SANDHILLS PUBLIC SCHOOLS
Regular Regular Board of Education Meeting
Monday, November 10, 2025
6:00 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** The regular monthly meeting of the Sandhills Public Schools Board of Education was called to order on _____ at ____ p.m. in the Sandhills High School Lecture Hall.

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 on minutes 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 regular October 13, 2025 board meeting
   9.b. Approve the Financial Report
   9.c. Approve the payment of bills
10. **Administrative Reports**
    10.a. Activities Director's Report
    10.b. Principal's Report
    10.c. Superintendent
11. **Discussion Items**
    11.a. Transportation
    11.b. Report on facilities
12. **Action Items**
    12.a. Review and approve Board Policies 409.01-409.05, 410.01- 410.08, and 411.01-411.05
    12.b. Review and approve replacement of electrical panels in the high school building
    12.c. Review and consider information relating to the Nebraska Liquid Assett Fund (NLAF) and take action if desired.
    12.d. Review and approve the additional ventilation system as part of activity gym floor replacement.

12.e. Review and act on possible changes with the snack program.

12.f. Enter closed session for the purpose of collective bargaining with the Sandhills Dunning Education Association

13. **Adjourn** **Official Meetings Notice:** The next regular board meeting will be held in the high school lecture hall at Dunning, NE and will begin at 6:00 p.m. on December 8, 2025. 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 instate 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 instate 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

October 9, 2025

Kendra L Cutler

Subscribed to in my presence and
Sworn to before me this
24th day of October, 2025

Marcia R. Hora
Notary Public

Publication Fee $ 15.65

GENERAL NOTARY - State of Nebraska
MARCIA R. HORA
My Comm. Exp. February 18, 2026

Sandhills Schools
Board
Public Notice

The Board of Education of Sandhills Public Schools will meet Monday, October 13, 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: October 9, 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

October 23, 2025

Kendra L Cutler

Subscribed to in my presence and
Sworn to before me this
24th day of October, 2025

Marcia R. Hora
Notary Public

Publication Fee $ 228.85

GENERAL NOTARY - State of Nebraska
MARCIA R. HORA
My Comm. Exp. February 18, 2026

Sandhills Public Schools Board Of Education Proceedings

SANDHILLS PUBLIC SCHOOLS
Regular Board of Education Meeting
Minutes
Mon., October 13, 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 is called to order on Monday, October 13, 2025 at 7:06 p.m. 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 Board 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 22, 2025.

5. Roll Call - Board members present: Rory Zutavern, Dillon Simonson, Jill Thompson, Reed Larsen, and Michelle Milleson. Absent: Jeff Martindale. A motion made by Michelle Milleson, seconded by Dillon Simonson to excuse Jeff Martindale. Voting aye: Simonson, Thompson, Larsen, Milleson, and Zutavern. Martindale: absent. Motion carried.

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

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

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 - Mr. Trosper reported that the FBLA will soon begin its Sherwood Forest Farms fundraiser. On September 30, 2025, FBLA student attended the Officer Leadership training in Kearney, designed to strengthen their leadership skills. FFA had 16 students participate in a Livestock Judging clinic in North Platte on October 1. District livestock judging was held October 8 in Valentine with 25 students attending. Students represented well with eight student's placing in various categories. Junior high and junior varsity volleyball and football seasons are nearly complete. Team banners for sports and activities have been updated and rehung. Cross County is also nearing its conclusion with the district meet scheduled for Thursday-October 16, in Ainsworth. The MNAC volleyball tournament first round will be on October 16 in Dunning. The ST Knights enter the MNAC volleyball as #1 seed.

10.b. Principal's Report - Mr. Recoy reported on fall MAP testing. NWEA scores will be available in November, as well as the district's AQuest rating. Staff have participated in an ESU 10 data day with focus on the continuous improvement process. Teachers have also continued to work to improve knowledge and understanding of the new Reading/Language Arts curriculum, working with the ESU. Mrs. Zimmerman, along with Mr. Recoy have been working to update the districts High Ability Learner Plan, (HAL).

10.c. Superintendent's Report - Dr. Isom reported on the Labor Relations Conference she recently attended. Consideration of PTO time will need to be reviewed based on recommendations heard as part of the conference. Progress is being made with finding a good long-term solution for the activity gym floor. The new heat exchanger has been installed at the high school, and are still waiting for parts for the other unit that was damaged earlier this summer. Mr. Recoy is working on finding some options for purchase of a 14-passenger bus. Teacher negotiations information has been gathered and shared with SDEA representatives.

10.d. Board Committee Reports -

- Americanism
- Sandhills-Thedford Cooperative
- Facilities and Strategic Planning
- Hiring
- Transportation
- Finance
- Negotiations
- Policy

No committee reports were shared during this time.

11. Discussion Items

11.a. Transportation - Mr. Recoy has been researching the purchase of a 14-passenger bus, and possible trade of one of the vans.

11.b. Report on facilities - The heat exchanger has been installed at the high school, and after some adjustments, appears to be working well. Parts are still needed to repair the other unit that was damaged this summer.

An electrical contractor has been here, working with Facility Advocates and a fire marshal is set to visit soon to review needs relating to fire systems. Estimates and recommendations should be coming soon.

11.c. Administration for the 2026-2027 year Planning for the 2026-2027 school year is beginning, with likely no changes taking place.

12. Action Items

12.a. Review and approve Board Policies 405.00, 406.01 – 406.09, 407.01 – 407.07, 408.01 – 408.06.

A motion made by Michelle Milleson, seconded by Dillon Simonson to review and approve Board Policies 405.00, 406.01 - 406.09, 407.01 - 407.07, 408.01 - 408.408.06. Yea, Nay: Larsen: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Martindale: absent. Motion carried.

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

A motion made by Jill Thompson, seconded by Michelle Milleson to recognize the Sandhills-Dunning Education Association as the exclusive bargaining agent for non-supervisory certificated staff for the 2027-2028 contract year. Yea, Nay: Larsen: Yea, Thompson: Yea, Milleson: Yea, Simonson: Yea, Zutavern: Yea. Martindale: Absent. Motion carried. - 12.c. Approve purchase of 14 passenger bus with purchase price of up to $65,000. A motion made by Jill Thompson, seconded by Dillon Simonson to authorize administration to purchase a 14- passenger bus, with possible trade of one van, for 12.d. 12.e. 12.f. 12.g. 12.h. 12.i. up to $66,000. Yea, Nay: Thompson: Yea, Simonson: Yea, Larsen: Yea, Milleson: Yea, Zutavern,

Yea. Martindale: Absent. Motion carried. Approve NSAA Cooperative Agreement for girls wrestling with Anselmo Merna for the 2025-2026 year.

A motion made by Michelle Milleson, seconded by Reed Larsen to approve NSAA Cooperative Agreement for girls wrestling with Anselmo-Merna and Thedford for the 2025-2026 year. Yea, Nay: Milleson: Yea, Thompson: Yea, Larsen: Yea, Simonson: Yea, Zutavern: Yea. Martindale: Absent. Motion carried.

Consider and approve participation in the Nebraska Liquid Asset Fund. No action taken. Current CD's nearing maturity will be rolled into a short-term CD, and the board will revisit the option of the Nebraska Liquid Asset Fund.

Complete the annual evaluation of the Superintendent

The board reviewed the evaluation ratings by the board of the superintendent for the 2025-2026 year. The results were shared with the superintendent and the evaluation is complete.

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

ALICAP has helped work through options regarding repair/replacement of the wood floor in the gym area of the activity building. The lack of a vapor barrier under the entire structure allows moisture to come into the building. Two vendors were invited to review the project and make recommendations about a viable long-term solution. The proposals for a long-term solution involves the removal of all existing flooring, bringing up the recessed area to the higher level, and installing a new floor that spans the width and length of the area. The proposal from FLR Sanders is for $178,000 and the proposal from JWood Sports Flooring is for $171,252. ALICAP is not able to cover the entire cost of replacement, but the district's portion of the replacement cost would likely be no more than $60,000.

The recommendation by the adjustor working with ALICAP is to proceed with the flooring project as proposed by FLR Sanders.

A motion made by Jill Thompson, seconded by Reed Larsen to approve the proposal from FLR Sanders for replacement/repair of the activity building gym floor. Yea, Nay: Thompson: Yea, Larsen: Yea, Milleson: Yea, Simonson: Yea, Zutavern: Yea. Martindale: Absent. Motion carried.

Consider and Approve the High Ability Learner Plan A motion made by Michelle Milleson, seconded by Dillon Simonson to approve the High Ability Learner Plan as presented. Yea, Nay: Milleson: Yea, Simonson: Yea, Larsen: Yea, Thompson: Yea, Zutavern: Yea. Martindale: absent. Motion carried.

Enter closed session for purpose of collective bargaining with the Sandhills Dunning Education Association.

A motion made by Reed Larsen, seconded by Jill Thompson to enter closed session for the purpose of collective bargaining with the Sandhills Dunning Education Association. Yea, Nay: Thompson: Yea, Larsen: Yea, Milleson: Yea, Simonson: Yea, Zutavern: Yea. Martindale: absent. Motion carried. President Zutavern reminded the board that the only item to be discussed during the closed session was to be collective bargaining for the 2026-2027 year. The board entered closed session at 8:48 p.m. President Zutavern declared the board out of closed session at 10:05 p.m.

13. Adjourn - President Zutavern declared the regular meeting adjourned at 10:06 p.m.

OFFICIAL MEETING 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 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.

Claims

Ace Hardware.....28.93
Arrow Seed 747.98
CDW Government 72.19
Consolidated Telephone 482.36
Corporate Payment Systems 2,508.25
Creative Printers 629.74
Custer Public Power District ...3,850.49
Dana F Cole & Co., LLP.....14,591.87
Duda Plumbing.....7,477.00
Dunning Water 365.00
Eakes Office Solutions 424.20
ESU 10.....15,073.31
Ewoldts Grocery 96.87
Farritor Auto Parts 125.00
Hometown Leasing 532.28
Ingram Library Services 150.37
Jeanine Saner....1,900.00
K C Electric.....2336.44
MCI 56.50
Midwest Floor Specialists 105.36
N A S B.....332.00
Nebraska Council of School Administrators.....380.00
Nebraska Rural Comm. Schools Assn.....850.00
Nebraska Safety Center 350.00
NIBC 275.00
Norms Auto 1871.95
Ord Locker 1199.02
Presto X Company.....252.65
Quill.....157.48
Really Good Stuff 644.69
Sandhill Oil Co.....3,779.11
Staples 638.96
Stelling Brass & Winds 1,039.33
TEAM Physical Therapy.....250.18
Thedford Lumber and Supply 64.49
Village of Thedford 940.9-
Waldinger Corporation, The 1,060.00
Weathercraft 294.75
Yanda's Music.....516.00

Publish: October 23, 2025 ZNEZ

SANDHILLS PUBLIC SCHOOLS
Regular Regular Board of Education Meeting Minutes
Monday, October 13, 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 is called to order on Monday, October 13, 2025 at 7:06 p.m. 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 Board 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 22, 2025.

5. **Roll Call**
   Board members present: Rory Zutavern, Dillon Simonson, Jill Thompson, Reed Larsen, and Michelle Milleson. Absent: Jeff Martindale. A motion made by Michelle Milleson, seconded by Dillon Simonson to excuse Jeff Martindale. Voting aye: Simonson, Thompson, Larsen, Milleson, and Zutavern. Martindale: absent. Motion carried.

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

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

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

Mr. Trosper reported that the FBLA will soon begin its Sherwood Forest Farms fundraiser. On September 30, 2025, FBLA student attended the Officer Leadership training in Kearney, designed to strengthen their leadership skills. FFA had 16 students participate in a Livestock Judging clinic in North Platte on October 1. District livestock judging was held October 8 in Valentine with 25 students attending. Students represented well with eight student's placing in various categories. Junior high and junior varsity volleyball and football seasons are nearly complete. Team banners for sports and activities have been updated and rehung. Cross County is also nearing its conclusion with the district meet scheduled for Thursday October 16, in Ainsworth. The MNAC volleyball tournament first round will be on October 16 in Dunning. The ST Knights enter the MNAC volleyball as #1 seed.

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10.c. Superintendent's Report

Dr. Isom reported on the Labor Relations Conference she recently attended. Consideration of PTO time will need to be reviewed based on recommendations heard as part of the conference. Progress is being made with finding a good long-term solution for the activity gym floor. The new heat exchanger has been installed at the high school, and are still waiting for parts for the other unit that was damaged earlier this summer. Mr. Recoy is working on finding some options for purchase of a 14-passenger bus. Teacher negotiations information has been gathered and shared with SDEA representatives.

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No committee reports were shared during this time.

11. **Discussion Items**

11.a. Transportation
Mr. Recoy has been researching the purchase of a 14-passenger bus, and possible trade of one of the vans.

11.b. Report on facilities
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11.c. Administration for the 2026-2027 year
Planning for the 2026-2027 school year is beginning, with likely no changes taking place.

12. **Action Items**

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12.e. Consider and approve participation in the Nebraska Liquid Asset Fund.
No action taken. Current CD's nearing maturity will be rolled into a short-term CD, and the board will revisit the option of the Nebraska Liquid Asset Fund.

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The board reviewed the evaluation ratings by the board of the superintendent for the 2025-2026 year. The results were shared with the superintendent and the evaluation is complete.

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12.h. Consider and Approve the High Ability Learner Plan
A motion made by Michelle Milleson, seconded by Dillon Simonson to approve the High Ability Learner Plan as presented. Yea, Nay: Milleson: Yea, Simonson: Yea, Larsen: Yea, Thompson: Yea, Zutavern: Yea. Martindale: absent. Motion carried.

12.i. Enter closed session for purpose of collective bargaining with the Sandhills Dunning Education Association.
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13. **Adjourn**
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Cash Receipt Listing by Fund

Fund: 01 GENERAL FUND

Receipt Number	Received From	Receipt Date	Cash Receipt Description	Chart of Account Number	Detail Description	Amount
	BLAINECOUN Blaine County Treasure	10/10/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	102,278.21
	CUSTERCOUN Custer County Treasure	10/13/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	4,863.12
	THOMASCOUN Thomas County Treasure	10/16/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	3,206.87
	LOGANCOUNT Logan Country Treasure	10/16/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	4,799.04
	LOUPCOUNTY Loup County Treasure	10/23/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	7,438.34
	BROWNCOUNT Brown County Treasure	10/23/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	13,589.75
				Account Number Total: 01 1100	LOCAL DISTRICT TAXES	136,175.33
	BLAINECOUN Blaine County Treasure	10/10/2025	Taxes	01 1125	MOTOR VEHICLE TAX	4,626.63
	CUSTERCOUN Custer County Treasure	10/13/2025	Taxes	01 1125	MOTOR VEHICLE TAX	189.38
	THOMASCOUN Thomas County Treasure	10/16/2025	Taxes	01 1125	MOTOR VEHICLE TAX	821.80
	LOGANCOUNT Logan Country Treasure	10/16/2025	Taxes	01 1125	MOTOR VEHICLE TAX	1,332.41
				Account Number Total: 01 1125	MOTOR VEHICLE TAX	6,970.22
	WESTERNNEB Western Nebraska Bank	10/31/2025	Interest	01 1510	INTEREST	305.44
				Account Number Total: 01 1510	INTEREST	305.44
	BLAINECOUN Blaine County Treasure	10/10/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	635.00
	CUSTERCOUN Custer County Treasure	10/13/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	12.07
	THOMASCOUN Thomas County Treasure	10/16/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	89.02
				Account Number Total: 01 2110	COUNTY FINES/LICENSE FEES	736.09
	STATEOFNEB State of Nebraska	10/16/2025	State Payment	01 3110	STATE AID	2,849.00
	STATEOFNEB State of Nebraska	10/31/2025	State Aid	01 3110	STATE AID	13,850.00
				Account Number Total: 01 3110	STATE AID	16,699.00
	BLAINECOUN Blaine County Treasure	10/10/2025	Taxes	01 3180	PRO-RATED MOTOR VEHICLE	241.19
	CUSTERCOUN Custer County Treasure	10/13/2025	Taxes	01 3180	PRO-RATED MOTOR VEHICLE	24.31
	THOMASCOUN Thomas	10/16/2025	Taxes	01 3180	PRO-RATED MOTOR VEHICLE	52.99

Fund: 01 GENERAL FUND

Receipt Number	Received From	Receipt Date	Cash Receipt Description	Chart of Account Number	Detail Description	Amount
	County Treasure					
	LOUPCOUNTY Loup County Treasure	10/23/2025	Taxes	01 3180	PRO-RATED MOTOR VEHICLE	10.54
	BROWNCOUNT Brown County Treasure	10/23/2025	Taxes	01 3180	PRO-RATED MOTOR VEHICLE	18.98
				Account Number Total: 01 3180	PRO-RATED MOTOR VEHICLE	348.01
	STATEOFNEB State of Nebraska	10/29/2025	REAP Payment	01 4310	REAP	21,445.00
				Account Number Total: 01 4310	REAP	21,445.00
	ESU101 ESU 10	10/29/2025	Sub Reimbursement Training	01 4510	TITLE II PART A	150.00
				Account Number Total: 01 4510	TITLE II PART A	150.00
					Fund Total: 01	182,829.09

Summary Totals

Account Type		Cash Accounts		Receivable Accounts
Subtotal Revenue	182,829.09	01 101	182,829.09	
Subtotal Expense		Total:	182,829.09	
Subtotal General Ledger				
Total:	182,829.09			

Cash Receipt Listing by Fund

Fund: 06 LUNCH FUND

Receipt Number	Received From	Receipt Date	Cash Receipt Description	Chart of Account Number	Detail Description	Amount
	PATRONS Patrons	10/17/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	1,226.90
	PATRONS Patrons	10/23/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	597.35
				Account Number Total: 06 1611	DAILY SALES LUNCH	1,824.25
	STATEOFNEB State of Nebraska	10/03/2025	Child Nutrition Reimbursement	06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	30.25
	STATEOFNEB State of Nebraska	10/21/2025	Free/Reduced Lunch	06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	5,669.89
				Account Number Total: 06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	5,700.14
					Fund Total: 06	7,524.39

Summary Totals

Account Type		Cash Accounts		
Subtotal Revenue	7,524.39	06 101		7,524.39
Subtotal Expense			Total:	7,524.39
Subtotal General Ledger				
Total:	7,524.39			

Receivable Accounts

Cash Receipt Listing by Fund

Fund: 08 BUILDING FUND

Receipt Number	Received From	Receipt Date	Cash Receipt Description	Chart of Account Number	Detail Description	Amount
	CUSTERCOUN Custer County Treasure	10/15/2025	Taxes	08 1100	TAXES	233.81
	BLAINECOUN Blaine County Treasure	10/10/2025	Taxes	08 1100	TAXES	4,918.79
	LOGANCOUNT Logan Country Treasure	10/16/2025	Taxes	08 1100	TAXES	230.73
	THOMASCOUN Thomas County Treasure	10/16/2025	Taxes	08 1100	TAXES	154.17
	LOUPCOUNTY Loup County Treasure	10/23/2025	Taxes	08 1100	TAXES	357.41
	BROWNCOUNT Brown County Treasure	10/23/2025	Taxes	08 1100	TAXES	653.33
				Account Number Total: 08 1100	TAXES	6,548.24
	WESTERNNEB Western Nebraska Bank	10/31/2025	Interest	08 1510	INTEREST	50.07
				Account Number Total: 08 1510	INTEREST	50.07
	CUSTERCOUN Custer County Treasure	10/15/2025	Taxes	08 3180	PRO-RATE MOTOR VEHICLE	1.16
	BLAINECOUN Blaine County Treasure	10/10/2025	Taxes	08 3180	PRO-RATE MOTOR VEHICLE	11.60
	THOMASCOUN Thomas County Treasure	10/16/2025	Taxes	08 3180	PRO-RATE MOTOR VEHICLE	2.55
	LOUPCOUNTY Loup County Treasure	10/23/2025	Taxes	08 3180	PRO-RATE MOTOR VEHICLE	0.51
	BROWNCOUNT Brown County Treasure	10/23/2025	Taxes	08 3180	PRO-RATE MOTOR VEHICLE	0.91
				Account Number Total: 08 3180	PRO-RATE MOTOR VEHICLE	16.73
					Fund Total: 08	6,615.04

Summary Totals

Account Type		Cash Accounts		
Subtotal Revenue	6,615.04	08 101		6,615.04
Subtotal Expense			Total:	6,615.04
Subtotal General Ledger				
Total:	6,615.04			

Receivable Accounts

Cash Receipt Listing by Fund

Fund: 10 COOPERATIVE FUND

Receipt Number	Received From	Receipt Date	Cash Receipt Description	Chart of Account Number	Detail Description	Amount
	THEDFORDHI Thedford High School	10/16/2025	GATE MONEY MED VALLEY VB/HOMECOMING	10 1990	OTHER LOCAL RECEIPTS	1,848.00
	PATRONS Patrons	10/16/2025	ACTIVITY PASS	10 1990	OTHER LOCAL RECEIPTS	60.00
	BOUND1 Bound	10/16/2025	Credit Card Transactions	10 1990	OTHER LOCAL RECEIPTS	330.71
	PATRONS Patrons	10/23/2025	GATE MONEY MNAC VOLLEYBALL 10/16	10 1990	OTHER LOCAL RECEIPTS	643.00
	THEDFORDHI Thedford High School	10/23/2025	GATE MONEY VB/FB 10/1 10/3 10/8	10 1990	OTHER LOCAL RECEIPTS	1,772.00
	PATRONS Patrons	10/30/2025	1st ROUND PLAYOFFS FB GATE MONEY	10 1990	OTHER LOCAL RECEIPTS	1,164.00
	CUSTOMSPO1 Custom Sports	10/30/2025	FOOTBALL PLAYOFF SHIRTS	10 1990	OTHER LOCAL RECEIPTS	237.00
	CUSTERCOU5 Custer County Broadcasting Co	10/30/2025	1st ROUND FB PLAYOFFS RADIO	10 1990	OTHER LOCAL RECEIPTS	150.00
				Account Number Total: 10 1990	OTHER LOCAL RECEIPTS	6,204.71
					Fund Total: 10	6,204.71

Summary Totals

Account Type		Cash Accounts		Receivable Accounts
Subtotal Revenue	6,204.71	10 101	6,204.71	
Subtotal Expense		Total:	6,204.71	
Subtotal General Ledger				
Total:	6,204.71			

Payroll Register - Totals Combined

	PIK/Gross	Amount	Expense/ Employer	Adjustment Amount	Check Total	Payee ID	Payee Name	
ADD								
BUSACT Bus Activity Rte			504.00					
BUSPRACT Bus Practice			18.00					
BUSREG Bus Driver			1,514.90					
BUSROUTESU Bus Route Supplement			1,044.17					
BUSSIT Bus Sit Time			423.50					
CUSTODIAN Custodian			9,235.51					
EXTRADUTY Extra Duty			20.00					
HALFTIMEOV Halftime Overtime			126.29					
OT Overtime			1,851.41					
SCORECLOCK SCORECLOCK			40.00					
SECRETARY Secretary			2,643.08					
SPEDPARA SPED-Para			3,163.28					
SUBMISC Sub Misc			679.50					
SUBWORET Sub w/o RET			1,552.50					
			22,816.14					
CONTRACT								
BSNSMGR Business Mgr			3,862.50					
COACH Coach			4,145.60					
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					
			121,865.78					
DEDUCTION								
403B 403B		100.00			100.00	MGTRUSTCOM	Matrix Trust	A
403BROTH 403BROTH		400.00			400.00	MGTRUSTCOM	Matrix Trust	A
AFLACLTAT AFLACLTAT		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	
GARNISHMEN Garnishment		300.53			300.53	CREDITMANA	Credit Management	
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	
		4,556.82	38,669.83	0.00	43,226.65			
RET DEDUCTION								
NPERS RETIREMENT	133,935.97	10,714.87	10,822.05		21,536.92	SANDHILLSP	Sandhills Public School	
		10,714.87	10,822.05		21,536.92			
TAX								
FIT FIT	131,430.98	7,661.26			7,661.26	SANDHILLSP	Sandhills Public School	
FUTA FUTA	139,703.42					SANDHILLSP	Sandhills Public School	
MEDICARE MEDICARE	137,535.56	1,994.29	1,994.29		3,988.58	SANDHILLSP	Sandhills Public School	
SITNE SIT NE	131,430.98	4,430.59			4,430.59	SANDHILLSP	Sandhills Public School	
SOCSEC SOC SEC	137,535.56	8,527.22	8,527.22		17,054.44	SANDHILLSP	Sandhills Public School	
SUTANE SUTA NE	139,565.92					SANDHILLSP	Sandhills Public School	
WCNE WORK COMP NE	136,501.58					SANDHILLSP	Sandhills Public School	
		22,613.36	10,521.51	0.00	33,134.87			
					Net Pay:		106,796.87	
					Cash Total:		204,695.31	

Non - FIT Taxable Deductions 13,250.94

	PIK/Gross	Amount	Expense/ Employer	Adjustment Amount	Check Total	Payee ID	Payee Name
Non - SIT Taxable Deductions		13,250.94					
Non - SOC SEC Taxable Deductions		2,436.07					
Non - MEDICARE Taxable Deductions		2,436.07					
Direct Deposits		106,323.13					
Automatic Payments		500.00					
Adds + Contracts + Deduction Adds		144,681.92					

		GENERAL FUND DISBURSEMENT		
	MONTH	**2024-2025**	**2025-2026**	**DIFFERENCE**
	SEPTEMBER	$299,224.94	$356,110.04	-$56,885.10
	OCTOBER	$261,816.13	$269,099.26	-$7,283.13
	NOVEMBER	$244,381.81	$241,208.68	$3,173.13
	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	$866,417.98	-$60,995.10
		GENERAL FUND RECEIPTS		
	MONTH	**2024-2025**	**2025-2026**	**DIFFERENCE**
	SEPTEMBER	$561,488.63	$413,032.66	-$148,455.97
	OCTOBER	$214,645.88	$182,829.00	$31,816.88
	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		**-$116,639.09**

District Financial Statement

October 31, 2025
Financial Statement

		General	Lunch	Operational	Building	Activity
Beginning Balance	**10/1/2025**	$905,445.82	$41,765.58	$6,000.00	$144,001.16	$51,148.24
Revenue Received		$182,829.09	$7,524.39	$55,309.99	$6,615.04	$11,778.41
Expenditures		$263,932.22	$10,694.99	$55,309.99	$0.00	$6,495.11
Ending Balance	**10/31/2025**	**$824,342.69**	**$38,594.98**	**$6,000.00**	**$150,616.20**	**$56,431.54**

	10/1/2025	**Depreciation Fund**	**STK Co-op**	**Activity Building Loan**	Building Floor Loan
Beginning Balance		$219,020.72	$35,553.88	$425,770.50	$100,080
Revenue Received		$71.00	$6,204.71		
Expenditures		$75,200.00	$8,160.71		
Ending Balance	**10/31/2025**	**$143,891.72**	**$33,597.88**		

		CD #0114	**CD #9867**
Ending Balance	**10/31/2025**	$116,749.47	$109,172.98

10/31/2025

FUND	**Budget Amount**	**YTD $ spent**	**% of Budget**
General	5,419,146.00	351,244.44	6.48%
Lunch	204,201.00	32,449.02	15.89%
Building	182,977.00	2,069.00	1.13%
Depreciation	424,137.00	75,200.00	17.73%
Activities	183,200.00	27,777.04	15.16%
STK Co-op	200,000.00	17,600.50	8.80%
		506,340.00	

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	

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Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Ace Hardware	20251021	Custodial Supplies Elementary	22.99
Total Ace Hardware			22.99
Apple Inc.	20251105	2 Apple TV	258.00
Total Apple Inc.			258.00
Arrow Seed	20251106	Fertilizer	849.00
Total Arrow Seed			849.00
Cash-Wa Distributing	20251105	Custodial Supplies	240.45
Total Cash-Wa Distributing			240.45
Consolidated Telephone	20251029	Telephone	305.66
Total Consolidated Telephone			305.66
Corporate Payment Systems	20251106	Credit Card Charges	998.22
Total Corporate Payment Systems			998.22
Creative Printers, INC	20251106	Board Advertising	244.50
Total Creative Printers, INC			244.50
Custer Public Power District	20251021	Utilities	3,186.99
Total Custer Public Power District			3,186.99
DAS State Accounting - Central Finance	20251029	Internet	1,057.41
Total DAS State Accounting - Central Finance			1,057.41
Duda Plumbing	20251029	Dishwasher Maintenance HS	238.50
Total Duda Plumbing			238.50
Dunning Water	20251105	Utilities	365.00
Total Dunning Water			365.00
Eakes Office Solutions	20251029	Copiers Meter Reading	1,925.19
Eakes Office Solutions	20251029-0001	Custodial Supplies/Kitchen Supplies	433.81
Total Eakes Office Solutions			2,359.00
ESU 10	20251105	ESU10 Services	9,715.53
Total ESU 10			9,715.53
Glidden, Tiffany	20251106	College Course Reimbursement	328.19
Total Glidden, Tiffany			328.19
Hometown Leasing	20251106	Copier Lease	532.89
Total Hometown Leasing			532.89
Lunch Fund	20251105	Snack Expense up to 10/10	1,158.96
Total Lunch Fund			1,158.96
MARC	20251029	Custodial Supplies	275.82
Total MARC			275.82

Vendor Name	Invoice Number	Description	Amount
MCI	20251029	Telephone	56.91
Total MCI			56.91
Midwest Floor Specialists	20251021	Custodial Supplies	165.51
Total Midwest Floor Specialists			165.51
NCS Pearson, Inc	20251106	Sped Testing	38.10
Total NCS Pearson, Inc			38.10
Nebraska Council of School Administrators	20251029	Admin Dues	435.00
Total Nebraska Council of School Administrators			435.00
Nebraska Public Health Environmental Laborato	20251029	Routine Elementary	15.00
Total Nebraska Public Health Environmental Laborato			15.00
NIBC,	20251105	Ice Machines	275.00
Total NIBC,			275.00
Palmer Public School	20251105	Spanish Distance Learning	3,701.88
Total Palmer Public School			3,701.88
Presto X Company	20251029	Pest Control	252.65
Total Presto X Company			252.65
Quill	20251021	Office Supplies	410.73
Total Quill			410.73
Sandhill Oil Company	20251029	Fuel	3,136.83
Total Sandhill Oil Company			3,136.83
Spur, The	20251106	Fuel/Milk	210.20
Total Spur, The			210.20
Staples	20251021	Office Supplies	67.32
Staples	20251105	Office Supplies	215.99
Total Staples			283.31
TEAM Physical Therapy	20251106	PT	487.27
Total TEAM Physical Therapy			487.27
Thedford Lumber and Supply	20251106	Custodial Supplies	36.97
Total Thedford Lumber and Supply			36.97
Thomsen Chiropractic	20251021	Drug Test Bus Driver	150.00
Total Thomsen Chiropractic			150.00
Trotter's Tire Pros-Broken Bow	20251106	All American Tires	2,516.40
Total Trotter's Tire Pros-Broken Bow			2,516.40
Waldinger Corporation, The	20251106	HVAC Maintence	1,060.00
Waldinger Corporation, The	20251106-0001	Repair Cold Air	432.50
Total Waldinger Corporation, The			1,492.50

Vendor Name	Invoice Number	Description	Amount
Weathercraft	20251029	Elementary Roof Repair	712.00
Total Weathercraft			712.00
Fund Number 01			36,513.37
Checking Account ID 1			36,513.37

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01	GENERAL FUND								
1100	REGULAR INSTRUCTIONAL PROGRAMS	0.00	132,274.01	409,885.52	0.00	(409,885.52)	4,101.64	0.00	(413,987.16)
1115	CAREER ACADEMY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	0.00	10,414.63	31,830.28	0.00	(31,830.28)	841.44	0.00	(32,671.72)
1291	SPED PROGRAM AGE 3-5	0.00	0.00	99.02	0.00	(99.02)	99.02	0.00	(198.04)
1292	SPED PROGRAM AGE B-2	0.00	0.00	99.02	0.00	(99.02)	99.02	0.00	(198.04)
2120	GUIDANCE SERVICES	0.00	4,089.62	12,268.86	0.00	(12,268.86)	0.00	0.00	(12,268.86)
2130	HEALTH SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2141	PSYCHOLOGICAL SERVICES SPED SCHOOL AGE	0.00	0.00	1,441.92	0.00	(1,441.92)	1,441.92	0.00	(2,883.84)
2142	PSYCHOLOGICAL SERVICES SPED AGE 3-5	0.00	0.00	180.24	0.00	(180.24)	180.24	0.00	(360.48)
2143	PSYCHOLOGICAL SERVICES SPED B-2	0.00	0.00	180.24	0.00	(180.24)	180.24	0.00	(360.48)
2151	SPEECH PATH & AUDIO SPED SCHOOL AGE	0.00	0.00	4,547.41	0.00	(4,547.41)	4,421.23	0.00	(8,968.64)
2152	SPEECH PATH & AUDIO SERVICES SPED 3-5	0.00	0.00	7.62	0.00	(7.62)	7.62	0.00	(15.24)
2153	SPEECH PATH & AUDIO SERVICES SPED B-2	0.00	0.00	1,656.77	0.00	(1,656.77)	1,255.42	0.00	(2,912.19)
2161	OCCUPAITONAL THERAPY SPED SCHOOL AGE	0.00	0.00	821.98	0.00	(821.98)	821.98	0.00	(1,643.96)
2162	OCCUPATIONAL THERAPY SPED AGE 3-5	0.00	0.00	102.75	0.00	(102.75)	102.75	0.00	(205.50)
2163	OCCUPATIONAL THERAPY SPED B-2	0.00	0.00	102.75	0.00	(102.75)	102.75	0.00	(205.50)
2171	PHYSICAL THERAPY SPED SCHOOL AGE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2172	PHYSICAL THERAPY SPED 3-5	0.00	0.00	250.18	0.00	(250.18)	487.27	0.00	(737.45)
2173	PHYSICAL THERAPY SPED B-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2210	IMPROVEMENT OF INSTRUCTION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2211	SCHOOL IMPROVEMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2212	INSTRUCTION/CURR DEV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2213	INSTRUCTIONAL STAFF TRAINING	0.00	0.00	2,045.98	0.00	(2,045.98)	735.00	0.00	(2,780.98)
2220	LIBRARY/MEDIA SERVICES	0.00	3,200.10	9,939.92	0.00	(9,939.92)	0.00	0.00	(9,939.92)
2224	EDUCATIONAL TELEVISION SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2230	INSTRUCTION RELATED TECHNOLOGY	0.00	4,089.61	46,534.15	0.00	(46,534.15)	1,848.30	0.00	(48,382.45)
2240	ACADEMIC STUDENT ASSESSMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2310	BOARD OF EDUCATION	0.00	0.00	3,108.08	0.00	(3,108.08)	244.50	0.00	(3,352.58)
2320	EXECUTIVE ADMINISTRATION	0.00	13,491.70	41,009.10	0.00	(41,009.10)	435.00	0.00	(41,444.10)
2330	DISTRICT LEGAL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2410	OFFICE OF PRINCIPAL	0.00	11,504.32	35,303.29	0.00	(35,303.29)	775.73	0.00	(36,079.02)
2510	FISCAL SERVICES	0.00	0.00	27,507.91	0.00	(27,507.91)	2,335.26	0.00	(29,843.17)
2520	PURCHASING & WAREHOUSE SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2560	PUBLIC INFORMATION SERVICES	0.00	0.00	5,040.00	0.00	(5,040.00)	0.00	0.00	(5,040.00)
2570	PERSONNEL SERVICES	0.00	0.00	60.50	0.00	(60.50)	0.00	0.00	(60.50)
2580	ADMINISTRATIVE TECHNOLOGY SERVICE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2600	OPERATION & MAINTENANCE OF PLANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2610	OPERATON OF BUILDING	0.00	17,160.08	81,989.22	0.00	(81,989.22)	7,394.81	0.00	(89,384.03)
2620	MAINTENACE OF BUILDING	0.00	0.00	505.30	0.00	(505.30)	252.65	0.00	(757.95)
2630	CARE AND UPKEEP OF GROUNDS	0.00	0.00	5,434.73	0.00	(5,434.73)	849.00	0.00	(6,283.73)
2640	CARE AND UPKEEP OF EQUIPMENT	0.00	0.00	102.13	0.00	(102.13)	0.00	0.00	(102.13)
2650	VEHICLE ACQUISITION AND MAINTENANCE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2660	SECURITY	0.00	0.00	66,239.00	0.00	(66,239.00)	0.00	0.00	(66,239.00)
2670	SAFETY	0.00	0.00	2,235.25	0.00	(2,235.25)	0.00	0.00	(2,235.25)
2680	OPERATION & MAINTENANCE OF PLAN-OTHER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2710	REGULAR EDUCATION TRANPORTATION	0.00	3,204.79	12,629.42	0.00	(12,629.42)	3,497.03	0.00	(16,126.45)
2713	TRANSPORTATION SPED AGE 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2730	VEHICLE SERVICE/MAINTENACE	0.00	0.00	9,695.82	0.00	(9,695.82)	2,516.40	0.00	(12,212.22)
3300	COMMUNITY SERVICES OPERATIONS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3512	DISTANCE EDUCATION INCENTIVE PAYMENTS	0.00	0.00	0.00	0.00	0.00	328.19	0.00	(328.19)
3535	HIGH ABILITY LEARNERS	0.00	90.58	1,271.74	0.00	(1,271.74)	0.00	0.00	(1,271.74)
3551	CAREER EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4300	ARCHITECTURE & ENGINEERING	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
6200	TITLE I, PART A NCLB IMPROV THE ACADEM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6210	TITLE I NCLB IMPROVING BSC PRGRMS ACCNT	0.00	0.00	570.00	0.00	(570.00)	0.00	0.00	(570.00)
6403	IDEA PART B(611) BASE ALLOC-SCHOOL AGE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6404	IDEA PART B(611) BASE ALLOC BIRTH TO 4	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6406	IDEA PRESCHOOL(619) BASE ALLOC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6408	IDEA Part B	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6410	IDEA ENROLLMENT/POVERTY(611)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6421	IDEA ARP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6422	IDEA PRESCHOOL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6700	FED VOC & APP TECH ED (CARL PERKINS)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6967	TITLE IV PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6969	TITLE IV - A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6992	REAP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6996	CARES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6997	ESSERII	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6998	ESSER III	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8000	TRANSFERS (OUTGOING)	0.00	0.00	0.00	0.00	0.00	1,158.96	0.00	(1,158.96)
01	GENERAL FUND	0.00	199,519.44	814,696.10	0.00	(814,696.10)	36,513.37	0.00	(851,209.47)

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total:	0.00	199,519.44	814,696.10	0.00	(814,696.10)	36,513.37	0.00	(851,209.47)

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 02 Fund Number 02		DEPRECIATION	
Transportation Equipment Sales Corp.	20251103	14 Passenger Bus	65,900.00
Total Transportation Equipment Sales Corp.			65,900.00
Fund Number 02			65,900.00
Checking Account ID 02			65,900.00

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 6	Fund Number 06	LUNCH FUND	
Cash-Wa Distributing	20251106	Food	10,254.11
Total Cash-Wa Distributing			10,254.11
Eakes Office Solutions	20251029-0001	Custodial Supplies/Kitchen Supplies	57.51
Total Eakes Office Solutions			57.51
Ewoldts Grocery	20251106	Food/Concessions	1,258.12
Total Ewoldts Grocery			1,258.12
Grocery Kart	20251106	Food	11.97
Total Grocery Kart			11.97
Spur, The	20251106	Fuel/Milk	31.04
Total Spur, The			31.04
US. Foods	20251106	Food/Supplies	1,659.72
Total US. Foods			1,659.72
Fund Number 06			13,272.47
Checking Account ID 6			13,272.47

October Charges	
Amount	Description
334.00	National FFA Organization FFA Jackets
36.60	Dollar General - Student Council Prizes Homecoming
29.99	Amazon - Technology Supplies
(12.96)	Amazon - Credit for used books History return
18.94	Amazon - History Books
18.24	Amazon - History Books
169.92	Etsy - FFA Officer Sweatshirts
(12.96)	Amazon - Credit for used books History return
425.00	NSTA - Employee Professional Development
40.13	Dietz Music - Childrens Chorr Music
110.00	NMEA - Employee Professional Development
160.00	NMEA - Childrens Choir Registration 2 students
158.38	Amazon - Folding Door for Gym
15.96	Amazon - Locks for Freezers
115.96	Walmart - Halloween Student Council
27.60	Amazon - Halloween Supplies
47.50	USPS - Postage

1,682.30	**TOTAL DUE**
	Activity

October Charges				
Date	**Vehicle**	**Repair/Service**	**Who**	**Amount**
1010/2025	#6	4 New Tires	Trotters	$2,516.40
			TOTAL	**$2,516.40**
#	**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 (SOLD)
12	2009	Blue Bird	42	Diesel
13	2013	Blue Bird *Vision*	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
Short Bus Coming November 11th				

Activity Fund Balance Report - Summary - Include Encumbrances

11/2025 - 11/2025

Fund: 05 ACTIVITY FUND

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Outstanding AP	Outstanding PO	Balance Change	Balance
05 704 0101	ANNUAL	1,216.32	0.00	0.00	0.00	0.00	0.00	1,216.32
05 704 0104	ACTIVITIES	26,548.21	240.16	0.00	0.00	0.00	2,000.00	28,308.05
05 704 0116	CLASS OF 2026	1,167.02	0.00	0.00	0.00	0.00	0.00	1,167.02
05 704 0118	CLASS OF 2027	1,406.76	0.00	0.00	0.00	0.00	0.00	1,406.76
05 704 0120	DRAMA	522.77	76.87	0.00	0.00	0.00	0.00	445.90
05 704 0122	ELEMENTARY	958.78	0.00	0.00	0.00	0.00	0.00	958.78
05 704 0123	FBLA	1,830.72	0.00	0.00	0.00	0.00	0.00	1,830.72
05 704 0125	FFA	3,657.05	503.92	0.00	0.00	0.00	0.00	3,153.13
05 704 0128	CONCESSION STAND	1,977.05	2,479.60	0.00	0.00	0.00	451.32	(51.23)
05 704 0129	HONOR SOCIETY	392.51	0.00	0.00	0.00	0.00	0.00	392.51
05 704 0130	MUSIC	2,873.34	0.00	0.00	0.00	0.00	0.00	2,873.34
05 704 0134	S/T COOP	2,000.00	0.00	0.00	0.00	0.00	(2,000.00)	0.00
05 704 0135	SIXTH GRADE TRIP	9,336.84	0.00	0.00	0.00	0.00	0.00	9,336.84
05 704 0136	SPEECH	159.11	0.00	0.00	0.00	0.00	0.00	159.11
05 704 0137	ST BOYS BASKETBALL	938.47	0.00	0.00	0.00	0.00	0.00	938.47
05 704 0139	ST FOOTBALL	1,085.59	51.33	0.00	0.00	0.00	(451.32)	582.94
05 704 0145	DIGITAL DESIGN	361.00	0.00	0.00	0.00	0.00	0.00	361.00
	Fund Total: 05	56,431.54	3,351.88	0.00	0.00	0.00	0.00	53,079.66

Activity/Athletic Director's Report - Jake Trosper
11/10/25

Athletic and Activities Director Report

- The COOP meeting will be held on **December 1st in Halsey at 6:30 PM**.

FBLA

- FBLA hosted a **Blood Drive on October 22nd**, collecting **13 units**.
- **Greenery sales** for the holidays will arrive later this month.
- In **December**, FBLA will organize a **toy and canned food drive** and will also **deliver baked goods** around town as part of their community outreach efforts.

FFA

- FFA will compete in **District LDE's on November 17th in Wallace**.
  The **FFA Fruit Sale Fundraiser** generated approximately **$10,000 in sales**, an increase from last year's total.

Play Production

- Play Production has officially begun their season.
- The team **competed last Saturday in North Platte** and will travel to **Scotia on Wednesday to compete at 2 PM**.
- Play Production will soon be **added to Bound**, allowing parents and cast members to view competition and practice schedules online.

Football

- Tyson Cox will be stepping down as head coach at the end of the season.

Volleyball

- Volleyball **finished the season strong**, earning the title of **MNAC Champions** and making a **district final appearance**.

Principals Report
11/10/25

This month was a whirlwind of activities. I'm glad to report our students and staff handled the month well. With extended seasons in all sports our students have been putting in a lot of extra time and effort not only on the course, court, and field but also in the classroom. With many more activities coming up with One Acts, FFA, and winter practices starting I think we'll all be ready for a break at Thanksgiving.

Mrs. Zimmerman and I attended 504 training in Kearney. We got the opportunity to listen to and work with KSB attorney Bobby Truhe and ESU 10's director of Special Education Jean Anderson. 504 plans cover all persons with a disability from discrimination in educational settings based solely on their disability. The sole purpose of 504 is to eliminate barriers of access to the general education curriculum for students with disabilities. We will be reviewing student information to identify and create appropriate plans for students in this category.

I am conducting teacher evaluations. I have completed all of the nontenured staff evaluations and am conducting post evaluations with them currently. My goal is to have half of the staff evaluations completed by Christmas vacation so I stay on track to complete all evaluations by March 1st. I am encouraged by what I have seen in the classroom in regards to the new English Language Arts curriculum. The teachers have found creative ways to make the curriculum come to life and engage the students. I know this is a process that we will see gains in year two and three, but I'm impressed with the teaching I've seen.

We are currently looking for a nurse. We have been in contact with a nurse who works with two other school districts and we are encouraged to try to work with her to create a plan for our school as well.

Superintendents Report
November 10, 2025

1. The new heat exchanger at the high school has been installed and repairs have been made on the other unit that was damaged this past summer. We are still waiting for a control panel that will enable units are running most efficiently.

2. Facility Advocates is encouraging replacement of the electrical boxes in the high school building. If approved in November, work should be completed during the holiday break. I am anticipating that work could be paid for through the depreciation fund by putting the purchase of a second replacement mini bus on hold, at least until we have a more definitive idea if what the district's share repairs of the gym floor will cost.

3. Work is scheduled to start on demolition and replacement of the activity building gym floor. The addition of the ventilation system requires a vent area along at least one side of the building which needs to be protected, such as having a bench or bleachers above the vent.

4. The 14-passenger bus is set to arrive on November 11.

5. I have scheduled a phone conference with representatives from the Nebraska Liquid Asset Fund for during the board meeting.

6. Teacher negotiations are underway with a meeting scheduled for 5:30, prior to the board meeting for the board negotiations committee and the SDEA committee. I am also planning that we have a bd negotiations committee meeting prior to that at 5:00 p.m.

7. In mid-October we had inspections by the Ne Dept of Environment and Energy Food Establishment on one day, followed by a visit from the NDE Food and Nutrition office the next day. As a result, we have a list of things to correct in the kitchen, including the addition of a hand washing sink nearer the dishwasher, and the addition of air gap drain on the three-compartment sink. I have called the plumber and he can do the updates as soon as possible.

   The visit from the Food and Nutrition office raised questions about the snack program, primarily students paying for snacks along with snacks being smart snacks. I have added an agenda item to review this more thoroughly. These visits have also prompted some cleanout of unused and unnecessary things in the storage areas to allow more room for things like better access to the existing hand washing sink. The lower storage unit also serves as the tornado shelter for the building so if possible, creating more space should that space ever be needed for that purpose.

8. NASB Fall Conference is next week, November 19-21, and it's not too late to attend if you would like.

CERTIFICATED EMPLOYEE PROFESSIONAL DEVELOPMENT

The board encourages certificated employees to attend and participate in professional development activities to maintain, develop, and extend their skills. The board shall maintain and support an in-service program for certificated employees.

The superintendent and or designee will develop and schedule in-service workshops as appropriate to the needs of the district and will inform the board regarding in-service staff development. *In consultation with the Superintendent, annual time requirements for staff trainings in areas such as concussion awareness, suicide awareness, dating violence prevention, and others shall utilize a reasonable lenth of time as determined by the board.*

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

Legal Reference: NDE Rule 10
Neb. Statute 79-830

Cross Reference: 409.02 Certificated Employee Training, Workshops or Conferences

Approved July 14, 2003
Reviewed November 14, 2011, November 10, 2025
Revised November 10, 2025

CERTIFICATED EMPLOYEE TRAINING, WORKSHOPS OR CONFERENCES

Requests for attendance or participation in a development program, other than those development programs sponsored by the school district, shall be made to the superintendent *and/or principal*. Approval of the superintendent *and/or principal* must be obtained prior to attendance by a certificated employee in a professional development program when the attendance would result in the certificated employee being excused from their duties or when the school district pays the expenses for the program.

Employees authorized by the superintendent *and/or principal* to represent the school system at training, workshops and conferences will be allowed salary and expenses in conformance with regulations on expense reimbursement. Requests that involve unusual expenses or overnight travel must also be approved by the board.

The superintendent shall have sole final discretion to allow or disallow certificated employees to attend or participate in the requested event. When making this determination, the superintendent will consider the value of the program for the certificated employee and the school district, the effect of the certificated employee's absence on the education program and school district operations and the school district's financial situation as well as other factors deemed relevant in the judgment of the superintendent.

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

Cross Reference: 402.08 Employee Travel Compensation
402.11 Credit Cards

Approved July 14, 2003
Reviewed November 14, 2011, November 10, 2025
Revised November 10, 2025

CERTIFICATED EMPLOYEE MENTOR TEACHERS

The building principal or immediate supervisor will assign a mentoring teacher to every probationary teacher upon entrance of the probationary teacher into the district. The mentoring teacher, insofar as possible, will be a tenured teacher with a minimum of three (3) years' teaching experience in the district and will be engaged in teaching within the same grade, building, or discipline as the probationary teacher.

The mentoring teacher will not be involved in the evaluation of the probationary teacher, will not be in the line of authority, and will not exercise formal supervision over the new teacher with whom he/she is working. Each teacher will be advised during employee orientation as to who will observe and evaluate job performance. No formal observations will take place until such orientation has been completed.

The mentoring teacher will assist the probationary teacher in acclimating to the teaching profession and the district. The mentor's role is to assist the new teacher by being available to answer questions, explain the courses of study, instructional materials, building procedures, availability of resources and district policies.

The mentor shall maintain a log of contact time and activities conducted by the mentor as part of the mentoring program.

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: 406.09 Certificated Employee Probationary Status/Tenure

Approved July 14, 2003
Reviewed November 14, 2011, November 10, 2025
Revised _____

CERTIFICATED EMPLOYEE PUBLICATION OR CREATION OF MATERIALS

Materials created by certificated employees and the financial gain therefrom shall be the property of the school district if school materials and time were used in their creation or such materials were created in the scope of the certificated employee's employment. The certificated employee must seek prior written approval of the superintendent concerning such activities.

Cross Reference: 402.03 Employee Conflict of Interest
607.04 Student Production of Materials and Services

Approved July 14, 2003
Reviewed November 14, 2011, November 10, 2025
Revised _____

CERTIFICATED EMPLOYEE TUTORING

Every effort will be made by the certificated employees to help students with learning problems before recommending that the parents engage a tutor. Since there are exceptional cases when tutoring will help students overcome learning deficiencies, tutoring by certificated employees may be approved by the superintendent.

Certificated employees may only tutor students other than those for whom the teacher is currently exercising teaching, administrative or supervisory responsibility unless approved by the board.

Tutoring for a fee may not take place within school facilities or during regular school hours unless approved by the superintendent.

Legal Reference: NDE Rule 27
Neb. Statute 49-14,101.01

Cross Reference: 402.03 Employee Conflict of Interest
403.06 Employee Outside Employment

Approved July 14, 2003
Reviewed November 14, 2011, November 10, 2025
Revised _____

CERTIFICATED EMPLOYEE VACATION, HOLIDAYS AND PERSONAL LEAVE

The board shall determine the amount of vacation, holidays, and personal leave that will be allowed on an annual basis for certificated employees.

It shall be the responsibility of the superintendent to make a recommendation to the board annually on vacations, holidays, and personal leave for certificated employees.

The vacation may be taken during the school year provided the vacation will not disrupt the operation of the school district. The employee must submit a vacation request to the superintendent, who shall determine whether the request will disrupt the operation of the school district. In the case of the superintendent's request, the board shall make the determination. Certificated employees who work during the school academic year, whether full-time or part-time, shall have time off in concert with the school calendar.

The requirements stated in the Negotiated Contract between employees in that certified collective bargaining unit and the board regarding the vacations, holidays and personal leave of such employees shall be followed.

Cross Reference: 415.01 Support Staff Vacations, Holidays and Personal Leave
602.01 School Calendar

Approved July 14, 2003
Reviewed November 14, 2011, November 10, 2025
Revised _____

CERTIFICATED EMPLOYEE PERSONAL ILLNESS LEAVE

Sick leave, personal leave, and bereavement leave will be called PTO (personal time off) days. These will not be vacation days. Staff will be allowed to accumulate 40 days of unused PTO which are sick days only, not vacation, personal or bereavement days. 10 days will be allowed for employees in years 1 and 2 of employment; 12 days for employees in years 3 and 4 of employment; and 14 days for employees in years 5 and beyond. Each year PTO time allowed will be added to the teacher's remaining sick leave balance from the previous year.

Sick leave may be accumulated up to a maximum of 40 days for certificated employees.

Evidence may be required regarding the mental or physical health of the employee when the administration has a concern about the employee's health. Evidence may also be required to confirm the employee's illness, the need for the illness leave, the employee's ability to return to work, and the employee's capability to perform the duties of the employee's position. It shall be within the discretion of the board or the superintendent to determine the type and amount of evidence necessary. When an illness leave will be greater than three consecutive days, the employee shall comply with the board policy regarding family and medical leave.

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

Cross Reference: 404.02 Employee Injury on the Job

Approved July 14, 2003
Reviewed 11/14 & 12/12, 2011, November 10, 2025
Revised December 12, 2011

CERTIFICATED EMPLOYEE FAMILY AND MEDICAL LEAVE

The district will comply with all provisions of the Family and Medical Leave Act of 1993 and amendments.

Unpaid family and medical leave will be granted up to twelve (12) weeks in any twelve (12) month period to eligible certificated staff members for the following reasons:

1. the birth or care of a newborn child within one (1) year of the child's birth;
2. the placement or care by way of adoption or foster care with the staff member within one (1) year of the child's arrival;
3. to care for the staff member's spouse, parent or dependent child with a serious health condition;
4. if the staff member's own serious health condition prevents that employee from performing the functions of the employee's job;
5. in qualifying urgent situations arising out of the fact that the employee's spouse, son, daughter, or parent is on active duty or call to active duty status as a member of the National Guard or Reserves in support of a contingency operation.

Unpaid leave will be granted up to twenty-six (26) weeks during a single twelve (12) month period to eligible certificated staff members to care for a spouse, son, daughter, parent, or next of kin of a current member of the Armed Forces, including a member of the National Guard or Reserves, with a serious injury or illness.

For purposes of this policy, the twelve month period is defined as (a "rolling period based on the date the leave is requested to begin and looking backward at the last twelve-months of use; a twelve-month period beginning August 1 and ending July 31; other). Requests for family and medical leave shall be made to the superintendent.

To be eligible for FMLA benefits, a district employee must:

1. have worked for the district for a total of 12 months; and
2. have worked at least 1,250 hours over the previous 12 months.

When meeting the requirements set out in the family and medical leave administrative rules, employees may be allowed or required to substitute paid leave for unpaid family and medical leave according to the terms and conditions of the district's normal leave policies. Employees eligible for family and medical leave must comply with the family and medical leave administrative rules prior to starting family and medical leave. Requests for FMLA leave shall be submitted in writing. This policy shall not be construed to expand eligibility for an FMLA leave beyond what is required by the Act. It shall be the responsibility of the superintendent to implement this policy.

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

Legal Reference: 29 U.S.C. §§ 2601 et seq. (1994)
29 C.F.R. Pt. 825 (1996).

Cross Reference: 415.03 Support Staff Family and Medical Leave

Approved July 14, 2003
Reviewed 11/14 & 12/12, 2011, November 10, 2025
Revised December 12, 2011

CERTIFICATED EMPLOYEE BEREAVEMENT LEAVE

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

Cross Reference: 410 Certificated Employee Vacations and Leaves of Absence

Approved July 14, 2003
Reviewed 11/14 & 12/12, 2011, November 10, 2025
Revised December 12, 2011

CERTIFICATED EMPLOYEE POLITICAL LEAVE

The superintendent may provide a leave of absence to certificated employees to run for elective public office. A political leave of absence shall only be granted as unpaid leave.

The certificated employee may only be granted one period of leave to run for the elective public office. The leave may not commence before thirty days of a contested primary, special, or general election nor continue beyond the day following the election.

The request for leave must be in writing to the superintendent at least thirty days prior to the starting date of the requested leave.

Legal Reference: Neb. Statute 79-838

Cross Reference: 402.10 Employee Political Activity
410 Certificated Employee Vacations and Leaves of Absence

Approved July 14, 2003
Reviewed November 14, 2011, November 10, 2025
Revised _____

CERTIFICATED EMPLOYEE JURY DUTY LEAVE

Any employee who is summoned to serve on jury or election board duty, or who is subpoenaed to provide testimony, shall not be subject to discharge from employment, loss of pay, loss of sick leave, loss of vacation time, or any other form of penalty, as a result of his or her absence from work due to such service provided the employee submits a copy of the summons, in advance, to the employee's supervisor.

Certificated employees will receive their regular salary. Any payment for jury duty shall be paid to the school district. The employee will report to work within one hour on any day when the employee is excused from jury duty during regular working hours.

Legal Reference: Neb. Statute 25-1640

Approved July 14, 2003
Reviewed November 14, 2011, November 10, 2025
Revised _____

CERTIFICATED EMPLOYEE MILITARY SERVICE LEAVE

Certificated employees who are members of the National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air Force Reserve, Coast Guard Reserve and State Guard are entitled to a leave of absence, without loss of pay, on all days during which they are employed under the orders or authorization of competent authority in the active service of the State or United States. Such leave of absence will be without loss of pay for a period not to exceed fifteen (15) work days in any one calendar year. Such leave of absence will be in addition to any leave provided by the District through policy or negotiated agreement. Any such leave which extends beyond fifteen (15) work days in any one calendar year shall be without pay from the remaining contract payments.

If the Governor of the State of Nebraska declares a state of emergency any of the above certificated employees who are ordered to active service shall receive an additional leave of absence will be granted until such member is released from the active service by competent authority. During this additional leave of absence, the employee shall receive such portion of his or her salary or compensation as will equal the loss he or she may suffer while in the active service of the state. The loss he or she may suffer while in the active service of the state is defined as the differential between military salary and district salary.

Employees who are required to leave a position other than temporary for training with the armed forces of the United States or to undertake military duty in the active service of the state are entitled to a leave of absence for such period, not to exceed five years, plus any additional period as provided by law, without loss of status and without loss of pay during the first fifteen work days, which pay for the first fifteen work days is not in addition to that described above.

Upon an honorable discharge from active service, such employee shall be entitled to a return to a comparable position as provided by law as long as he or she:

1. has given advance notice of the need for military leave (unless notice is precluded by military necessity or is otherwise unreasonable);
2. has not been absent from his or her job for more than five years; and
3. returns to work as outlined below.

The following periods and conditions of return to work apply to the employee who was absent:

1. If absent less than 31 days, the employee must report back to work by the beginning of the next regularly scheduled work period after a reasonable amount of time to arrive home, rest and report to work;
2. If absent more than 30 days but less than 181 days, the employee must submit an application for reemployment within 14 days after the completion of service;
3. If absent more than 180 days, by submitting an application for reemployment within 90 days after the completion of service.

Such person shall not be discharged without justifiable cause within one year after reinstatement if the person's period of military service before the reemployment was more than 180 days. Such person shall not be discharged without justifiable cause within 180 days after the date of reemployment if the person's period of military service before the reemployment was more than 30 days but less than 181 days.

An employee reemployed after military leave will be treated as not having incurred a break in service. Absence for any of the reasons stated above shall not affect the employee's right to receive normal vacation, sick leave, bonus, advancement and other advantages of the employee's employment normally to be anticipated in the employee's particular position.

Legal Reference: Neb. Statute 55-160 to 166
79-838
38 U.S.C. §§ 4312, 4313, 4316, 4317
20 C.F.R. §§ 1002.259, 1002.261, 1002.262, 1002.267

Approved July 14, 2003
Reviewed 11/14 & 12/12, 2011, November 10, 2025
Revised December 12, 2011

CERTIFICATED EMPLOYEE UNPAID LEAVE

Unpaid leave may be used to excuse an involuntary absence not provided for in this or other leave policies of the board. Unpaid leave for certificated employees must be authorized by the superintendent. Any unused Personal Leave days must be applied to such absences rather than including them as Unpaid Leave.

The superintendent shall have complete discretion to grant or deny the requested unpaid leave. In making this determination, the superintendent shall consider the effect of the employee's absence on the education program and school district operations, length of service, previous record of absence, the financial condition of the school district, the reason for the requested absence and other factors the superintendent believes are relevant to making this determination.

If unpaid leave is granted, the duration of the leave period shall be coordinated with the scheduling of the education program whenever possible to minimize the disruption of the education program and school district operations.

Whenever possible, certificated employees shall make a written request for unpaid leave 60 days prior to the beginning date of the requested leave. If the leave is granted, the deductions in salary shall be made unless they are waived specifically by the superintendent.

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

Approved July 14, 2003
Reviewed November 14, 2011, November 10, 2025
Revised _____

SUBSTITUTE TEACHERS

The board recognizes the need for substitute teachers. Substitute teachers shall be certificated to teach in Nebraska.

It shall be the responsibility of the building principal to maintain a list of substitute teachers who may be called upon to replace regular contract certificated employees. Individuals whose names do not appear on this list will not be employed as a substitute without specific approval of the superintendent. It shall be the responsibility of the building principal to fill absences with substitute teachers immediately.

Substitute teachers will be paid a per diem rate. Substitutes employed for 15 or more consecutive days in the same position shall be paid according to the prevailing salary schedule based upon qualifications and experience. Substitute certificated employees are expected to perform the same duties as the certificated employees.

Cross Reference: 406.01 Certificated Employee Defined
406.02 Certificated Employee Qualifications, Recruitment and Selection

Approved July 14, 2003
Reviewed November 14, 2011, November 10, 2025
Revised _____

SUMMER SCHOOL CERTIFICATED EMPLOYEES

It shall be within the discretion of the board to offer an education program during the summer recess. Certificated employees who volunteer or who are appointed to deliver the summer education program shall be compensated in addition to their regular duties during the school academic year, unless such arrangements are made prior to determining the employee's compensation for the year.

Should the board determine a summer education program is necessary, certificated employees shall be given the opportunity to volunteer for the positions available. If the board determines a course must be offered and no certificated employee volunteers for the position, the board will make the necessary arrangements to fill the position. The board will consider applications from volunteers of current certificated employees in conjunction with other applications.

It shall be the responsibility of the superintendent to make a recommendation to the board regarding the need for and the delivery of the summer education program.

Cross Reference: 604.02 Summer School Instruction

Approved July 14, 2003
Reviewed November 14, 2011, November 10, 2025
Revised _____

ATTENDANCE OFFICER

The board shall appoint a*n attendance officer to enforce the provisions of the state statutes for compulsory education.* ~~certificated employee from each school building to serve as the building's attendance officer. Unless otherwise indicated by the board, the attendance officer will be the Superintendent.~~

Any superintendent, principal, teacher or member of the school board who knows of a violation of subsection 2 of 79-201 relating to the enrollment and attendance of children of mandatory attendance age except under certain conditions as stated in statute shall notify the attendance officer. The attendance officer will investigate the cause of a student's absence and attempt to ensure the student's attendance. The school may report such absences to the county attorney in accordance with the requirements of Policy 503.4 Addressing Barriers to Attendance.

~~The principal shall notify the attendance officer when a student is truant. The attendance officer shall investigate the cause of a student's truancy and attempt to ensure the student's attendance. The attendance officer may take the student into custody. A student taken into custody shall be placed in the custody of the principal. The attendance officer shall attempt to contact the student's parents when the student is taken into custody.~~

Legal Reference: Neb. Statute 79-208 and 209

Cross Reference: 503.04 Truancy - Unexcused Absences

Approved July 14, 2003
Reviewed 11/14 & 12/12, 2011, November 11, 2025
Revised December 12, 2011

EDUCATION AIDE

The board may employ education aides or other instructional support personnel to assist certificated personnel in nonteaching duties, including, but not limited to:

- managing and maintaining records, materials and equipment;
- attending to the physical needs of children; and
- performing other limited services to support teaching duties when such duties are determined and directed by the teacher.

Education aides who hold a teaching certificate shall be compensated at the rate of pay established for their position as an education aide. It shall be the responsibility of the principal to supervise education aides.

Cross Reference: 412.02 Support Staff Qualifications, Recruitment, Selection

Approved July 14, 2003
Reviewed November 14, 2011, November 10, 2025
Revised _____

411.05 - STUDENT TEACHERS

Qualified students from accredited teacher training institutions may, at the discretion of the Superintendent, be assigned in the district for professional laboratory experiences. The selection of students and the requirements for qualifications shall be the responsibility of the college in which the student is enrolled.

The assignment of college students accepted for such professional laboratory experiences will be made by the Superintendent, with assistance from the Principal of a designated building and through the Principal to a designated supervising teacher. The college, along with the administrative and instructional personnel of the district, share responsibility to supervise this professional laboratory experience.

The authority to accept, assign, and discontinue any college student participating in such professional laboratory experiences in the district shall rest with the Superintendent.

The college student, while assigned to the district for such experiences, maintains a responsibility to the school district and the children enrolled which parallels that of a professionally certificated member of the staff including the following of all policies and regulations of the district. In emergencies, such student teachers may be utilized to substitute for professionally certificated staff members.

The Board directs the Superintendent to implement this policy in a manner which will ensure that the student teaching in the district will be a very meaningful, beneficial activity for both the school and the student teacher.

Approved November 10, 2025
Reviewed _____
Revised _____

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 ScissorLoc 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.

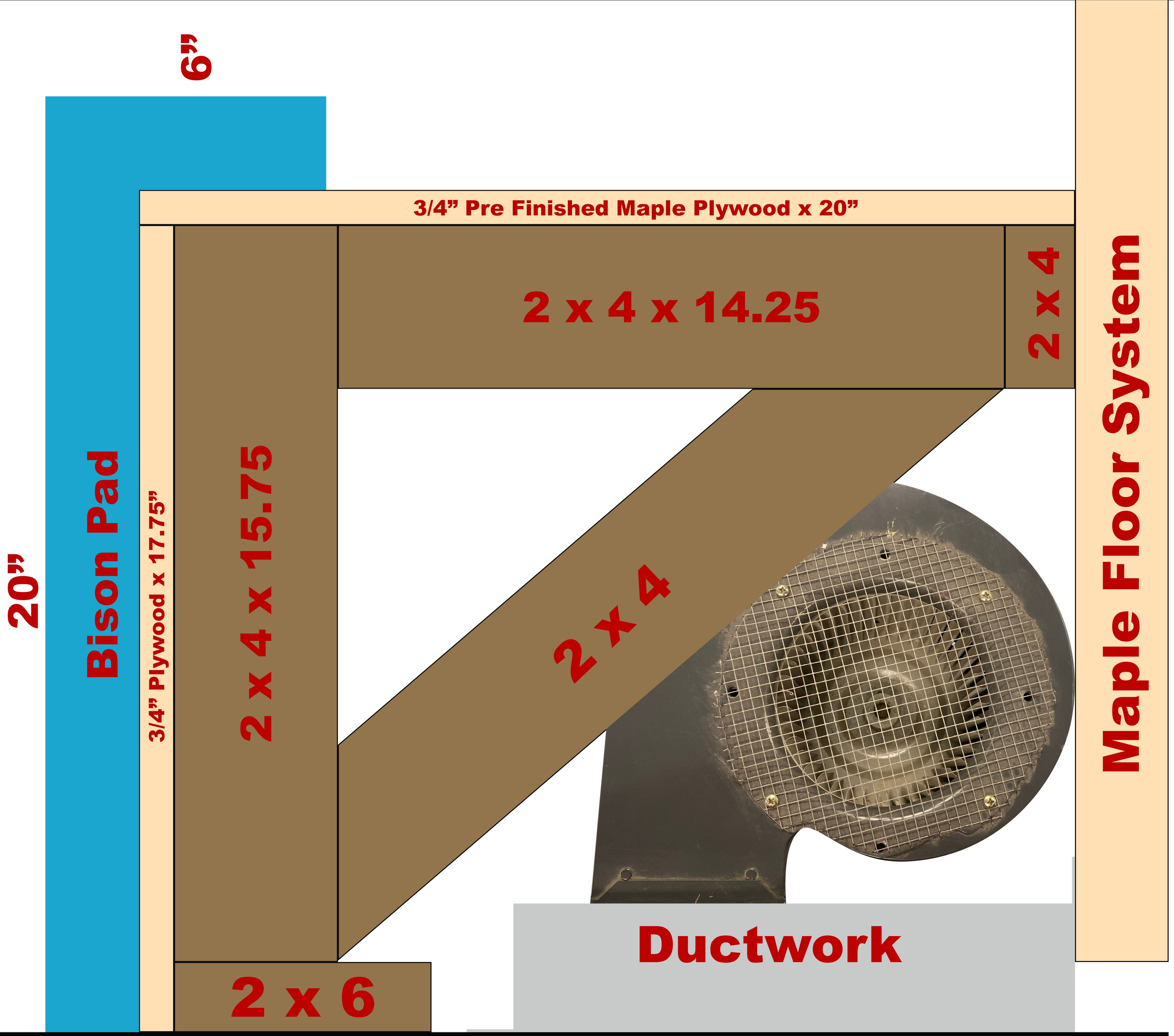
*** Proposal may be withdrawn if not accepted within 60 days.* **Total** **$178,000.00**

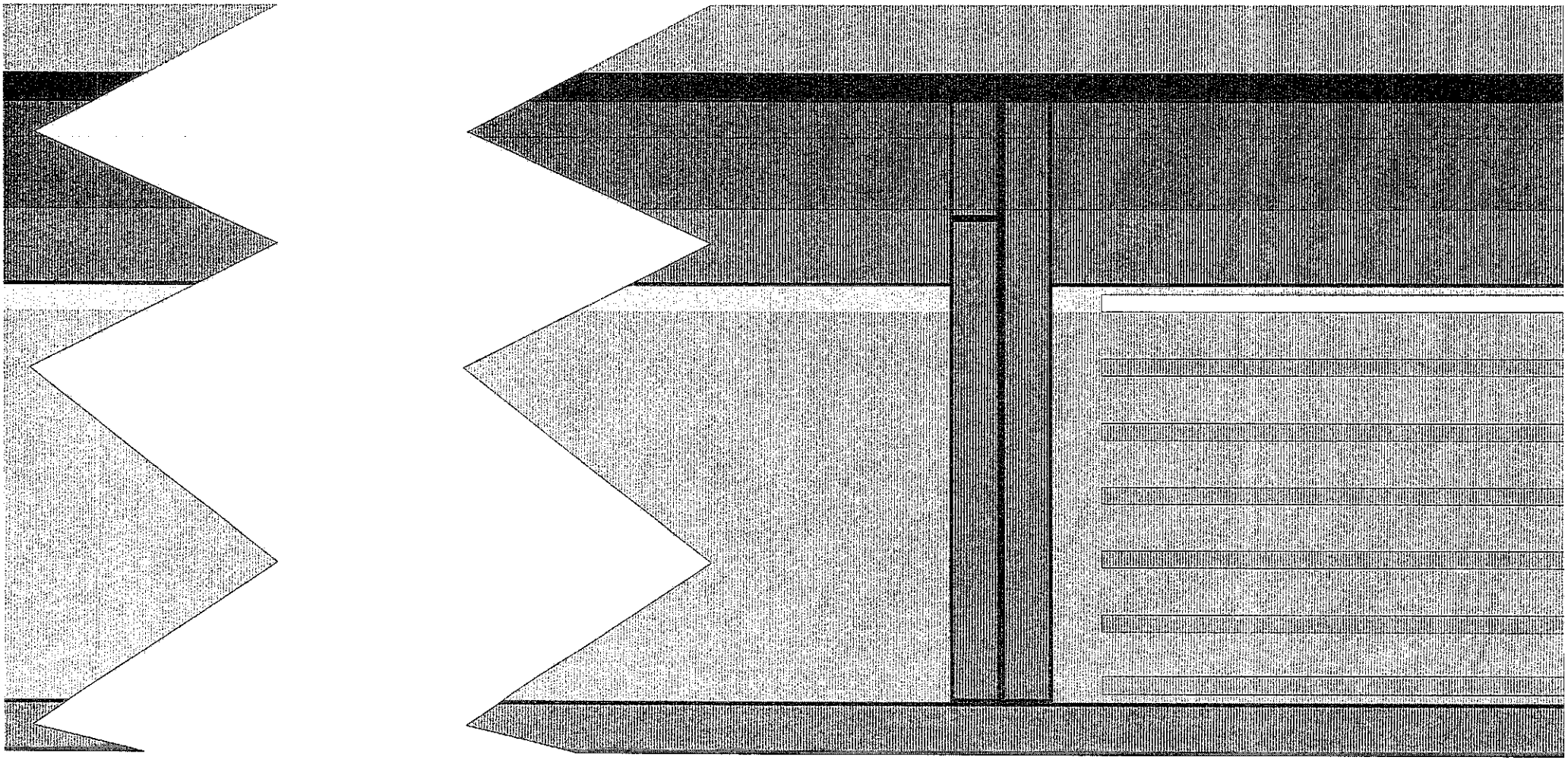
All material is guaranteed to be as specified. All work to be completed in a substantial workmanlike manner according to specifications submitted, per standard practices. Customer responsible for all costs of collection including reasonable attorney fees and expenses. 208 three phase power and dumpsters 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 acrue interest at 1.5% per month.

Tel: (763) 633-1170 Fax: (763) 631-0127 info@flrsanders.com


6”
20”
Bisson Pad
3/4” Pre Finished Maple Plywood x 20”
3/4” Plywood x 17.75”
2 x 4 x 15.75
2 x 4 x 14.25
2 x 4
2 x 4
2 x 6
Ductwork
Maple Floor System

Ductwork
3/4" Pre Finished Maple Plywood x 20"
3/4" Plywood x 17.75"
6"

72'