND	
Abbey, Bryce	20250904	STK vs Ainsworth Football Ref 9/4	170.00
Total Abbey, Bryce			170.00
Ainsworth Public School	20250904	Ainsworth XC Invite - 9/4	12.00
Total Ainsworth Public School			12.00
Behle, Dave	20250904	STK vs Ainsworth Football Ref 9/4	170.00
Total Behle, Dave			170.00
Corporate Payment Systems	20250904	Credit Card Charges	42.98
Total Corporate Payment Systems			42.98
Elsen, Brock	20250904	STK vs Ainsworth Football Ref 9/4	170.00
Total Elsen, Brock			170.00
Higgins, Gavin	20250904	STK vs Ainsworth Football PA	50.00
Total Higgins, Gavin			50.00
O'Neill, Patrick	20250904	STK vs Ainsworth Football Ref 9/4	170.00
Total O'Neill, Patrick			170.00
Wardyn, Todd	20250904	STK vs Ainsworth Football Ref 9/4	170.00

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Vendor Name	Invoice Number	Description	Amount
Total Wardyn, Todd			<hr/> 170.00
Fund Number 10			<hr/> 954.98
Checking Account ID 5			<hr/> 954.98

Fund: 10 COOPERATIVE FUND

Chart of Account Number		Chart of Account Description				Entity Name	Expenses	Revenues	Outstanding AP	Outstanding PO	Balance Change	Balance
Entry Date	JR	Reference #	Check Acct	Check #	Description							
10 704					FUND BALANCE							
10 1990					OTHER LOCAL RECEIPTS							
09/11/2025	CR				OTHER LOCAL RECEIPTS	Patrons	0.00	680.00	0.00	0.00		
09/11/2025	CR				OTHER LOCAL RECEIPTS	Theford High School	0.00	9,446.40	0.00	0.00		
09/11/2025	CR				OTHER LOCAL RECEIPTS	Patrons	0.00	180.00	0.00	0.00		
09/16/2025	CR				OTHER LOCAL RECEIPTS	Patrons	0.00	660.00	0.00	0.00		
09/16/2025	CR				OTHER LOCAL RECEIPTS	Activity Fund	0.00	20,000.00	0.00	0.00		
09/16/2025	CR				OTHER LOCAL RECEIPTS	Patrons	0.00	1,113.00	0.00	0.00		
09/19/2025	CR				OTHER LOCAL RECEIPTS	Theford High School	0.00	20,000.00	0.00	0.00		
09/19/2025	CR				OTHER LOCAL RECEIPTS	Patrons	0.00	60.00	0.00	0.00		
09/26/2025	CR				OTHER LOCAL RECEIPTS	Patrons	0.00	60.00	0.00	0.00		
10 1100 120 000					NON-INSTRUCTIONAL SALARY							
09/04/2025	CD *	20250904	5	12457	Correction: COOP EXPENSES	Higgins, Gavin	50.00	0.00	0.00	0.00		
09/04/2025	CD *	20250904	5	12456	Correction: COOP EXPENSES	Elsen, Brock	170.00	0.00	0.00	0.00		
09/04/2025	CD *	20250904	5	12458	Correction: COOP EXPENSES	O'Neill, Patrick	170.00	0.00	0.00	0.00		
09/04/2025	CD *	20250904	5	12459	Correction: COOP EXPENSES	Wardyn, Todd	170.00	0.00	0.00	0.00		
09/04/2025	CD *	20250904	5	12455	Correction: COOP EXPENSES	Behle, Dave	170.00	0.00	0.00	0.00		
09/04/2025	CD *	20250904	5	12453	Correction: COOP EXPENSES	Abbey, Bryce	170.00	0.00	0.00	0.00		
09/11/2025	CD	20250915	10	1	NON-INSTRUCTIONAL SALARY	Krull, Chris	184.00	0.00	0.00	0.00		
09/11/2025	CD	20250915	10	2	NON-INSTRUCTIONAL SALARY	Kleinow, Trent	184.00	0.00	0.00	0.00		
09/11/2025	CD	20250915	10	3	NON-INSTRUCTIONAL SALARY	Pettera, Tanner	184.00	0.00	0.00	0.00		
09/11/2025	CD	20250915	10	8	NON-INSTRUCTIONAL SALARY	O'Grady, Tracy	160.00	0.00	0.00	0.00		
09/11/2025	CD	20250915	10	5	NON-INSTRUCTIONAL SALARY	Trumbull, Eric	184.00	0.00	0.00	0.00		
09/11/2025	CD	20250915	10	6	NON-INSTRUCTIONAL SALARY	Brady, Clint	184.00	0.00	0.00	0.00		
09/15/2025	CD	20250923	10	19	NON-INSTRUCTIONAL SALARY	Anderson, Gloria	150.00	0.00	0.00	0.00		
09/16/2025	CD	20250915	10	7	NON-INSTRUCTIONAL SALARY	Anderson, Gloria	160.00	0.00	0.00	0.00		
09/16/2025	CD	20250915	10	9	NON-INSTRUCTIONAL SALARY	Wilke, Sara	150.00	0.00	0.00	0.00		
09/23/2025	CD	20250915	10	4	NON-INSTRUCTIONAL SALARY	Higgins, Gavin	50.00	0.00	0.00	0.00		
09/23/2025	CD	20250923	10	15	NON-INSTRUCTIONAL SALARY	Troy Saner	50.00	0.00	0.00	0.00		
09/23/2025	CD	20250923	10	16	NON-INSTRUCTIONAL SALARY	Thomas, Brent	50.00	0.00	0.00	0.00		
09/23/2025	CD	20250923	10	17	NON-INSTRUCTIONAL SALARY	Rodocker, Thayne	50.00	0.00	0.00	0.00		
09/23/2025	CD	20250923	10	20	NON-INSTRUCTIONAL SALARY	Higgins, Gavin	50.00	0.00	0.00	0.00		
09/24/2025	CD	20250924	10	1005	NON-INSTRUCTIONAL SALARY	Hunt, Megan	195.00	0.00	0.00	0.00		
09/24/2025	CD	20250924	10	1007	NON-INSTRUCTIONAL SALARY	Ketteler, Matt	196.00	0.00	0.00	0.00		
09/24/2025	CD	20250924	10	1006	NON-INSTRUCTIONAL SALARY	Ketteler, Adam	196.00	0.00	0.00	0.00		
09/24/2025	CD	20250924	10	1003	NON-INSTRUCTIONAL SALARY	Higgins, Gavin	50.00	0.00	0.00	0.00		
09/24/2025	CD	20250924	10	1008	NON-INSTRUCTIONAL SALARY	Myers, Kelly	196.00	0.00	0.00	0.00		
09/24/2025	CD	20250924	10	1009	NON-INSTRUCTIONAL SALARY	Rentschler, Jared	196.00	0.00	0.00	0.00		
09/24/2025	CD	20250924	10	1002	NON-INSTRUCTIONAL SALARY	Evans, Jerry	196.00	0.00	0.00	0.00		
09/24/2025	CD	20250924	10	1004	NON-INSTRUCTIONAL SALARY	Holloway, Beth	195.00	0.00	0.00	0.00		
09/29/2025	CD	20250929	10	1014	NON-INSTRUCTIONAL SALARY	Troy Saner	100.00	0.00	0.00	0.00		
09/29/2025	CD	20250929	10	1012	NON-INSTRUCTIONAL SALARY	Rodocker, Thayne	100.00	0.00	0.00	0.00		
09/29/2025	CD	20250929	10	1011	NON-INSTRUCTIONAL SALARY	Higgins, Gavin	100.00	0.00	0.00	0.00		
09/29/2025	CD	20250929	10	1013	NON-INSTRUCTIONAL SALARY	Smith, Chester	100.00	0.00	0.00	0.00		
09/30/2025	CD	20250930	10	1026	NON-INSTRUCTIONAL SALARY	Troy Saner	100.00	0.00	0.00	0.00		
09/30/2025	CD	20250930	10	1024	NON-INSTRUCTIONAL SALARY	Rodocker, Thayne	100.00	0.00	0.00	0.00		
09/30/2025	CD	20250930	10	1016	NON-INSTRUCTIONAL SALARY	Anderson, Gloria	175.00	0.00	0.00	0.00		
09/30/2025	CD	20250930	10	1017	NON-INSTRUCTIONAL SALARY	Berliner, Amber	175.00	0.00	0.00	0.00		
09/30/2025	CD	20250930-0001	10	1017	NON-INSTRUCTIONAL SALARY	Berliner, Amber	150.00	0.00	0.00	0.00		
09/30/2025	CD	20250930	10	1019	NON-INSTRUCTIONAL SALARY	Christen, Andrew	50.00	0.00	0.00	0.00		

Fund: 10 COOPERATIVE FUND

Chart of Account Number		Chart of Account Description											
Entry Date	JR	Reference #	Check Acct	Check #	Description	Entity Name	Expenses	Revenues	Outstanding AP	Outstanding PO	Balance Change	Balance	
09/30/2025	CD	20250930	10	1022	NON-INSTRUCTIONAL SALARY	Higgins, Gavin	50.00	0.00	0.00	0.00			
09/30/2025	CD	20250930-0001	10	1022	NON-INSTRUCTIONAL SALARY	Higgins, Gavin	50.00	0.00	0.00	0.00			
09/30/2025	CD	20250930-0002	10	1022	NON-INSTRUCTIONAL SALARY	Higgins, Gavin	100.00	0.00	0.00	0.00			
09/30/2025	CD	20250930	10	1028	NON-INSTRUCTIONAL SALARY	Wilke, Sara	150.00	0.00	0.00	0.00			
09/30/2025	CD	20250930	10	1025	NON-INSTRUCTIONAL SALARY	Thomas, Brent	100.00	0.00	0.00	0.00			
09/30/2025	CD	20250930	10	1021	NON-INSTRUCTIONAL SALARY	Fiala, Brad	190.00	0.00	0.00	0.00			
09/30/2025	CD	20250930	10	1018	NON-INSTRUCTIONAL SALARY	Brodbeck, Troy	190.00	0.00	0.00	0.00			
09/30/2025	CD	20250930	10	1020	NON-INSTRUCTIONAL SALARY	Dawson, Andy	190.00	0.00	0.00	0.00			
09/30/2025	CD	20250930	10	1023	NON-INSTRUCTIONAL SALARY	Renning, Maxwell	190.00	0.00	0.00	0.00			
10 1100 610 000					STK COOP SUPPLIES								
09/04/2025	CD *	20250904	5	12463	Correction: COOP EXPENSES	Corporate Payment Systems	42.98	0.00	0.00	0.00			
09/18/2025	CD	20250918	10	12	STK COOP SUPPLIES	AllTeam Sportswear	31.00	0.00	0.00	0.00			
09/18/2025	CD	20250918	10	13	STK COOP SUPPLIES	BSN Sports	2,066.64	0.00	0.00	0.00			
09/18/2025	CD	20250918	10	13	STK COOP SUPPLIES	BSN Sports	4,536.37	0.00	0.00	0.00			
09/23/2025	CD	20250923	10	1001	STK COOP SUPPLIES	BSN Sports	893.25	0.00	0.00	0.00			
09/29/2025	CD	20250929	10	1015	STK COOP SUPPLIES	X-Grain Sportswear	532.00	0.00	0.00	0.00			
10 1100 810 000					DUES & FEES								
09/04/2025	CD *	20250904	5	12454	Correction: COOP EXPENSES	Ainsworth Public School	12.00	0.00	0.00	0.00			
09/16/2025	CD	20251002	10	21	DUES & FEES	Western Nebraska Bank	136.26	0.00	0.00	0.00			
09/18/2025	CD	20250918	10	14	DUES & FEES	Ainsworth Public School	70.00	0.00	0.00	0.00			
09/18/2025	CD	20250918	10	18	DUES & FEES	Ravenna Public School	30.00	0.00	0.00	0.00			
09/23/2025	CD	20250923	10	1000	DUES & FEES	Bertrand Public Schools	100.00	0.00	0.00	0.00			
09/26/2025	CD	20250926	10	1010	DUES & FEES	Ord Public School	16.00	0.00	0.00	0.00			
09/30/2025	CD	20250930	10	1027	DUES & FEES	Vaisvilas, Jason	190.00	0.00	0.00	0.00			
10 2213 580 000					STAFF TRAVEL EXPENSE								
09/16/2025	CD	20250916	10	11	STAFF TRAVEL EXPENSE	Holiday Inn Express & Suites Lincoln Downtown	625.00	0.00	0.00	0.00			
10 2560 643 000					TECHNOLOGY FEES								
09/16/2025	CD	20250916	10	10	TECHNOLOGY FEES	Hudl	1,849.00	0.00	0.00	0.00			
10 704					FUND BALANCE	*Current Activity							34,598.90
						*Ending Balance:	17,600.50	52,199.40	0.00	0.00	0.00		34,598.90
						Fund Total: 10	17,600.50	52,199.40	0.00	0.00	0.00		34,598.90

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Ace Hardware	20251006	Keys	28.93
Total Ace Hardware			28.93
Arrow Seed	20250918	Grass Seed & Herbicide	747.98
Total Arrow Seed			747.98
CDW Government	20250923	Office Supplies	72.19
Total CDW Government			72.19
Consolidated Telephone	20250923	Telephone Services	482.36
Total Consolidated Telephone			482.36
Corporate Payment Systems	20251006	Credit Card	2,508.25
Total Corporate Payment Systems			2,508.25
Creative Printers, INC	20251003	Board Advertising	629.74
Total Creative Printers, INC			629.74
Custer Public Power District	20250916	Utilities	3,850.49
Total Custer Public Power District			3,850.49
Dana F Cole & Company, LLP	20250923	Audit Services	14,591.87
Total Dana F Cole & Company, LLP			14,591.87
Duda Plumbing	20251003	Faucets/New Gas turrets Science/Kitchen	6,891.00
Duda Plumbing	20251003-0001	Locker Room Maintenance	586.00
Total Duda Plumbing			7,477.00
Dunning Water	20251006	Utilities Water/Sewer	365.00
Total Dunning Water			365.00
Eakes Office Solutions	20251006	Custodial Supplies Elementary	424.20
Total Eakes Office Solutions			424.20
ESU 10	20251006	ESU 10 Services	15,073.31
Total ESU 10			15,073.31
Ewoldts Grocery	20251006	Food	96.87
Total Ewoldts Grocery			96.87
Farritor Auto Parts	20251007	#19 Sub New Seat	125.00
Total Farritor Auto Parts			125.00
Hometown Leasing	20251007	Copier Lease	532.28
Total Hometown Leasing			532.28
Ingram Library Services	20251007	Library Books	150.37
Total Ingram Library Services			150.37
Jeanine Saner	20250916	Met Deductible	1,900.00
Total Jeanine Saner			1,900.00

Vendor Name	Invoice Number	Description	Amount
K C Electric	20250908	Building Maintenance Electric	2,336.44
Total K C Electric			<u>2,336.44</u>
MCI	20250923	Telephone	56.50
Total MCI			<u>56.50</u>
Midwest Floor Specialists	20251008	Custodial Supplies	105.36
Total Midwest Floor Specialists			<u>105.36</u>
N A S B	20250908	Board Expense Meetings	332.00
Total N A S B			<u>332.00</u>
Nebraska Council of School Administrators	20250923	School Law Update Registration Fee	140.00
Nebraska Council of School Administrators	20250925	Superintendent Training	240.00
Total Nebraska Council of School Administrators			<u>380.00</u>
Nebraska Rural Comm Schools Assn	20251007	25-26 NRCSA Renewal	850.00
Total Nebraska Rural Comm Schools Assn			<u>850.00</u>
Nebraska Safety Center	20250923	Pupil Transportation Training Level 2	350.00
Total Nebraska Safety Center			<u>350.00</u>
NIBC,	20251007	Ice Machines	275.00
Total NIBC,			<u>275.00</u>
Norms Auto	20251006	Maintenance/Inspections	1,871.95
Total Norms Auto			<u>1,871.95</u>
Ord Locker	20251006	Beef Processing	1,199.02
Total Ord Locker			<u>1,199.02</u>
Presto X Company	20250908	Pest Control	252.65
Total Presto X Company			<u>252.65</u>
Quill	20250908	Office Supplies	39.76
Quill	20250923	Office Supplies	117.72
Total Quill			<u>157.48</u>
Really Good Stuff	20250925	Elementary Supplies	644.69
Total Really Good Stuff			<u>644.69</u>
Sandhill Oil Company	20251003	Fuel/Activity	3,779.11
Total Sandhill Oil Company			<u>3,779.11</u>
Staples	20250923	Office Supplies	183.59
Staples	20250925	Office Supplies	58.59
Staples	20251006	Elementary Office Supplies	30.60
Staples	20251006-0001	Toner HS/Elementary	366.18
Total Staples			<u>638.96</u>
Stelling Brass & Winds	20250925	Band/Music Supplies	1,039.33
Total Stelling Brass & Winds			<u>1,039.33</u>

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Vendor Name	Invoice Number	Description	Amount
TEAM Physical Therapy	20250916	PT Services	250.18
Total TEAM Physical Therapy			<hr/> 250.18
Thedford Lumber and Supply	20251006	Custodial Supplies	64.49
Total Thedford Lumber and Supply			<hr/> 64.49
Village of Thedford	20250925	August Utilities	470.45
Village of Thedford	20251006	Trash Utilities September	470.45
Total Village of Thedford			<hr/> 940.90
Waldinger Corporation, The	20251008	HVAC Maintenance	1,060.00
Total Waldinger Corporation, The			<hr/> 1,060.00
Weathercraft	20250916	Ag Shop Door Repair	294.75
Total Weathercraft			<hr/> 294.75
Yanda's Music	20250916	Sounds System Training & FB Field Repair	516.00
Total Yanda's Music			<hr/> 516.00
Fund Number 01			<hr/> 66,450.65
Checking Account ID 1			<hr/> 66,450.65

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Vendor Name	Invoice Number	Description	Amount
Checking Account ID 6	Fund Number 06	LUNCH FUND	
Cash-Wa Distributing	20251003-0001	Food	<u>3,560.92</u>
Total Cash-Wa Distributing			3,560.92
Ewoldts Grocery	20251006	Food	<u>1,553.68</u>
Total Ewoldts Grocery			1,553.68
US. Foods	20251007	Food	<u>413.35</u>
Total US. Foods			413.35
Fund Number 06			<u>5,527.95</u>
Checking Account ID 6			<u>5,527.95</u>

September Charges	
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Amount	Description
18.98	Apple - Teaching Supplies Social Studies
7.00	Bound - Testing ticket taking
(7.00)	Bound - Testing ticket taking
41.28	Sandhills Corral - MNAC Meeting Meal
25.99	Amazon - IPAD case for soud system ipad
(17.00)	Amazon - Returned I Pad Case Wrong size sent
268.29	JW Pepper - Music/Band Teaching Expense
180.00	JW Pepper - Music/Band Teaching Expense
88.25	JW Pepper - Music/Band Teaching Expense
(58.98)	Amazon - Teaching Supplies Science Return books
14.99	Amazon - Office Supplie Expense
15.59	Amazon - Teachnology Supplies
657.51	North Platte Telegraph
55.00	JW Pepper - Music/Band Teaching Expense
142.56	Amazon - Teaching Supplies - Social Studies Books
(20.00)	Amazon - Credit used books SS
16.24	Amazon - Teaching Supplies - Social Studies Books
414.31	Amazon - Teaching Supplies Social Studies Books
12.96	Amazon - Teaching Supplies Social Studies Books
12.96	Amazon - Teahcing Supplies Social Studies Books
146.49	JW Pepper - Music/Band Teaching Expense
175.00	Generation Genius 1st Grade
175.00	Generation Genius 4th Grade
184.11	Comfort Inn Hastings - Coaches Clinic

2,549.53

TOTAL DUE
Activity

September Charges				
Date	Vehicle	Repair/Service	Who	Amount
09/04/25	#6	Wiper Repair	NORM	\$33.49
09/04/25	#13	Replace Door Hing	NORM	\$89.00
09/10/25	#19	Seat - seat belt not working	Farritor Auto Parts	\$125.00
09/23/25	#10	4 New Tires/Balance	NORM	\$647.08
9/23/2025	#7	Inspection	NORM	\$80.75
9/23/2025	#19	Inspection	NORM	\$85.99
09/23/25	#8	Oil Change/Inspection	NORM	\$163.40
09/24/2025	#5	Inspection	NORM	\$79.00
09/24/2025	#2	Inspection	NORM	\$79.00
09/24/25	#11	Inspection/Fluid	NORM	\$82.49
09/24/2025	#17	Inspection/Fluid	NORM	\$81.75
09/24/25	#9	Inspection/Clear Codes	NORM	\$104.00
09/25/25	#10	Inspection	NORM	\$79.00
09/25/25	#13	Inspection	NORM	\$89.00
09/25/2025	#14	Inspection	NORM	\$89.00
09/25/2025	#6	Inspection	NORM	\$89.00
			TOTAL	\$1,996.95
#	Year	Description	Capacity	Gas/Diesel
2	2007	Ford Taurus (silver)	4	Gas
3	1990	Ford Ranger (red pick up)		Gas
4	2008	Ford Van (food van)		Gas
5	2012	Ford 150 Grey Pickup		Gas
6	2004	All American (bus)	40	Diesel
7	2023	White Suburban	7	Gas
8	2022	White Suburban	7	Gas
9	2009	Ford Van (silver)	10	Gas
10	2009	Ford Van (tan)	10	Gas
11	2021	Ford White Van	10	Gas
12	2009	Blue Bird	42	Diesel
13	2013	Blue Bird <i>Vision</i>	54	Diesel
14	2009	Coach Bus	52	Diesel
16	2019	Blue Bird Vision	60	Diesel
17	2024	Ford Van Silver Van	10	Gas
19	2007	Suburan (Black Pearl)	6	Gas

Activity/Athletic Director's Report - Jake Trosper

9/13/25

FBLA (Future Business Leaders of America):

FBLA will soon begin its **Sherwood Forest Farms** fundraiser. On **September 30**, FBLA officers attended the **Officer Leadership Clinic** in Kearney, where they participated in professional development workshops designed to strengthen their leadership skills and prepare them for success in their roles.

FFA (Future Farmers of America):

October 1st attended a Livestock Judging clinic in North Platte. 16 Students attended. This was for practice only, but overall their scores were good!

October 8th was District Livestock Judging in Valentine. 25 students attended. Ribbon winners were: Jr. High Holt Jensen-White, Harper Zutavern and Hazen Clark-Red, Livia Held and Rafe Larsen: Blue, Jr. Division, Paisley Zutavern-Red, Heath Larsen-Blue, Cesar Chavez-Purple (7th place jr. team....top 5 go to state (darn), Sr. Division, Shaylee Milleson-White.

As another positive, the kids showed good behavior all day, took the contest seriously, and a few even showed up in suit jackets and ties for the day! Overall a good event. The next big event is November 17th in Maxwell for District LDEs.

Junior High and JV Sports:

The Junior High and Junior Varsity **football and volleyball** seasons are concluding, with final games taking place in **Twin Loup on October 13**. **Equipment check-in** for Junior High athletes will be held on **Wednesday, October 15** in Thedford.

Facility Updates:

Team record banners for sports and activities were recently **updated and rehung**, showcasing program achievements.

Cross Country:

The Cross Country season is nearing its conclusion, with **Districts scheduled for Thursday, October 16, in Ainsworth**. Notable performances from recent meets include:

- **Connor** – 1st place medal
- **Jordyn** – 8th place
- **Junior High Girls Team** – 1st place overall
 - **Harper** – 2nd place
 - **Rana** – 4th place
 - **Zara** – 9th place

Volleyball:

Our volleyball team enters the **MNAC Tournament** as the **#1 seed**.

- **First-round match:** Thursday, **October 16**, in **Dunning**
- **Championship, Consolation, and 2nd-round matches:** Saturday, **October 18**, in **Brady**

Principal Report
10/13/25

Fall Maps testing went very well. I'm really encouraged by our starting fall scores to see where we can go from here. We are starting this fall with more students scoring higher than the fall of last year. NWEA scores will come out in November along with our AQuest rating.

Term Tested	Math Percent of Students Testing at or Above 61st Percentile	Math Average Student Percentile	Reading Percent of Students Testing at or Above 61st Percentile	Reading Average Student Percentile
Fall 2024	51%	61st	50%	60th
Spring 2025	64%	72nd	68%	73rd
Fall 2025	58%	66th	60%	69th

Our staff completed a data day with ESU10 for a deeper dive into our testing scores and create discussions for our next continuous improvement plan (CIP) goal. We are in year two of our CIP process and need to define our goals. Our last goal was; *Sandhills Public Schools K-12 students will focus on reading comprehension with 80% scoring at or above the 50th percentile as measured by NWEA MAP by spring of 2024.* I'm happy to say we met this goal and are working with the ESU to define our next goal.

Mrs. Zimmerman and I worked on revising the HAL plan that is up for approval tonight. It better defines how a student gets into the program. Mrs. Zimmerman will also attend training later this month as our new HAL coordinator on what programs are available and what opportunities we will offer students.

In a continuing effort to train staff, the K-6, high school English, Title I, and special education teachers attended a curriculum workshop in Kearney today. These teachers have taken on a new language arts curriculum and are working with the ESU and other school districts to advance their knowledge of the curriculum.

We just completed the 1st quarter and will be sending out awards for students grades and attendance next week. We are also trying to promote good behaviors through our home room teachings of the seven keys, and through a competitive points system from home room to home room.

Superintendents Report
October 13, 2025

1. The new heat exchanger at the high school has been installed and after some hiccups, it seems to be working as it should be. There is heat! Parts should be arriving soon for repairs to the unit that was damaged this summer.
2. Facility advocates has been working to gather electrical and fire recommendations.
3. As of yesterday, I had a good conversation with the adjustor with ALICAP regarding the activity gym floor. I do think we have been offered a workable, long-term solution. ALICAP will cover the majority of the cost, but the district will still have some responsibility. The work is extensive, but it is believed it should solve the issues long term. I should have a written recommendation from ALICAP prior to the meeting and will share that when I receive it.
4. Transportation conversations continue. Mr. Recoy has been looking and potentially has a good option, with the possibility of trade in of one of the newer vans. We would propose the approval of the board to allow admin to approve a purchase of up to \$65,000 so can move forward Both of the yellow buses have required some repair, but we think as good to go. Changes to the Brewster route are also on the agenda for approval.
5. I would like to seriously consider participation in something called the Nebraska Liquid Asset Fund which would allow funds to remain fluid if needed, but also simplifies investing for school district. The first of the current CD's the district has comes due the end of October.
6. I believe we are ready for teacher negotiations to move forward with an updated format of using committees. I have talked with the SDEA rep and tentatively agreed to the starting index and a tentative array so good first steps. We will make time to discuss that through the committee and a closed session as part of the meeting so that everyone can be informed.
7. Yes, October is Superintendent evaluation month so please return that information to Rory.
8. American Committee is scheduled for 5:45 which I would anticipate to be fairly brief. Then at 6:00, if possible, I would like to meet with the board negotiations committee prior to the meeting at 6:30 of the board negotiations and SDEA negotiations committee. I have also added a closed session to the agenda for the purpose of collective bargaining, giving the board an opportunity to discuss and review the process and progress of negotiations for the 2026-2027 year.

EMPLOYEE CONDUCT AND APPEARANCE

Employees are role models for the students who come in contact with them during and after school hours. The board recognizes the positive effect employees can have on students in this capacity. To this end, the board strongly suggests and encourages employees to dress themselves, groom themselves and conduct themselves in a manner appropriate to the educational environment.

Employees shall conduct themselves in a professional manner. Employees shall dress in attire appropriate for their position. Clothing should be neat, clean, and in good taste. Discretion and common sense call for an avoidance of extremes which would interfere with or have an effect on the educational process.

Certificated employees of the school district shall follow the code of ethics for their profession as established by the Nebraska Professional Practices Commission.

Every report of alleged violations of employee conduct policies that can be interpreted at the outset to fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing employee conduct investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged violations of employee conduct policies.

Legal Reference: NDE Rule 27

Cross Reference: 305 Administrative Code Of Ethics
402.02 Employee Orientation
404.06 Harassment by Employees
404.07 Substance-Free Workplace
408 Certificated Employee Termination of Employment
414 Support Staff Termination of Employment

Approved July 14, 2003

Reviewed November 14, 2011, October 13, 2025

Revised October 13, 2025

CERTIFICATED EMPLOYEE DEFINED

Certificated employees, including administrators, are those employees required to hold an appropriate certificate from the Nebraska Department of Education for their position as required by the Professional Practices Commission or others with professional licenses. Certificates required for a position will be considered met if the employee meets the requirements established by the Nebraska Department of Education.

It shall be the responsibility of the superintendent to establish job specifications and job descriptions for certificated employees' positions, other than the position of the superintendent. Job descriptions may be approved by the board.

Certificated employees must present evidence of current certificate to the superintendent prior to September 15 and before any payment of salary each year.

Legal Reference: Neb. Statute 79-801 et seq.

Cross Reference: 411.01 Substitute Teachers
412.01 Support Staff Defined

Approved July 14, 2003

Reviewed November 14, 2011, October 13, 2025

Revised _____

CERTIFICATED EMPLOYEE QUALIFICATIONS, RECRUITMENT, SELECTION

Persons interested in a certificated position, other than administrative positions which will be employed in accordance with board policies in Series 300, "Administration," shall have an opportunity to apply and qualify for certificated positions in the school district without regard to age, race, creed, color, sex, national origin, religion or disability. Job applicants for certificated positions shall be considered on the basis of the following:

- Training, experience, and skill;
- Nature of the occupation;
- Demonstrated competence; and
- Possession of, or ability to obtain, state certificate or license if required for the position.

Announcement of the position shall be in a manner which the superintendent believes will inform potential applicants about the position. Applications for employment may be obtained from and completed applications shall be returned to the school district administrative office. Whenever possible, the preliminary screening of applicants shall be conducted by the administrator who will be directly supervising and overseeing the person being hired.

In the initial employment process, including on the initial application, the applicant shall not be asked to disclose, orally or in writing, information concerning the applicants criminal record or history, until it has been determined that the applicant meets the minimum employment qualifications. This does not prohibit the requirement to disclose an applicant's criminal record or history relating to sexual or physical abuse. Following a determination that the applicant meets minimum employment qualifications, a criminal history information check and questions regarding the applicant's criminal record or history are allowed.

The board shall take action regarding employment of certificated applicants after receiving a recommendation from the superintendent. However, the superintendent shall have the authority to employ a certificated employee on a temporary basis until a recommendation can be made and action can be taken by the board on the position.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding qualifications, recruitment and selections of such employees shall be followed.

Legal Reference: 29 U.S.C. §§ 621-634 (1994).
42 U.S.C. §§ 2000e et seq. (1994).
42 U.S.C. §§ 12101 et seq. (1994).

Cross Reference: 402.01 Equal Employment Opportunity

411.01 Substitute Teachers

412.02 Support Staff Qualifications, Recruitment, Selection

Approved July 14, 2003

Reviewed August 11, 2014, October 13, 2025

Revised September 8, 2014

CERTIFICATED EMPLOYEE INDIVIDUAL CONTRACTS

The board will enter into a written contract with certificated employees, other than administrators, employed on a regular basis. Each contract will be for a period roughly corresponding to the school year ~~which is 186 days.~~

It shall be the responsibility of the superintendent to complete the contracts for certificated employees and present them to the board for approval. Upon receipt of the contract, the certificated employee will have until the date specified on the contract or the date specified by the board to sign and return the contract to the Superintendent. If contracts are not returned within this period, the position will be considered open and candidates will be secured to fill the vacancy.

A certificated employee may not be required to accept employment for the next school year prior to March 15. The contracts, after being signed by at least one board member, shall be kept on file in the administration offices.

Legal Reference: Neb. Statute 79-817 to 822

Cross Reference: 408 Certificated Employee Termination of Employment

Approved July 14, 2003

Reviewed Nov 11, 2011, December 12, 2011, October 13, 2025

Revised December 12, 2011

CERTIFICATED EMPLOYEE CONTINUING CONTRACTS

Contracts entered into with certificated employees, other than an administrator, will continue from year to year unless the contract states otherwise, is modified by mutual agreement between the board and the employee, or the contract is terminated by the board.

The first three years of a continuing contract issued to a newly employed certificated employee shall be considered a probationary period. In the event of termination of the employee's contract during this period, ~~the board shall afford the certificated employee appropriate due process.~~ *the board shall follow applicable state statutes.* The action of the board will be final.

Certificated employees whose contracts will be recommended for termination, amendment or nonrenewal by the board will receive notice prior to April 15. The superintendent shall make a recommendation to the board for the termination of the certificated employee's contract. *Unless statutory exceptions apply, final board action must be taken by May 15.*

Certificated employees who wish to resign, to be released from a contract, or to retire must comply with board policies and contract language in those areas.

Legal Reference: Neb. Statute 79-824 to 842

Cross Reference: 408 Certificated Employee Termination of Employment

Approved July 14, 2003

Reviewed November 14, 2011, October 13, 2025

Revised October 13, 2025

CERTIFICATED EMPLOYEE WORK DAY

The work day for certificated employees shall begin each day of the school year at a time established by the superintendent. Certificated employees who are employed only during the academic year shall have the same work day as other certificated employees. "Day" is defined as one work day regardless of full-time or part-time status of an employee.

Certificated employees are to be in their assigned school building during the work day. Advance approval to be absent from the school building must be obtained from the principal whenever the certificated employees must leave the school building during the work day.

The building principal is authorized to make changes in the work day in order to facilitate the education program. These changes shall be reported to the superintendent.

The work day outlined in this policy is a minimum work day. Nothing in this policy prohibits certificated employees from working additional hours outside the work day.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding work day of such employees shall be followed.

Cross Reference: 201.01 Board Powers and Responsibilities

Approved July 14, 2003

Reviewed November 14, 2011, October 13, 2025

Revised _____

CERTIFICATED EMPLOYEE ASSIGNMENT

Determining the assignment of each certificated employee is the responsibility of and within the sole discretion of the board. In making such assignments the board shall consider the qualifications of each certificated employee and the needs of the school district.

It shall be the responsibility of the superintendent to make recommendations to the board regarding the assignment of certificated employees. All extra duties, such as coaching or sponsoring extracurricular activities, are assigned at-will, and may be terminated, non-renewed, suspended or amended by the board at the recommendation of the superintendent without cause. Extra duty work that qualifies for additional compensation will be paid on a prorated basis for work already performed at the time of the change in duty assignment.

Any requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding assignment of such employees shall be followed.

Legal Reference: Neb. Statute 79-839

Cross Reference: 201.01 Board Powers and Responsibilities

Approved July 14, 2003

Reviewed November 14, 2011, December 12, 2011, October 13, 2025

Revised December 12, 2011

CERTIFICATED EMPLOYEE TRANSFERS

Determining the location where an employee's assignment will be carried out is the responsibility and within the sole discretion of the board. In making such assignments the board shall consider the qualifications of each certificated employee and the needs of the school district.

A transfer may be initiated by the employee, the principal, or the superintendent.

It shall be the responsibility of the superintendent to make recommendations to the board regarding the transfer of certificated employees.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding transfers of employees shall be followed.

Legal Reference: Neb. Statute 79-839

Approved July 14, 2003

Reviewed November 14, 2011, October 13, 2025

Revised _____

CERTIFICATED EMPLOYEE EVALUATION

Evaluation of certificated employees on their skills, abilities, and competence shall be an ongoing process supervised by the superintendent or principal and conducted by approved evaluators. The goal of the formal evaluation of certificated employees, other than administrators, but including extracurricular employees, shall be to improve the education program, to maintain certificated employees who meet or exceed the board's standards of performance, to clarify the certificated employee's role, to ascertain the areas in need of improvement, to clarify the immediate priorities of the board, and to develop a working relationship between administrators and other employees.

~~All certified employees shall be notified in writing they will be formally evaluated with the district evaluation procedure accepted and approved by the Nebraska Department of Education and the Sandhills Board of Education. All certified employees shall receive a written copy of the evaluation procedure including all forms associated with that procedure. The formal evaluation shall provide an opportunity for the evaluator and the certificated employee to discuss the *past semester's performance and future areas of growth.* ~~employee's performance and offer assistance for improvement.~~ The formal evaluation shall be completed by the evaluator, signed by the certificated employee and filed in the employee's personnel file. This policy supports, but does not preclude, the ongoing informal evaluation of the certificated employee's skills, abilities and competence.~~

The superintendent will create ~~and/or approve~~ an administrative regulation describing the procedure to be used for evaluations and including the evaluation *instrument procedure*. At a minimum, ~~this will provide for evaluation of, but not limited to, planning and preparation, this will provide for evaluation of instruction performance, classroom organization and management, instructional abilities, skills and practices, a personal and professional conduct of the professional conduct, and personal conduct. It will provide for a written description of all noted deficiencies, specific means for the correction of the noted deficiencies and an adequate timeline for implementing the concrete suggestions for improvement. The teacher will be allowed to offer a written response to all formal evaluations. The regulation will also specify what training will be provided by the district will provide~~ for evaluators.

It shall be the responsibility of the superintendent or principal to ensure certificated employees are evaluated at least annually. The evaluation shall include at least one classroom observation for one entire instructional period. ~~Probationary certificated employees shall be evaluated at least once each semester. This evaluation procedure will include at least one classroom observation for an entire instructional period each semester. Periodic or partial evaluations may be done more frequently at the superintendent's or principal's discretion.~~

New and probationary certificated employees shall be evaluated at least once each semester. This evaluation procedure will include at least one classroom observation for one period each semester.

In the event a district changes its policies or procedures for certificated-employee evaluation, it shall submit the revised policies and procedures to the COmmissioner or designee for approval.

The requirements stated in the Negotiated Contract between employees in the certified collective bargaining unit and the board regarding evaluation of such employees shall be followed.

Legal Reference: Neb. Statute 79-828
NDE Rule 10-007.06

Cross Reference: ~~406.02 Certificated Employee Qualifications, Recruitment, and Selection~~
~~406.09 Certificated Employee Probationary Status~~
408.05 Certificated Employee Reduction-In-Force

Approved July 14, 2003,

Reviewed October 13, 2009, November 10, 2009, October 13, 2025

Revised November 10, 2009; October 13, 2025

CERTIFICATED EMPLOYEE PROBATIONARY STATUS

The first three years of a new full-time certificated employee's contract shall be a probationary period. The probationary period for part-time certificated employees shall be based upon formulas provided by state statute.

During this probationary period the board may terminate or amend the certificated employee's contract at year-end or discharge the employee in concert with corresponding board policies.

~~Employees will be allowed due process as provided by state statutes and the Negotiated Contract.~~

Legal Reference: Neb. Statute 79-828

Approved July 14, 2003

Reviewed November 14, 2025, December 12, 2011, October 13, 2025

Revised December 12, 2011, October 13, 2025

CERTIFICATED EMPLOYEE SALARY SCHEDULE

The board shall establish salary schedules for certificated employees' positions keeping in mind the financial condition of the school district, the education and experience of the certificated employee, the educational philosophy of the school district, and other factors deemed relevant by the board.

It shall be the responsibility of the superintendent to make a recommendation to the board annually regarding the salary schedule. The salary schedule shall be subject to review and modification through the collective bargaining process.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding wages and salaries of such employees shall be followed.

Cross Reference: 406 Certificated Employees - General
 407.02 Certificated Employee Salary Schedule Advancement

Approved July 14, 2003

Reviewed November 14, 2011, October 13, 2025

Revised _____

CERTIFICATED EMPLOYEE SALARY SCHEDULE ADVANCEMENT

The board shall determine which certificated employees will advance on the salary schedule for the certificated employees' positions, keeping in mind the financial condition of the school district, the education and experience of the certificated employee, the educational philosophy of the school district, and other considerations as determined by the board.

It shall be the responsibility of the superintendent to make a recommendation to the board for the advancement of certificated employees on the salary schedule.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding salary schedule advancement of such employees shall be followed.

Cross Reference: 406 Certificated Employees - General
 407 Certificated Employee Compensation and Benefits

Approved July 14, 2003
Reviewed November 14, 2011
Revised _____

CERTIFICATED EMPLOYEE CONTINUED EDUCATION CREDIT

Continued education on the part of certificated employees may entitle them to advancement on the salary schedule or endorsement in additional subjects. Certificated employees who have completed additional hours will be considered for advancement on the salary schedule. The board shall determine which certificated employees will advance on the salary schedule for continued education keeping in mind the financial condition of the school district, the education and experience of the certificated employee, the educational philosophy of the school district, and any other items deemed relevant by the board.

Certificated employees who wish to obtain additional education for advancement on the salary schedule or other job-related purposes must notify their supervisor by April 1st of the school year preceding the actual year when advancement or addition of endorsements occurs. Additional education for salary advancement must be in the same area as the education that was required of the employee to hold the employee's current position with the school district. For purposes of illustration only, a math teacher would advance on the salary schedule only if the additional education was in math courses. The superintendent has the discretion to approve credit outside the employee's area of endorsement or responsibility.

It shall be the responsibility of the superintendent to make a recommendation to the board for the advancement of a certificated employee on the salary schedule.

The requirements stated in the Negotiated Contract between certificated employees in a certified collective bargaining unit and the board regarding continued education credit of such employees shall be followed.

Cross Reference: 406 Certificated Employees - General
 408.05 Certificated Employee Reduction-In-Force

Approved July 14, 2003

Reviewed November 14, 2011

Revised _____

CERTIFICATED EMPLOYEE COMPENSATION FOR EXTRA DUTY

A certificated employee may volunteer or be required to take on extra duty, with the extra duty being secondary to the major responsibility of the certificated employee. The board shall establish a salary schedule for extra duty certificated employee positions, keeping in mind the financial condition of the school district, the education and experience of the certificated employee, the educational philosophy of the school district, and other considerations as determined by the board.

Vacant extra duty positions, for which extra compensation will be earned, will be posted or announced to allow qualified certificated employees to volunteer for the extra duty. If no certificated employee volunteers for extra duty, the superintendent shall assign the extra duty positions to qualified certificated employees. The certificated employee shall receive compensation for the extra duty required to be performed.

It shall be the responsibility of the superintendent to make a recommendation to the board annually as to which certificated employees shall have the extra duty, and the salary schedule for extra duty, for the board's review.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding the compensation for extra duties of such employees shall be followed.

Cross Reference: 406 Certificated Employees - General

Approved July 14, 2003

Reviewed November 14, 2011, October 13, 2025

Revised _____

CERTIFICATED EMPLOYEE WORKERS' COMPENSATION

The district will participate in workers' compensation as required by statute. All employees of the district will be covered by workers' compensation regardless of type of assignment, length of assignment or hours worked per day.

The selected workers' compensation plan will provide coverage for medical expenses and wages to the extent required by statute to qualifying employees. The amount of workers' compensation wage-replacement and sick leave benefits shall not exceed a regular daily rate of pay.

The superintendent shall be responsible for developing administrative regulations to implement the workers' compensation plan and shall annually review the costs and performance of the plan with the board, making recommendations for changes as necessary.

Legal Reference: Neb. Statute 48-101 et seq.

Cross Reference 404 Employee Health and Well-Being
 905 Safety Program

Approved July 14, 2003

Reviewed November 14, 2011, October 13, 2025

Revised _____

CERTIFICATED EMPLOYEE TAX SHELTER PROGRAMS

The board authorizes the administration to make a payroll deduction for certificated employees' tax sheltered annuity premiums purchased from any company the employee chooses or through a Nebraska-licensed salesperson selected by the employee.

Certificated employees wishing to have payroll deductions for tax sheltered annuities shall make a written request to the superintendent.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding the tax sheltered annuities of such employees shall be followed.

Cross Reference: 707 Payroll

Approved July 14, 2003

Reviewed November 14, 2011, October 13, 2025

Revised _____

NEGOTIATIONS

Certificated employees of the district shall have the right to form, join and participate in the activities of organizations of their choosing for the purpose of representation of all matters of employment relations, but no certificated employee shall be compelled to join such an organization. *Boards may enter into collective bargaining agreements for periods not to exceed four years.*

The following timelines shall be in effect for the annual negotiations process preceding the contract year in question:

1. On or before September 1 the certificated and instructional employees' collective bargaining agent shall request recognition as bargaining agent.
2. The governing board shall respond to such request not later than October 1.
3. On or before November 1 negotiations shall begin.
4. On or before February 8 if an agreement is not reached, the parties shall submit to mandatory mediation or factfinding as ordered by the commission unless the parties mutually agree in writing to forgo mandatory mediation or factfinding.
5. On or before March 25 or within twenty-five days after the certification of the amounts to be distributed to each local system and each school district, whichever occurs last in time, negotiations, mediation, and factfinding shall end.
6. If an agreement has not been achieved on or before the date in item 5 above, either party may, within fourteen days after such date, file a petition with the commission to resolve the dispute.
7. The commission shall render a decision on or before September 15.

There shall be no fewer than four negotiations meetings between the certificated and instructional employees' collective bargaining agent and the governing board's bargaining agent prior to mediation, unless the parties agree to a new negotiated agreement. Either party may seek a bargaining order as provided in statute at any stage in the negotiations.

In seeking a bargaining order, the commission shall provide the parties with the names of five individuals qualified to serve as the resolution officer. If the parties cannot agree on an individual, each party shall alternately strike names, with the remaining individual serving as the resolution officer.

The resolution officer may:

1. determine whether the issues are ready for hearing and settlement;
2. identify for resolution terms and conditions of employment that are in dispute and which were negotiated in good faith but upon which no agreement was reached;
3. accept terms and conditions;
4. schedule hearings;
5. prescribe rules of conduct for conferences;
6. order additional mediation if necessary;

7. take any other action which may aid in resolution of the dispute; and
8. consult with an interested outside party only with the concurrence of all parties.

The resolution officer shall choose the most reasonable final offer on each issue in dispute. If either party is dissatisfied with the resolution officer's decision, it shall have the right to file an action with the commission seeking a determination of terms and conditions of employment. The commission shall resolve, as provided by statute, all of the issues identified by either party and which were recognized by the resolution officer as a dispute. If parties have not filed with the commission by the latter of March 25 or within twenty-five days after the certification of school funds, the decision of the resolution officer shall be deemed final and binding.

Legal Reference: Neb. Statute 48-811, 816, and 818

Cross Reference: 201.01 Board Powers and Responsibilities

Approved August 12, 2013

Reviewed October 13, 2025

Revised _____

CERTIFICATED EMPLOYEES - RESIGNATION

Any certificated employee who wishes to be released from contract should consider the difficulty of securing an adequate replacement for the district and disruption to the educational program. A late resignation greatly increases this difficulty and disruption.

A certificated employee who wishes to be released from his/her contract shall immediately deliver a written and signed notice of resignation to the office of the Superintendent. The Superintendent, upon reviewing the request and its impact on the district, shall forward the request to the School Board with an appropriate recommendation.

The School Board shall make the final determination regarding the request but shall have no obligation to approve the employee's early release from contract.

The Board may request the employee to continue as a member of the staff and to fulfill the terms of his/her contract. The early release, if allowed, will become effective at the end of the school year in which it is submitted. If the employee has requested the release to become effective at an earlier date than the end of the school year, the Board may consider it on an individual basis.

An employee's refusal to fulfill his/her contract shall be cause for the district to request a suspension or revocation of certification by the Nebraska Department of Education.

Legal Reference: Nebraska Statutes 79-817 to 79-845
NDE Rule 27, part 007

Approved July 14, 2003

Reviewed November 14, 2011, October 13, 2025

Revised _____

CERTIFICATED EMPLOYEE CONTRACT RELEASE

A request for release from a contract shall be contingent upon finding a suitable replacement with the following exception: A request for release from contract submitted before May 1 of the current school year requesting release for the upcoming school year shall be accepted by the Board without any conditions.

The Superintendent or his designee shall have the sole responsibility for determining the criteria used to define a suitable replacement for each position.

~~The Board of Education shall act upon a request from a certificated employee to be released from his/her contract in the current year if the following conditions are met:~~

~~1. The employee provides the Board of Education with sixty (60) calendar days notice prior to the effective requested date of resignation.~~

~~2. The effective date of the resignation shall coincide with the end of a grading period.~~

If in the opinion of the certificated employee unusual circumstances exist, the certificated employee may appeal to the Board to waive any of the above stated requirements.

The superintendent is authorized to file a complaint with the Nebraska Professional Practices Commission against a certificated employee who leaves without proper release from the board.

The Board of Education reserves the right to seek damages against any certificated employee as a result of breach of contract.

Legal Reference: NDE Rule 27
Neb. Statute 79-817 et seq.

Cross Reference: 406.03 Certificated Employee Individual Contracts
406.04 Certificated Employee Continuing Contracts

Approved July 14, 2003

Reviewed November 14, 2011, October 13, 2025

Revised _____

CERTIFICATED EMPLOYEE RETIREMENT

Certificated employees who will complete their current contract with the board may apply for retirement. No certificated employee will be required to retire at a specific age.

Application for retirement will be considered made when the certificated employee states in writing to the superintendent, no later than the date set by district policy for the return of the employee's contract to the board, the intent of the employee to retire. The letter must clearly state the employee's desire to retire.

Applications made after the date set by the board for the return of the employee's contract to the board may be considered by the board if special circumstances exist. It shall be within the discretion of the board to determine whether special circumstances exist.

Board action to approve a certificated employee's application for retirement shall be final and such action constitutes nonrenewal of the employee's contract for the next school year.

Certificated employees who retire under this policy may qualify for retirement benefits through the State School Retirement Fund.

Certificated employees and their spouse and dependents shall be allowed to continue coverage in the school district's group health insurance program at their own expense by meeting the requirements of the insurer.

Cross Reference: 402.09 Recognition for Service of Employees

Approved July 14, 2003

Reviewed November 14, 2011, October 13, 2025

Revised _____

CERTIFICATED EMPLOYEE SUSPENSION OR TERMINATION

Certificated employees shall perform their assigned job, respect and follow board policy and obey the law. The superintendent is authorized to suspend a certificated employee pending board action on a discharge, for investigation of charges against the employee, and for disciplinary purposes. It shall be within the discretion of the superintendent to suspend a certificated employee with or without pay.

In the event of a suspension or termination, *the applicable state statutes will be followed.*
~~all state statutes and appropriate due process shall be followed.~~

Cross Reference: 405 Employee Conduct and Appearance

Approved July 14, 2003

Reviewed November 14, 2011; December 12, 2011; October 13, 2025

Revised December 12, 2011

CERTIFICATED EMPLOYEE REDUCTION-IN-FORCE

The board has the exclusive authority to determine the appropriate number of certificated employees. Reductions in force of certificated staff members may be required due to changes in the size or nature of the student population, limited financial support, changing programs, staff realignment or other changes in circumstances. Reduction-in-force may result in termination of employment, an amendment to the employee's contract reducing the employee from full-time to part-time status or an amendment to the contract of a part-time employee further reducing that employee's percentage of employment.

Prior to the reduction-in-force the board shall present evidence that such changes in circumstances have occurred. If a reduction of certificated staff is necessary, the superintendent or designee shall recommend to the school board those certificated employees to be reduced in employment under the provisions of this policy. No permanent employee may be selected for a reduction in force while a probationary employee is retained to perform a service that the permanent employee is qualified by certification and endorsement to perform or where certification is not applicable, by reason of college credits in the teaching area.

Due to the often intimate, confidential, and unique personal working relationship necessary between the administration and the school board, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.

The selection of personnel to be terminated shall be made with consideration given to the following:

1. Programs to be offered;
2. Areas of certification and endorsement;
3. State and federal regulations which may mandate certain employment practices;
4. Special qualifications that may require specific training and/or experience;
5. Contributions to activity programs;
6. Qualifications based on past performance and competence as determined by the principal and/or superintendent through employee evaluation procedures;
7. The organizational and educational impact created by multiple part-time certificated employees; and
8. Any other reasons which can be rationally related to the instruction in or administration of the school system.

Employee evaluations (including frequency of evaluations, evaluation forms, and number and length of classroom observations, if applicable) used under this policy shall conform to the board policies and administrative rules, regulations, and practices in effect at the time for the periodic evaluation of certificated staff members.

CERTIFICATED EMPLOYEE EARLY RETIREMENT

The district may offer a voluntary early retirement program for fulltime certificated employees and noncertificated administrative employees. Upon written application and approval of the superintendent and board, eligible employees may participate in the program.

The major purpose of the program is to encourage eligible employees who are considering early retirement to accelerate their plans. Program objectives include but are not limited to the following:

1. To offer financial incentives which will assist longterm district employees considering early retirement decisions, by providing a financial "bridge" to Social Security and Nebraska School Employees' retirement benefits.
2. To reduce district costs by replacing maximum salary employees with lesser salary employees.
3. To provide a more diversified balance of employee experience.
4. To reduce or eliminate the possibility of certificated employee layoffs.

It is the responsibility of the superintendent to develop administrative regulations to implement this policy including eligibility requirements, conditions and limitations, application procedures, benefit tables, payment schedules and insurance provisions.

This policy and related administrative regulations shall be reviewed annually to monitor its effectiveness, analyze projected costs to the district, review payment schedules, and implement needed changes. Any revisions to associated benefit tables and payment schedules must be reviewed and approved by the board. Modification shall not affect employees previously participating in the program.

Cross Reference: 408.03 Certificated Employee Retirement

Approved July 14, 2003

Reviewed November 14, 2011; October 13, 2025

Revised _____

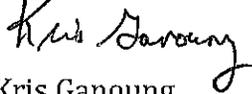
September 12, 2025

Sandhills Public Schools
Board of Education
Dunning, Nebraska

Dear Negotiation Committee:

The Sandhills-Dunning Education Association requests that the Board of Education of Sandhills Public Schools take action to recognize the SDEA as the exclusive bargaining agent for the district's non-supervisory certificated staff for the 2027-2028 contract year.

Respectfully,

A handwritten signature in cursive script that reads "Kris Ganoung".

Kris Ganoung
President, SDEA



SANDHILLS KNIGHTS

PO Box 29
Dunning, NE 68833-0460
308-538-2224

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Agreement for Cooperative Sponsorship

This Agreement is made between/among the School Boards of:

Head School Theford	Edit Resolution and Enrollment
Cooperative Me... Sandhills	Edit Resolution and Enrollment
Cooperative Me... Anselmo-Mern	Edit Resolution and Enrollment
Cooperative Me... Member Schoc	Edit Resolution and Enrollment

The parties agree as follows:

- 1. Joint Application.** The above-named governing boards shall jointly make an application to the Nebraska School Activities Association (NSAA) Board of Directors before July 1, 2025 for fall activities; October 1, 2025 for winter activities; and January 1, 2026 for spring activities for approval for cooperative sponsorship of a joint high school program.

Please check the activity or activities nondestructive which you are applying for cooperative sponsorship.

	Football	Volleyball	Boys Cross- Country	Girls Cross- Country	Girls Golf	Boys Tennis	Softball	Unific Bowlin
Winter	Boys Swimming	Girls Swimming	Boys Wrestling	Girls Wrestling	Boys Basketball	Girls Basketball	Boys Bowling	Girls Bowlin
Spring	Debate	Baseball	Boys Track	Girls Track	Unified Track	Girls Tennis	Boys Golf	Boys Soccer
Other	Vocal Music	Instrumental Music	Journalism					

- 2. Term.** This agreement shall be in effect for the following school years:

- 2024-2025
- 2025-2026
- 2026-2027

*Girls wrestling
anselmo merna*

- 3. Agreement to Cooperate.** If the joint application is approved by the NSAA Board of Directors, the above-named governing boards agree that they will cooperatively sponsor the combined program in the school years specified, provided that nothing in this provision shall be deemed to require that the governing boards offer that combined program at all in any particular year.
- 4. Terms and Conditions of Cooperative Sponsorship.** Any combined program shall be cooperatively sponsored upon the following terms and conditions:

Head School:	Thedford	
Team Name: ⓘ	Sandhills Thedford	
Mascot:	Knights	
Primary Team Color:	<input type="checkbox"/> Forest Green	Clear
Secondary Team Color:	<input type="checkbox"/> Black	Clear
Tertiary Team Color:	<input type="checkbox"/> White	Clear

Contracts. Except as otherwise provided herein, contracts related to the cooperatively sponsored team with groups such as referee associations, with individuals, or with other schools or school districts, shall be made by the governing board of **Thedford** after consultation with the governing board of the cooperating school district. ***In the event this co-op qualifies for reimbursement for any state championships, the check should be written to the head school.***

- 5. Interdistrict Advisory Board.** An Interdistrict Advisory Board may be formed from members of the schools to work on the improvement of the various co-sponsored programs.
- 6. Resolution of Disputes.** Any disputes related to this Agreement, or items in this Agreement requiring clarification, will be investigated by the school superintendents from each school, and they will present their findings and recommendations to their respective boards.
- 7. Term, Dissolution.** The term of this Agreement shall be for school years **2025-2026** through **2025-2026**. The Agreement shall terminate at the end of the last school year specified, unless extended by mutual agreement. If the parties determine to extend the Agreement beyond the period specified, they agree to submit a *Cooperative Program Renewal Agreement* form to the NSAA Board of Directors prior to July 1 for fall activities; October 1 for winter activities; and January 1 for spring activities, preceding the school year or season in which the co-op program is to be

implemented. If the parties determine to dissolve the Agreement at an earlier date, they agree to submit a request in writing from both schools signed by the Superintendent and Board Chairperson prior to July 1 for fall activities; October 1 for winter activities; and January 1 for spring activities. If the early dissolution of the Agreement is not approved, the combined program must be offered cooperatively, or not at all, during the remaining terms of the Agreement.

8. **Liability Insurance.** Nothing contained in this Agreement shall relieve any party to this Agreement from liability for its negligence or that of its officers, agents, and employees. Each party shall carry a minimum liability insurance limit in the amount of \$ for any one liability occurrence and carry a minimum aggregate liability insurance limit of \$ for any accumulation of liability occurrences that may occur during the insured policy period. The policy shall name the officers, agents, and employees of the other party as named insured. Each party shall provide the other party with a certificate evidencing such insurance coverage.

Submitting this form will take you to your school's Resolution Form **AND** alert the **schools above** they need to review this form and complete their portion too. You will need to complete your school's Resolution Form. You **will not be able to edit this form** once you press the Submit button.



Welcome to the Nebraska Liquid Asset Fund

The Nebraska Liquid Asset Fund (NLAF or the Fund) was formed in 1988 to provide school districts and a range of other governmental units effective tools for meeting their cash flow and investment needs. NLAF also offers investors investment management services, education and support.

Investments designed for Nebraska schools and other governmental units

NLAF is a professionally managed fund that enables investors to pool their short-term funds for common investment at money market rates. The Fund provides its investors with an opportunity to maximize their income potential while maintaining safety of principal and liquidity as their primary investment objectives. NLAF is rated AAAM by S&P Global¹.

Structured for the goals of its investors

NLAF is the state's only investment program sponsored by the Nebraska Council of School Administrators (NCSA) and the Nebraska Association of School Boards (NASB).

NLAF is owned and operated by the Fund's investors, ensuring that the Fund remains focused on the particular needs of Nebraska's schools and other governmental units.

The Fund's investors elect members of the Board of Trustees to govern NLAF – a Board that represents investors of the Fund and has representatives of the NCSA and NASB. The Board of Trustees is responsible for overall management of the Fund, including formulation and implementation of investment and operating policies.

The NLAF Board selects various professional organizations to provide services to the Fund.

For more information

To find out more about how NLAF can meet your needs, please call a Fund Representative at 877.667.3523.

1 S&P Global AAAM Rating: S&P evaluates a number of factors, including credit quality, market price, exposure, and management. Please visit [SPGlobal.com/Ratings](https://www.spglobal.com/Ratings) for more information and ratings methodology.

This information is for institutional investor use only, not for further distribution to retail investors, and does not represent an offer to sell or a solicitation of an offer to buy or sell any fund or other security. Investors should consider the Fund's investment objectives, risks, charges and expenses before investing in the Fund. This and other information about the Fund is available in the Fund's current Information Statement, which should be read carefully before investing. A copy of the Fund's Information Statement may be obtained by calling 1-877-667-3523 or is available on the Fund's website at www.nlafpool.org. While the Fund seeks to maintain a stable net asset value of \$1.00 per share, it is possible to lose money investing in the Fund. An investment in local government investment pools, such as the Fund, are not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Investments in a local government investment pool are subject to liquidity risk, which may impact the pool's ability to sell investments in a timely fashion or at near face value in order to fulfill a participant's redemption request. Such investments are also subject to market risk, issuer risk, and default risk. Participants may lose money by investing in a local government investment pool, such as the Fund. Shares of the Fund are distributed by U.S. Bancorp Investments, Inc., member FINRA (www.finra.org) and SIPC (www.sipc.org). PFM Asset Management is a division of U.S. Bancorp Asset Management, Inc., which serves as administrator and investment adviser to the Fund. U.S. Bancorp Asset Management, Inc. is a direct subsidiary of U.S. Bank N.A. and an indirect subsidiary of U.S. Bancorp. U.S. Bancorp Investments, Inc. is a subsidiary of U.S. Bancorp and affiliate of U.S. Bank N.A.

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About The Fund

NLAF is a separate legal and administrative entity organized and existing pursuant to the Nebraska Interlocal Cooperation Act and other Nebraska laws.

Investment options and services

The Fund's portfolio consists solely of investments permitted Nebraska law. NLAF also offers additional services authorized by the NLAF Board of Trustees and provided by PFM Asset Management¹ (PFMAM), the Fund's administrator. Details about NLAF's investment options:

Investment Options	
	NLAF
Investment Period	1 Day Minimum
Balance Requirements	\$1.00 Minimum
Additional Deposits	No Minimum
Withdrawals	Unlimited
Statements	Provided Monthly
Transactional Charges & Fees	None
Accounts	Unlimited
Interest Earnings	Calculated Daily, Paid Monthly
Credit Rating	AAAm by S&P Global ²

Additional Products

The following products and services are authorized by the NLAF Board of Trustees. These services are provided by PFMAM and are separate from the Fund. They are available to investors under a separate

agreement with the investment advisor:

Fixed-Income Investment Program

This program enables NLAF investors to individually invest in government securities, certificates of deposit (CDs), and other fixed income investments permitted by Nebraska law. Details:

- Investors select from CDs of varying maturities issued by a variety of financial institutions
- The CDs available through this program are usually issued in denominations up to the maximum amount insured by the FDIC
- CDs held in this program are not part of the Fund. Within the limits and to the extent of insurance provided by the FDIC, CDs in this program may be separately insured by the FDIC from any CDs which may be held by the Fund
- To simplify recordkeeping requirements for investors, all CD principal and interest is credited at maturity when received by the Custodian to an investor's Fund account
- Because interest is credited as described, investors will not have use of the interest earned on the CD, including the opportunity for reinvestment of interest earned, until maturity

Individually Managed Portfolios

In addition to the Fund, NLAF offers investors the option to have an individual portfolio managed to meet specific investment objectives. Individually managed portfolios are linked to the investor's NLAF account so that maturities and coupon payments are invested at all times.

Individually managed investment portfolios, which are not a part of the Fund, are available under a separate agreement with the investment advisor.

An individually managed portfolio provides a government unit with:

- The resources of PFMAM, a firm with more than 40 years of experience serving the public sector
- Investments tailored to meet the agency's liquidity needs or specific draw schedule
- Professional portfolio management focused on enhancing earnings and managing risk
- Investment purchases determined by the agency's investment policy or bond documents
- Competitive shopping for every security to seek the most favorable price and execution
- Third-party custody of all assets
- Investment management and custody services at a reasonable cost

Bond Account Management (BAM) Program

With the BAM Program, PFMAM provides an investor with some or all of the following:

- Creation of a customized investment strategy and portfolio for proceeds of tax-exempt and taxable financings
- Disbursements for the bond financed project
- Arbitrage rebate services for proceeds of tax-exempt borrowings
- Investment policy review and development, cash flow modeling, and cash management services

Services for the BAM Program are arranged directly with PFMAM and determined after a review of various factors.

For more detail on the above programs, contact a Fund Representative.

1 PFM Asset Management is a division of U.S. Bancorp Asset Management Inc., NLAF's investment advisor and administrator, that services public sector clients.

2 S&P Global AAAM Rating: S&P evaluates a number of factors, including credit quality, market price, exposure, and management. Please visit [SPGlobal.com/Ratings](https://www.spglobal.com/Ratings) for more information and ratings methodology.

This information is for institutional investor use only, not for further distribution to retail investors, and does not represent an offer to sell or a solicitation of an offer to buy or sell any fund or other security. Investors should consider the Fund's investment objectives, risks, charges and expenses before investing in the Fund. This and other information about the Fund is available in the Fund's current Information Statement, which should be read carefully before investing. A copy of the Fund's Information Statement may be obtained by calling 1-877-667-3523 or is available on the Fund's website at www.nlafpool.org. While the Fund seeks to maintain a stable net asset value of \$1.00 per share, it is possible to lose money investing in the Fund. An investment in local government investment pools, such as the Fund, are not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Investments in a local government investment pool are subject to liquidity risk, which may impact the pool's ability to sell investments in a timely fashion or at near face value in order to fulfill a participant's redemption request. Such investments are also subject to market risk, issuer risk, and default risk. Participants may lose money by investing in a local government investment pool, such as the Fund. Shares of the Fund are distributed by U.S. Bancorp Investments, Inc., member FINRA (www.finra.org) and SIPC (www.sipc.org). PFM Asset Management is a division of U.S. Bancorp Asset Management, Inc., which serves as administrator and investment adviser to the Fund. U.S. Bancorp Asset Management, Inc. is a direct subsidiary of U.S. Bank N.A. and an indirect subsidiary of U.S. Bancorp. U.S. Bancorp Investments, Inc. is a subsidiary of U.S. Bancorp and affiliate of U.S. Bank N.A.

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~~180~~
180 disto in NE
look thru analyzer -
look up funds in CD's
Liquor, some look up

- transfer funds out
clear transfer
with some thing

Western National Bank
Oct 28, 2025 \$ 109,172.25
Dec 2, 2025 116,749.1

1.22

4.02%
funding
- follow 10 yr bonds

US govt Bonds
Treasury Bonds
CD
Treasury
- Liquor funds
NATF



Contact Us

PFM Asset Management¹ serves as the Fund Administrator for NLAF. U.S. Bancorp Investments, Inc. serves as the Fund's Distributor. Please feel free to contact any one of the following Fund Representatives for assistance.

PFM Asset Management

P.O. Box 11760
Harrisburg, PA
17108-1760

Phone: 314.815.5482
Fax: 314.878.5333

Customer Service

PO Box 11760
Harrisburg, PA 17108-1760

CSGMWW@pfmam.com
Phone: 877.667.3523
Fax: 888.535.0120

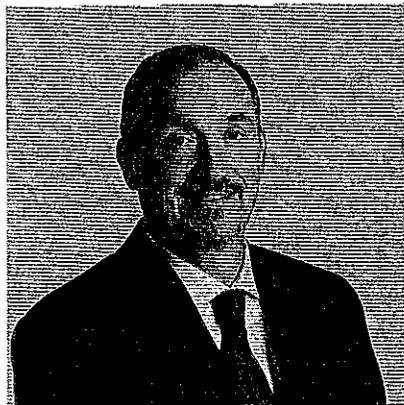
Contacts



Riley Hunter joined PFM Asset Management in 2024 with six years of client service experience in the investment industry. Located in Nebraska, Riley serves as an institutional sales & relationship manager for the Nebraska Liquid Asset Fund (NLAF). In this role, he assists Nebraskan public subdivisions, like school districts, community colleges, county governments and cities, with their overall investment needs. His responsibilities include providing investment advisory and consulting services, strategy implementation, investment policy development and more.

Riley Hunter

Institutional Sales and
Relationship Manager
riley.hunter@pfmam.com



Jeffrey Schroeder
Managing Director
schroederj@pfmam.com

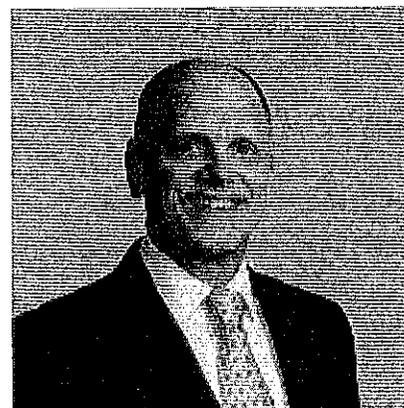
Jeffrey Schroeder is a managing director that leads the teams in Illinois and Wisconsin. Jeff also directly serves key governmental clients in the Midwest practice. In this role, he helps school districts, colleges and universities, municipalities, counties and other public authorities with their investment needs. He ensures that the client's investment objectives and cash flow needs are integrated into the investment strategy developed by the portfolio manager and the Portfolio Strategies Group. Additionally, Jeff is active and has been successful in expanding state investment statutes for the benefit of governmental investors.



Jeffrey Rowe
Head of LGIP Portfolio
Management
rowej@pfmam.com

Jeffrey Rowe is a managing director and head of LGIP portfolio management. He has been with the firm since 2005 and his primary role includes managing the firm's local government investment pool (LGIP) portfolios. In this capacity, he develops investment strategies with a focus on liquidity management. He and his team specialize in the investment and management of all types of money market instruments including U.S. Treasuries, federal agencies, supranationals, commercial paper, certificates of deposit, corporate notes, and repurchase agreements. Jeff is also a member of the firm's Fixed Income Investment Committee.

He holds the Chartered Financial Analyst® designation and is a member of the CFA Institute and the CFA Society of Philadelphia.



Michael Steinbrook joined PFM Asset Management (PFMAM) in 2004 and serves as a Director in the Arbitrage Rebate Practice in the Harrisburg Office. Mr. Steinbrook's primary duties include performing a variety of arbitrage rebate compliance related analyses. Mr. Steinbrook is responsible for tracking arbitrage rebate compliance for PFMAM's Mid-West investment pools, and assists issuers in the development and implementation of investment strategies for tax-exempt bond proceeds that enable issuers to maximize retainable earnings.

Michael Steinbrook

Director

steinbrookm@pfmam.com

**Shelly Ilgenfritz**

Key Account Manager

llgenfritzs@pfmam.com

Shelly is based in the Harrisburg, PA office. She works with school districts, cities, counties and other municipal clients as a key account manager.

Shelly provides a "high touch, high value" client experience. Her focus is on building new relationships with public entities, deepening relationships with current clients and being a client advocate. She primarily serves clients that utilize local government investment pools (LGIPs).

1 PFM Asset Management is a division of U.S. Bancorp Asset Management Inc., NLA's investment adviser and administrator, that services public sector clients.

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Evaluation Form Instructions

In filling out the evaluation you are asked to rate the subcategory in each job category on a scale of 0-4. You should use 0 only if you have absolutely no idea. If you give a rating of 1 please make suggestions for improvement in the comment section. If you give a score of 0 do not count that in the average. For example, in the job category of Board/Superintendent Relations you gave rating scores of 4, 3, 3, 2, 0; the average score would be 3 (12/4). After averaging each job category enter the average on the Individual Rating summary on the bottom of the second page. At the meeting each board member will put the average score on the Group Summary Worksheet and then fill in the Summary Totals and determine an average score. The group average rating and comments are recorded on the Board Summary page. Remember it is important to do the evaluation before the meeting. If you have any questions give me a call.

JOB CATEGORY

RATING

AVERAGE

Personnel Administration

- 1. Properly delegates responsibility _____
- 2. Adequately advises the board during negotiations _____
- 3. Maintains open avenue of communication with all staff _____
- 4. Attempts to resolve staff complaints in accordance with Board Policy _____

Comments:

Personal Qualities

- 1. Is appropriately dressed and groomed _____
- 2. Writes clearly and concisely _____
- 3. Exercises good judgement in arriving at decisions _____
- 4. Demonstrates openness and consideration for others _____
- 5. Handles pressure and maintains poise in conjunction with professional duties _____
- 6. Is dedicated to high standards of performance and ethics in all personal and professional duties _____
- 7. Has sense of humor _____
- 8. Has outside interests which help improve effectiveness as superintendent _____

Comments:

Goal Attainment

- 1. Establishes annual goals in cooperation with the Board _____
- 2. Informs the Board in a timely manner as to the progress in achieving goals _____

Comments:

INDIVIDUAL RATING SUMMARY

- Board/Superintendent Relations _____
- Business and Finance _____
- School and Community Relations _____
- Personnel administration _____
- Personal Qualities _____
- Goal Attainment _____

GROUP SUMMARY WORKSHEET

Evaluator		Evaluator		Evaluator	
<u>Job Category</u>	<u>Score</u>	<u>Job Category</u>	<u>Score</u>	<u>Job Category</u>	<u>Score</u>
Board Supt. Relations	_____	Board Supt. Relations	_____	Board Supt. Relations	_____
Business and Finance	_____	Business and Finance	_____	Business and Finance	_____
School/Comm. Relations	_____	School/Comm. Relations	_____	School/Comm. Relations	_____
Personnel Administration	_____	Personnel Administration	_____	Personnel Administration	_____
Personal Qualities	_____	Personal Qualities	_____	Personal Qualities	_____
Goal attainment	_____	Goal Attainment	_____	Goal Attainment	_____

Evaluator		Evaluator		Evaluator	
<u>Job Category</u>	<u>Score</u>	<u>Job Category</u>	<u>Score</u>	<u>Job Category</u>	<u>Score</u>
Board Supt. Relations	_____	Board Supt. Relations	_____	Board Supt. Relations	_____
Business and Finance	_____	Business and Finance	_____	Business and Finance	_____
School/Comm. Relations	_____	School/Comm. Relations	_____	School/Comm. Relations	_____
Personnel Administration	_____	Personnel Administration	_____	Personnel Administration	_____
Personal Qualities	_____	Personal Qualities	_____	Personal Qualities	_____
Goal attainment	_____	Goal Attainment	_____	Goal Attainment	_____

SUMMARY TOTALS

<u>Job Category</u>	<u>Total Points</u>	<u>Divided By</u>	<u>Average Score</u>
Board Superintendent Relations	_____	_____	_____
Business and Finance	_____	_____	_____
School and Community Relations	_____	_____	_____
Personal Administration	_____	_____	_____
Personal Qualities	_____	_____	_____
Goal Attainment	_____	_____	_____

SUPERINTENDENT EVALUATION

The board will conduct an ongoing evaluation of the superintendent's skills, abilities, and competence. At a minimum, the board will formally evaluate the superintendent twice in the first year and annually thereafter. The goal of the superintendent's formal evaluation is to ensure the education program for the students is carried out, promote growth in effective administrative leadership, clarify the superintendent's role, clarify the immediate priorities of the board, and develop a working relationship between the board and the superintendent.

The formal evaluation will be based upon the following principles:

1. The evaluation criteria shall be in writing, clearly stated and mutually agreed upon by the board and the superintendent. The criteria will be related to the job description and the school district's goals;
2. At a minimum, the evaluation process will be conducted annually at a time agreed upon;
3. Each board member shall have an opportunity to individually evaluate the superintendent, and these individual evaluations will be compiled into an overall evaluation by the entire board;
4. The board as a whole shall discuss its evaluation with the superintendent in closed session; and
5. The board will complete the evaluation process by reaching consensus on goals or priorities for the superintendent for the next period of evaluation.

The board president will develop a written summary of the individual evaluations, including both the strengths and the weaknesses of the superintendent, and place it in the superintendent's personnel file to be incorporated into the next cycle of evaluations.

This policy supports and does not preclude the ongoing, informal evaluation of the superintendent's skills, abilities and competence.

Legal Reference: Neb. Statute 79-828

Cross Reference: 202.03 Board Self-Evaluation
204.06 Closed Sessions
302.01 Superintendent Qualifications, Recruitment, Appointment

Approved June 10, 2003 Reviewed _____ Revised _____

JWOOD SPORTS FLOORING

573 Cty Rd A Suite 109 Hudson WI 54016
P 715-690-2560 f 715-690-2562

Proposal# 1866

Date 9/3/2025

Proposal Prepared for:

Jamie Isom
Sandhills Public School
107 Gandy Ave
Dunning NE
402-376-5781
Jamie.isom@sandhillskinghts.org

Project:

Gym Floor Replacement

Jwood Sports Flooring agrees to perform the following:

Anchored Sleeper System Wall to Wall- Anchored Power Sleeper DIN Certified**Work Scope**

Furnish and Install flooring system consisting of 6 mil poly vapor barrier, Anchored sleepers (additional material in recessed area), one layer 15/32" 4 ply cdx, with 25/32" x 2 1/4" 2nd grade maple. Sanding, two coats seal, game lines to match existing, apply two coats finish, new vent cove base and Reese s405A transition thresholds and ramps as necessary to accommodate floor system height. Price includes new sleeve covers.....\$171,252.00

Notes

- Owner to remove existing floor systems and make slab corrections as necessary to bring existing depression to consistent depth at perimeter of where wood is currently installed.
- Owner to provide 3 phase power and connection for sanders & dumpster for disposal of trash
- Price assumes bleachers will be removed from the room
- Work to be performed according to MFMA and industry standards
- Price does not include any door undercutting (if necessary) or moving backstops
- Jobsite will be left neat and orderly but no additional dusting included

Material and labor as described above to be furnished in accordance with drawings and specifications submitted for the above work.

For the sum of \$ **171,252.00**

Payments terms as follows: Materials Upon Delivery, Balance Upon Completion

Interest of 18% annum will be charged on all outstanding balances over 30 days

Deviations from the above work scope involving extra cost, will be executed upon written orders, and will become an extra charge. This Proposal may be withdrawn by us if not accepted within 30 days or by result of any abnormalities.

Respectfully submitted

Cole Johnston

Acceptance of proposal

SIGNATURE _____

DATE _____



FLR Sanders, Inc.
3079 92nd Avenue
Princeton, MN 55371

Proposal
DATE: 9/24/2025

PROPOSAL FOR:

**Sandhills Public Schools
Jamie Isom
107 Gandy Avenue
Dunning, NE 68833**

**Project:
Gym Floor Replacement**

DESCRIPTION

OUTBUILDING GYM FLOOR REPLACEMENT 6715 Sq Ft

DEMOLITION: Remove and dispose of existing floor systems

EPOXY VAPOR BARRIER: Shotblast and install due to missing under slab vapor barrier

SUBFLOOR INFILL: Infill recessed area with polystyrene foam to enable a monolithic floor installation wall to wall

INSTALLATION OF NEW MAPLE FLOOR SYSTEM: Includes material and installation of ScissorLog LP Flooring System

- Maple shall be 25/32" x 2-1/4" Random Length MFMA, Second and Better Grade Maple.
- Two layers of 1/2 x 6" pine sleepers and 1/4" closed cell blanket foam over a vapor barrier to complete the subfloor system.
- Game lines shall be applied utilizing compatible Bona gymnasium floor paint applied according to manufacturer instructions. Precision taping machines will be used as required. As specified by the governing authority, game lines shall include the following:
 - Main Basketball Court - Main Volley ball court - Side Basketball Courts - Side Volleyball Courts
- Install new Johnsonite Vent Cove Base at perimeter
- Install new ramps and thresholds at doorways
- Install owner supplied unused VB equipment

THE FOLLOWING ARE OPTIONS AND WOULD BE AMMENDMENTS TO THE TOTAL COST BELOW IF DESIRED

OPTION TO ADD POWERVENT AIRFLOW SYSTEM

ADD \$4,500.00

Automatic ventilation system with patented underfloor detection system. Includes installation of fan system and ductwork. Electrical by others.

OPTION TO UPGRADE GRAPHICS AND COURT LAYOUT:

Cost will be bid separately. FLR Sanders, Inc. offers artwork design services free of charge with any sand and finish project. Artwork revisions are designed and produced by FLRSanders, Inc. in conjunction with District. Final cost will be determined by selected layout.

Note: FLR Sanders Will Check Concrete Substrate For Required Flatness Of No More Than 1/8" In 10' Deviation From Flat. Any Required Correction Will Be At Additional Cost.

*** Proposal may be withdrawn if not accepted within 60 days.*

Total

\$178,000.00

All material is guaranteed to be as specified. All work to be completed in a substantial workmanlike manner according to specifications submitted, per standard practices. Customer responsible for all costs of collection including reasonable attorney fees and expenses. 208 three phase power and dumpsters by owner. Slab testing by FLR Sanders, Inc. Slab leveling by others. Unlimited access to jobsite required for schedule and drying times. List after hours contact:

FLR Sanders, Inc.

date

Authorized Signature

date

The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made for material at time of delivery. Labor will be paid within 7 days of completion. Overdue invoices will accrue interest at 1.5% per month.



Jamie Isom <jamie.isom@sandhillsknights.org>

recommendation?

Maurice Anderson <Maurice@andersonclaim.com>
To: Jamie Isom <jamie.isom@sandhillsknights.org>

Mon, Oct 13, 2025 at 1:41 PM

Hello Jamie,

Based on discussions with J Wood and FLR since our 10/7/25 phone conversation, my recommendation would be the FLR proposal totaling \$178K. As discussed, the maximum District contribution would be \$60K but may reduce once FLR provides a breakdown of their estimate regarding the Epoxy Vapor Barrier and Subfloor Infill. Let us know if you have any questions prior to or after your board meeting. Thanks!!

Maurice Anderson

Anderson Claim Service, Inc.

General Adjuster

4613 S 139th Street

Omaha, NE 68137

Cell# 402-955-9903

Efax# 888-864-7357

[Quoted text hidden]

Sandhills Public Schools

High Ability Learner Program

Revised September 2025

Approved October 13, 2025

Nebraska, Rule 3 Definition

“Learner with High Ability means a student who gives evidence of high performance capability in such areas as intellectual, creative, or artistic capacity or in specific academic fields and who requires accelerated or differentiated curriculum programs in order to develop those capabilities fully.”

K-12 HAL Philosophy

Sandhills Public Schools recognizes that each student is a unique. We strive to provide high-quality instruction to all students and also take into account their individual needs.

The purpose of the High Ability Learner program is to provide an inclusive environment and create opportunities for students to develop talents in their domain of strength while focusing on the specific affective, social, and academic needs of gifted and talented students.

The High Ability Learner program is designed to identify students in grades K-12 who exhibit high performance capabilities and foster talent in students that display potential. Appropriate services shall be provided to these students.

Definition of High Ability Learner

Sandhills Public Schools uses a definition of “High Ability Learner” that is based on the Case for Excellence (1993) and ESEA (2001). The definition is as follows:

“High Ability Learners are children who perform or show potential to perform in areas such as intellectual, creative, artistic, or leadership capacity, when compared to others of their age, experience, or environment.”

HAL Program Goals & Objectives

The goal of the HAL program is to provide a differentiated program that will meet the needs of our districts’ high ability learners. The program will strive to:

- Identify students who demonstrate potential abilities of high performance in recognized areas of giftedness.
- Provide advanced learning opportunities for all students.
- Provide education services that meet the needs of all high ability learners.
- Provide professional development opportunities to staff in order to promote a better understanding of the needs of high ability learners, and the services available to meet those needs.

- Follow the identification procedures as outlined in the district identification plan for high ability learners.
 - All staff members shall be made aware of the identification procedures.
- To meet the students' intellectual, social, physical, and emotional needs.
 - Within the regular classroom a variety of instructional techniques including but not limited to compacting, alternative assignments, advanced placement, contract learning, differentiated curriculum, and independent studies will be used as necessary.
 - Within the regular classroom flexible grouping, including but not limited to ability, achievement, cluster, and cross-age grouping will be provided as necessary.
 - Enrichment programs will include but are not limited to within-class enrichment, whole class enrichment, before and after school enrichment, field trips, school-wide enrichment, learning centers, extracurricular programs, community sponsored programs, and pull-out services.
 - The counselor will be available to assist teachers and students in meeting individual needs.
 - To evaluate student program option choices on an individual basis at the discretion of the classroom teacher in conjunction with the HAL coordinators.

HAL Identification Procedures

Sandhills Public Schools' identification process shall include multiple criteria. Target (achievement data, IQ testing, etc.) and non-target (observations, portfolios, work samples, etc.) instruments shall be used for identification. The identification procedures will be consistent with the definition of the districts' high ability learner program, and shall measure diverse abilities.

HAL Screening Process:

All students in Sandhills Public Schools will be screened in grades K-12 for our district's high ability services based on the following:

- MAP Reading and/or Math Achievement test scores of 90th percentile or higher
- Teacher Perception Ratings using a HAL characteristic form
- Self, parent, peer, and teacher nomination forms
- IQ Testing upon request

Students who have a score at the 90th percentile or higher on the Fall Reading and Math MAP test and/or the Winter Reading and Math MAP test will be considered for gifted and talented services.

- Other indicators may be included: other test scores, checklists, and etc.

After the screening process, students will be placed in a candidate pool. These candidates will complete a self-rating scale, teachers will complete an identification form, and parents will complete a parent form. After examining all of the data in a matrix, a determination will be made. If it is determined that the student will not be eligible for gifted services, a team must meet to review all of the data to ensure the correct decision is being made and send a letter to the parent or guardian.

Selection Process:

Candidate Eligibility:

Once forms have been completed, rubrics will be converted to a point system and percentages tabulated. Students must score at or above the 90th percentile on two of three forms.

Visual and Performing Arts Qualification:

Teachers may refer to HAL committee students with additional talents in visual and performing arts. Teachers will complete a nomination form (see Appendix). Students will submit a portfolio for committee review with a qualifying teacher's input (Ex. Art teacher will review art portfolio)

Additional Nominations:

Teachers who feel a student is in need of the high ability program may submit teacher referrals and recommendations. Extraordinary potential evidence can be advocated by using a teacher recommendation form (see Appendix).

Notification:

Parents, guardians, or other persons exercising legal or actual charge or control over a child, and teachers shall be notified as to those students who have been identified for the high ability program.

Exit Policy:

Written approval shall be received from the student, parent, and teacher, with a written narration of the reason(s) for exiting the high ability learner program. Students shall be dismissed from the high ability program if they refused to attend class, routinely do not complete assignments, and voice dissatisfaction with the gifted program. The school counselor, and principal will be informed before such measures occur, and the high ability coordinator, guidance counselor, and principal will meet with the student to discuss reasons for dropping out of the program. Contact in regards to these matters will be made with legal guardians or parents.

Additional Program Services, Options, and Strategies (including but not limited to)

Acceleration

Curriculum Enrichment
Flexible Grouping
Curriculum Compacting
Advanced Placement
Advanced Elective Classes
Independent Study Opportunities
Dual Enrollment
Cluster Grouping
Mentorships/Shadowing
Extra-Curricular School Offerings
Counseling & Guidance
Career Exploration
Pull-Out
Push-In

Evaluation

Annual evaluations of the HAL program shall be conducted by using any of the following measures: surveys, interviews, and program evaluations aligned to AQueSSTT. Information gathered will be used to determine the strengths and weaknesses of the HAL program and how we can improve. Student needs, program design, curriculum, learning environment, student identification, staff development, and other resources will be evaluated.

Staff Development

School staff shall receive training which will include, but is not limited to areas such as HAL characteristics, social and emotional needs, identification, curriculum, assessment techniques and instructional strategies.

Teachers will be encouraged to attend seminars and conferences related to high ability learning (i.e. Nebraska Association for Gifted conference, ESU workshops, Webinars, etc.).

Teachers, counselors, and administrators will be made aware annually, which students have been identified and are included in the program.

Management Plan

The High Ability Learning program will be led by Mrs. Zimmerman, the director of HAL Services. Mrs. Zimmerman will ensure the quality of training and implementation within the schools. She will work with principals and other administrators collaboratively in order to build relationships and create a positive environment to foster the needs of High Ability Learners.

Appendix

Nomination Forms

Appendix

Self-Rating Nomination Form

Student _____

Grade _____

Answer the following questions briefly.

1. In which subjects or courses do you do superior work?
2. What are areas, topics, or activities in which you have special or strong interest?
3. What do you like to read and learn about?
4. Is your school work easy? How do you feel when it's difficult?
5. Do you like to solve problems?
6. If you could create a class that you would enjoy taking, what would it be and what would you learn in the class?

Read the statement and check the box under the one that fits you the best.

Statement	Almost Always	Quite Often	Sometimes	Not Often or Never
I have strong convictions about things.				
When I believe in something, I work to promote it				
I listen to both sides of the issue before I make up my mind.				
I have self-confidence.				
I am able to say my opinions in public.				
I usually am satisfied with the decisions I make.				
When I am criticized for some action I have taken, I can usually go about my work.				
I like to be in charge of events.				
I am able to see what materials are needed to complete a project.				
I am able to see the sequence of steps necessary to complete a project.				
When I am convinced of something, I have courage to act for it.				
I often lead in projects.				
When I see somebody who is a leader, I think that I could do as well as that leader.				
I can speak to persons in authority.				
I have energy to complete projects that I am interested in completing.				
I can understand the viewpoints of others.				
I am willing to change my mind if new facts suggest that I should change my mind.				
I get anxious and excited and am able to use this energy to complete a task.				
I am able to work with many types of persons and personalities.				
I usually understand the plot of a story or play or the main point in a conversation.				
I am willing to try new experiences when these seem wise.				
I know when to lead, to follow and to get out of the way.				
I admire people who have achieved great things.				
I dream of the day and time when I am able to lead myself or others to great accomplishments.				
I feel at ease asking people for help or information.				
I can be a "peacemaker" if I want to be.				

Adapted from Roets, Lois F. (1992). "Leadership." Des Moines, IA: Leadership Publishers, Inc. as published in "Procedures for the Identification of High-Ability Learners" by the Nebraska Department of Education (1997).

Teacher High Ability Learner Nomination Form

Student's Name: _____

Teacher's Name: _____

What words best describe the student's thinking process?

Imitative Independent Creative Other _____

	<i>Please ✓ appropriate box</i>	Almost Always	Quite Often	Sometimes	Not Often or Never
Advanced Language	Uses multi-syllable words and has a large vocabulary for age level				
	Re-words his/her language for younger or less mature children				
	Explains how unrelated things are similar				
	Uses rich imagery; unusually descriptive				
	Uses similes, metaphors, or analogies to express insights				
	Uses precise language of a discipline				
Analytical Thinking	Demonstrates complex or abstract thinking				
	Analyzes tasks				
	Notices a surprising depth of details about surroundings				
	Takes apart and reassembles things or ideas with skill				
	Expresses relationships between past and present experiences				
	Makes up songs, stories, or riddles about experiences				
	Organizes collections of things uniquely; likes to plan or arrange things				
Meaning Motivation	Is philosophical; pursues issues atypical of age peers				
	Asks surprisingly intellectual questions				
	Is curious; experiments				
	Demonstrates an unexpected depth of knowledge in one or more areas				
	Exhibits intense task commitment and energy when pursuing interests				
	Remembers; shows an extraordinary ability to process and retain information				
	Is independent				
Perspective	Interprets another's point of view insightfully				
	Shows dimension, angle or perspective in art, writing, math solutions or problem solving				
	Creates complex shapes, patterns or graphics				
	Interprets past, present, and future ramifications				
	Is attuned to the aesthetic characteristics of things				

	<i>Please ✓ appropriate box</i>	Almost Always	Quite Often	Sometimes	Not Often or Never
Sense of Humor	Says or does something indicating a sense of humor beyond age expectation				
	Catches an adult's subtle humor				
	Uses humor to gain approval or ease tension				
	"Plays" with language, uses puns and figurative language for humorous effect				
	Develops humorous ideas to an extreme; "flights of fancy" or absurd humor				
Sensitivity	Exhibits intense concern for human issues				
	Expresses empathy				
	Displays a strong sense of fairness and justice				
	Expresses high expectations of self and others				
	Senses discord or dissatisfaction				
Accelerated Learning	Learns new things quickly with minimum repetition				
	Creates or interprets symbolic representations				
	Read and interprets passages at an advanced, fluent level				
	Offers complex interpretations beyond age-expected knowledge				
	Demonstrates an unexpected mastery of complex math and science concepts				
	Applies mathematical operations with sophisticated mastery				
	Accesses data from a variety of resources with ease				
	Creates products which seem advanced for age-level expectations				
	Categorizes by multiple, often less-obvious attributes				
	Increases rate of learning after introduction and exposure				

Please indicate the level at which the student is currently working in most subject areas:

- At Grade Level
 1 Grade Above
 2 or more Grades Above
 Unable to

Evaluate

Recommended for	<input type="checkbox"/> General Intellectual Ability
Recommended for	Specific Academic Aptitude in the area(s) of <input type="checkbox"/> English/Language Arts <input type="checkbox"/> Mathematics

Teacher Signature

Date

Parent High Ability Learner Nomination Form

Student Name: _____

Grade _____

After reading the statement and thinking about your child, check mark the box that is closest to your observations about your child.

<i>Please ✓ appropriate box</i>	Almost Always	Quite Often	Sometimes	Not Often or Never
Poses unforeseen questions.				
Is curious; experiments				
Is selectively mentally engaged				
Knows without working hard				
Ponders with depth and multiple perspectives				
Interprets another's point of view insightfully				
Learns new things quickly with minimum repetition				
Comprehends in-depth, complex ideas				
Prefers the company of adults or intellectual peers				
Says or does something indicating a sense of humor beyond age expectation				
Catches an adult's subtle humor				
Connects concepts				
Initiates projects and extensions of assignments				
Creates products which seem advanced for age-level expectations				
Organizes collections of things uniquely; likes to plan or arrange things				
Takes apart and reassembles things or ideas with skill				
Is intense				
Is original and continually developing				
Enjoys self-directed learning				
Read and interprets passages at an advanced, fluent level				
Guesses and infers well				
Notices a surprising depth of details about surroundings				
Expresses high expectations of self and others				
Displays a strong sense of fairness and justice				

Describe briefly your child's major interests, hobbies, art activities, etc.

What problems, if any, is he/she having in school as a result of ability?

Parent(s) Name(s): _____

Current email (that is checked regularly): _____

Visual and Performing Arts Nomination Form

Date Submitted _____ Student Name: _____

Building _____ Grade _____

Name of Person Referring: _____

Relationship to Student: Parent Teacher Self

Instructions: Check the area (or areas) of the visual and performing arts in which you believe the student should be screened for possible gifted identification. Then place a checkmark in the box next to each behavior or attribute you have observed in the student nominated. Write additional observations you think may be relevant on the back of this form or attach additional pages.

VISUAL ART

	Exceeds	Above Average	Average	Not Known or Below Average
Elaborates on other people's ideas and uses them as a jumping off point as opposed to copying from others				
Shows unique selection of art media for individual activity or classroom projects				
Has unusual and richly imaginative ideas				
Composes with unusual detail and skill				
Displays compulsive artistic pursuit				

MUSIC

	Exceeds	Above Average	Average	Not Known or Below Average
Matches pitches accurately				
Is able to duplicate complex rhythms correctly				
Demonstrates unusual ability on an instrument including voice				
Has a high degree of aural memory/musical memory				
Displays compulsive musical pursuit				

DRAMA/THEATRE

	Exceeds	Above Average	Average	Not Known or Below Average
Readily shifts into the role of characters, animals or objects				
Communicates feelings by means of facial expression, gestures and bodily movements				
Uses voice expressively to convey or enhance meaning				
Easily tells a story or gives a vivid account of some experience				
Regularly seeks performance opportunities				

DANCE

	Exceeds	Above Average	Average	Not Known or Below Average
Demonstrates exceptional physical balance				
Performs sequences of movement easily and well				
Communicates meaning and feeling with movement				
Uses his/her body as an instrument of expression				
Volunteers to participate in movement activities and dances				

Permission to Screen/Assess (Complete only if nominator is a parent of the nominated student)

I give permission for my child _____ to participate in screening/assessment for possible identification of giftedness in the visual and performing arts.

Parent Name: _____ Parent Signature: _____

Date: _____

Student will gather a sampling of work called a portfolio. This should include up to three representative samples that the child has done over the past month or two. Please include the portfolio with this form.

Peer Nomination Form

Name _____ Date _____ Grade _____

1. Who are some kids who always seem to have a lot of good ideas?
2. Who are some kids who can write good stories or scripts?
3. Who are some kids who seem to come up with far-out, crazy, or very unusual ideas?
4. Who are some kids who draw very well?
5. Who are some kids who are very good logical thinkers?
6. Who are some kids who are very good at solving problems?
7. Who are some kids who do very good work in science?
8. Who are some kids who ask many questions?
9. Which of your classmates would you ask to help you with your math?