

**SANDHILLS PUBLIC SCHOOLS**  
**Regular Regular Board of Education Meeting**

Monday, December 8, 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**
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, and Custer County Chief
  
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 November 10, regular 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
  - 10.d. Board Committee Reports
    - Americanism
    - Sandhills -Thedford Cooperative
    - Facilities and Strategic Planning
    - Hiring
    - Transportation
    - Finance
    - Negotiations
    - Policy
  - 10.e.
11. Board Member Report on NASB Fall Conference

12. **Discussion Items**

- 12.a. Transportation
- 12.b. Report on facilities

13. **Action Items**

- 13.a. Accept Audit and Financial Statements for the 2024-2025 school year.
- 13.b. Review and approve Board Policies 412.01 - 412.07 and 413.01 - 413.05.
- 13.c. Approve NSAA Cooperative Agreement for football with Thedford for the 2026-2027 year.
- 13.d. Approve the high school football program for 3 paid coaches (1 head and 2 assistants) and the junior high football program for 2 paid coaches.
- 13.e. Enter closed session for the purpose of collective bargaining with the Sandhills Dunning Education Association

14. **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 January 12, 2026. The meeting will be open to the public and agendas are kept continually current and available for public inspection in the Superintendent's office during regular business hours with reasonable notice.

# NEBRASKA OPEN MEETINGS ACT

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

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

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

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

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

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

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

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

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

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

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

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

(c) Investigative proceedings regarding allegations of criminal misconduct;

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

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

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

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

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

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

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

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

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

(1) Until January 1, 2025:

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

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

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

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

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

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

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

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

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

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

(2) Beginning January 1, 2025:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

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

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

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

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

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

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

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

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

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

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

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

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

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

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

84-1413.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Revised 07/2024

  
**Nebraska Council**  
of School Administrators  
455 South 11<sup>th</sup> Street, Suite A  
Lincoln, NE 68508  
(402) 476-8050  
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PROOF OF PUBLICATION

State of Nebraska )  
 ) ss.  
County of Thomas )

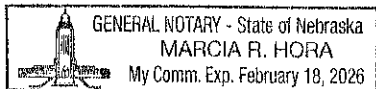
Kendra L. Cutler, being first duly sworn, deposes and says she is the Editor of the Thomas County Herald a weekly legal newspaper having a bona fide circulation of more than 300 copies published in Thedford, Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication of attached notice; that said publication is of general circulation; that attached notice was published 1 time(s) on November 6, 2025

Kendra L. Cutler

Subscribed to in my presence and Sworn to before me this 6th day of November, 2025

Marcia R. Hora  
Notary Public

Publication Fee \$ 15.65



**Sandhills Schools Board**  
**Public Notice**  
The Board of Education of Sandhills Public Schools will meet Monday, November 10, 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: November 6, 2025 ZNEZ

PROOF OF PUBLICATION

State of Nebraska )
) ss.
County of Thomas )

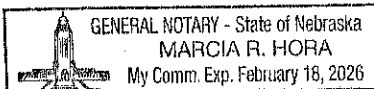
Kendra L. Cutler, being first duly sworn, deposes and says she is the Editor of the Thomas County Herald a weekly legal newspaper having a bona fide circulation of more than 300 copies published in Thedford, Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication of attached notice; that said publication is of general circulation; that attached notice was published 1 time(s) on November 20, 2025

[Handwritten signature of Kendra L. Cutler]

Subscribed to in my presence and Sworn to before me this 25th day of November, 2025

[Handwritten signature of Marcia R. Hora]
Notary Public

Publication Fee \$ 179.78



Sandhills Public Schools Board Of Education Proceedings

SANDHILLS PUBLIC SCHOOLS
Regular Board of Education Meeting Minutes
Monday, November 10, 2025
6:00 PM

Sandhills High School
Lecture Hall

Regular Board Meeting:

1. Call to order

The regular monthly meeting of the Sandhills Public Schools Board of Education was called to order on Monday November 10 at 6:02 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, October 24, 2025.

5. Roll Call

Board members present: Rory Zutavern, Dillon Simonson, Jill Thompson, Reed Larsen, Michelle Milleson, and Jeff Martindale. All present.

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 Dillon Simonson, seconded by Michelle Milleson to approve the agenda: Yea, Nay, Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

8. Public Comment

The Board sets aside time to hear comments or concerns from pa-

trons. No Comments were received from the public as part of the regular meeting.

9. Consent Agenda

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

9 a. Approve minutes of the regular October 13, 2025 Board of Education Meeting

9 b. Approve Financial Report

9 c. Approve payment of bills

10. Administrative Reports

10.a. Activities Director's Report

Mr. Trosper reported on fall activities, congratulating the football and volleyball teams for successful seasons, making district and quarter finals appearances. The Sandhills-Thedford Coop Committees will hold a meeting on December 1, 2025 at 6:30 p.m. at Halsey. FBLA has hosted a blood drive, and have plans for a toy and canned food drive in December. Greenery sales are ongoing. FFA will compete in District LDE's on November 17 and

their fruit sales have generated approximately \$10,000 in sales. The one act play production season has started, with the team competing in North Platte and Scotia most recently.

10.b. Principal's Report

Mr. Recoy reported on attending, along with Mrs. Zimmerman, a training at ESU 10 regarding writing and implementing 504 plans. The purpose of the 504 plan is to eliminate barriers of access to the general education curriculum for students with disabilities. Teacher evaluations are in process. Implementation of the new Language Arts curriculum is going well. Teachers have found ways to make the curriculum come to life and engage the students.

10.c. Superintendent Dr. Isom reported that the installation of the new heat exchanger and repairs have been made to another unit at the high school this past summer have been completed. A control panel to finalize the repairs is still needed. Work is scheduled to begin in December for demolition and replacement of the activity gym floor.

Teacher negotiations is underway for the 2026-2027 school year. The district recently had visits from NDE Food Service, and NE Department of Environment and Energy. A hand washing sink and air gap floor drains need to be added at the high school. The snack program was reviewed and should be using 'smart snacks.'

The NASB Fall Conference is Nov 19-21 in Omaha.

11. Discussion Items

11.a. Transportation

The 14-passenger bus was delivered on November 10 and will be in service soon.

11.b. Report on facilities

Work on the gym floor is scheduled to begin the first part of December with a tentative completion in the spring. Scheduling of updates of the electrical system will require electrical services to be down during the time of installation. Facility Advocates indicated that work would be done over the break, or scheduled into the summer break.

12. Action Items

12.a. 411.05

Review and approve Board Policies 409.01-409.05, 410.01-410.08, and 411.01.

12.b. 12.c. 12.d. 12.e.

12.f. A motion made by Reed Larsen, seconded by Jeff Martindale. Policies to review and approve the reviewed policies was made by Reed Larsen, and second by Jeff Martindale. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

Review and approve replacement of electrical

panels in the school building

As recommended by Facility Advocates, replacement of existing electrical panels in the high school is necessary for safety purposes, as well as some updating necessary for future projects. It was suggested that the work would be able to be completed over the holiday break. After consideration of winter weather and relatively short window for such a program, the consensus was to schedule the work for the summer break.

Review and consider information relating to the Nebraska Liquid Asset Fund (NLAF) and take action if desired.

A conference call with a representative of the NLAF was done to learn more about NLAF. No action was taken.

Review and approve the additional ventilation system as part of activity gym floor replacement.

The proposed ventilation system as part of the activity gym floor replacement is an additional \$4,500. After talking with the insurance adjuster and the representative from FLR Sanders, it is recommended to include this. Because of the vent necessary to allow the air movement, there needs to be a space along at least one side of the gym that should be protected. This is typically done by bleachers over the vent, or perhaps a bench. FLR has provided drawings and an estimate of cost for the bench that would run the length of the gym area and cost approximately \$10,000.

A motion made by Jill Thompson, seconded by Michelle Milleson to approve the addition of the ventilation system and the bench to protect the necessary space along the north side of the gym area. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

Review and act on possible changes with the snack program.

The district had a visit from the Nebraska

School Nutrition Office at the end of October. As a result, there are questions about the snack program. Concerns were raised regarding student payment for snacks and providing 'smart' snacks. At this time, the district provides the snacks. A transfer of funds from the general fund to the lunch fund for the cost of

the snacks should be made, so that has been done for the amount at this point, and will be continued, if allowable. As we understand it now, it is typical that students pay for a snack, and it should be a 'smart snack.' Determination of a 'smart snack' needs to be done based on state guidelines which vary some from federal guidelines. After discussion, there was no action taken. The snack program will continue, with general fund reimbursement for snacks to the school nutrition fund.

Enter closed session for the purpose of collective bargaining with the Sandhills Dunning Education Association. Motion made by Dillon Simonson, seconded by Jeff Martindale to enter closed session for the purpose of collective bargaining with the Sandhills Dunning Education Association for the 2026-2027 school year. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed. The motion was restated by President Zutavern with a reminder that the items to be discussed during closed session will only be relative to collective bargaining for the 2026-2027 year.

The board entered closed session at 8:06 p.m. President Zutavern

declared the board out of closed session at 8:46 p.m.

15. Adjourn  
President Zutavern declared the regular meeting adjourned at 8:50 p.m.

OFFICIAL MEETING NOTICE: The next regular meeting of the Board

of Education of Sandhills Public Schools will be held at Sandhills High School in the Lecture Hall at Dunning, NE on December 8, 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.

NOVEMBER 2025 CLAIMS

Ace Hardware	22.99
Apple Inc	258.00
Arrow Seed	849.00
Cash-Wa	
Distributing	240.45
Consolidated	
Telephone	305.66
Corporate Payment	
Systems	998.22
Creative	
Printers	244.50
Custer Public Power	
District	3186.99
DAS State Accounting-Central	
Finance	1057.41
Duda Plumbing	238.50
Dunning Water	366.00
Edges Office	

Solutions	2,559.00
ESU 10	9715.53
Glidden	
Tiffany	328.19
Hometown	
Leasing	532.89
Lunch Fund	1158.96
MARC	275.82
MCI	56.91
Midwest Floor	
Specialists	165.51
NCS	
Pearson, Inc	38.10
Nebraska Council of School Administrators	435.00
Nebraska Public Health Environmental Laboratory	15.00
NIBC	275.00
Palmer Public School	3,701.88
Presto X	

Company	252.65
Quill	410.73
Sandhill Oil	
Company	5136.83
Spur, The	210.20
Staples	283.31
TEAM Physical Therapy	487.27
Theford Lumber and Supply	36.97
Thomsen	
Chiropractic	150.00
Trotter's Tire Pros	
Broken Bow	2,516.40
Waldinger Corporation	
The	1492.50
Weathercraft	712.00

Payroll & Liabilities 204695.51  
Total 241208.68  
PUBLISH: November 20, 2025  
ZNEZ

**SANDHILLS PUBLIC SCHOOLS**  
**Regular Regular Board of Education Meeting Minutes**  
Monday, November 10, 2025  
6:00 PM  
Sandhills High School Lecture Hall

**Regular Board Meeting:**

1. **Call to order**

The regular monthly meeting of the Sandhills Public Schools Board of Education was called to order on Monday November 10 at 6:02 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, October 24, 2025.

5. **Roll Call**

Board members present: Rory Zutavern, Dillon Simonson, Jill Thompson, Reed Larsen, Michelle Milleson, and Jeff Martindale. All present.

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 Dillon Simonson, seconded by Michelle Milleson to approve the agenda: Yea, Nay. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

8. **Public Comment**

The Board sets aside time to hear comments or concerns from patrons. No Comments were received from the public as part of the regular meeting.

9. **Consent Agenda**

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

- 9 a. Approve minutes of the regular October 13, 2025 Board of Education Meeting
- 9 b. Approve Financial Report
- 9 c. Approve payment of bills

**10. Administrative Reports**

10.a. Activities Director's Report

Mr. Trosper reported on fall activities, congratulating the football and volleyball teams for successful seasons, making district and quarter finals appearances. The Sandhills Thedford Coop Committees will hold a meeting on December 1, 2025 at 6:30 p.m. at Halsey. FBLA has hosted a blood drive, and have plans for a toy and canned food drive in December. Greenery sales are ongoing. FFA will compete in District LDE's on November 17 and their fruit sales have generated approximately \$10,000 in sales. The one act play production season has started, with the team competing in North Platte and Scotia most recently.

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10.c. Superintendent

Dr. Isom reported that the installation of the new heat exchanger and repairs have been made to another unit at the high school this past summer have been completed. A control panel to finalize the repairs is still needed. Work is scheduled to begin in December for demolition and replacement of the activity gym floor. Teacher negotiations is underway for the 2026-2027 school year. The district recently had visits from NDE Food Service, and NE Department of Environment and Energy. A hand washing sink and air gap floor drains need to be added at the high school. The snack program was reviewed and should be using 'smart snacks.' The NASB Fall Conference is Nov 19-21 in Omaha.

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**12. Action Items**

- 12.a. Review and approve Board Policies 409.01-409.05, 410.01- 410.08, and 411.01-411.05

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- 12.b. Review and approve replacement of electrical panels in the high school building  
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**Cash Receipt Listing by Fund**

**Fund: 01 GENERAL FUND**

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	BLAINECOUN Blaine County Treasure	11/05/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	7,730.50
	LOUPCOUNTY Loup County Treasure	11/18/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	3,182.41
	BROWNCOUNT Brown County Treasure	11/18/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	961.21
Account Number Total: 01 1100					LOCAL DISTRICT TAXES	11,874.12
	BLAINECOUN Blaine County Treasure	11/05/2025	Taxes	01 1125	MOTOR VEHICLE TAX	1,884.51
	THOMASCOUN Thomas County Treasure	11/18/2025	Taxes	01 1125	MOTOR VEHICLE TAX	458.54
Account Number Total: 01 1125					MOTOR VEHICLE TAX	2,343.05
	WESTERNNEB Western Nebraska Bank	11/28/2025	Interest	01 1510	INTEREST	253.02
Account Number Total: 01 1510					INTEREST	253.02
	VILLAGEOFH Village of Halsey	11/18/2025	Class C Liquor License	01 1911	LOCAL LICENSE FEES	300.00
Account Number Total: 01 1911					LOCAL LICENSE FEES	300.00
	BLAINECOUN Blaine County Treasure	11/05/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	175.00
	THOMASCOUN Thomas County Treasure	11/18/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	106.10
Account Number Total: 01 2110					COUNTY FINES/LICENSE FEES	281.10
	STATEOFNEB State of Nebraska	11/13/2025	Career Education	01 3551	CAREER EDUCATION	4,324.00
Account Number Total: 01 3551					CAREER EDUCATION	4,324.00
	TESCO TESCO	11/18/2025	2021 White Van Sale	01 5320	SALE OF PROPERTY	15,000.00
Account Number Total: 01 5320					SALE OF PROPERTY	15,000.00
Fund Total: 01						34,375.29

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	34,375.29	01 101		34,375.29
Subtotal Expense		Total:		34,375.29
Subtotal General Ledger				
Total:	34,375.29			

**Cash Receipt Listing by Fund**

**Fund: 08 BUILDING FUND**

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	BLAINECOUN Blaine County Treasure	11/05/2025	Taxes	08 1100	TAXES	371.67
	LOUPCOUNTY Loup County Treasure	11/18/2025	Taxes	08 1100	TAXES	152.92
	BROWNCOUNT Brown County Treasure	11/18/2025	Taxes	08 1100	TAXES	46.21
				Account Number Total: 08 1100	TAXES	<u>570.80</u>
	WESTERNNEB Western Nebraska Bank	11/28/2025	Interest	08 1510	INTEREST	49.61
				Account Number Total: 08 1510	INTEREST	<u>49.61</u>
					Fund Total: 08	<u>620.41</u>

Summary Totals

Account Type

Subtotal Revenue	620.41
Subtotal Expense	
Subtotal General Ledger	
Total:	<u>620.41</u>

Cash Accounts

08 101	620.41
Total:	<u>620.41</u>

Receivable Accounts

**Cash Receipt Listing by Fund**

**Fund: 06 LUNCH FUND**

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	PATRONS Patrons	11/18/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	1,306.40
	PATRONS Patrons	11/18/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	800.00
	PATRONS Patrons	11/26/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	5,000.55
				Account Number Total: 06 1611	DAILY SALES LUNCH	<u>7,106.95</u>
	STATEOFNEB State of Nebraska	11/17/2025	Free/Reduced	06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	5,933.66
				Account Number Total: 06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	<u>5,933.66</u>
	GENERALFUN General Fund	11/18/2025	Transfer for Snacks	06 5200	TRANSFER FROM GENERAL	1,158.96
				Account Number Total: 06 5200	TRANSFER FROM GENERAL	<u>1,158.96</u>
					Fund Total: 06	<u>14,199.57</u>

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	14,199.57	06 101	14,199.57	
Subtotal Expense			Total: <u>14,199.57</u>	
Subtotal General Ledger				
Total:	<u>14,199.57</u>			

District Financial Statement

November 30, 2025  
Financial Statement

		General	Lunch	Operational	Building	Activity
Beginning Balance	11/1/2025	\$824,342.69	\$38,594.98	\$6,000.00	\$150,616.20	\$56,431.54
Revenue Received		\$34,375.29	\$14,199.57	\$54,671.79	\$620.41	\$6,576.28
Expenditures		\$236,032.81	\$18,448.34	\$54,671.79	\$0.00	\$5,460.13
Ending Balance	11/30/2025	\$622,685.17	\$34,346.21	\$6,000.00	\$151,236.61	\$57,547.69

		Depreciation Fund	STK Co-op	Activity Building Loan	Building Floor Loan
Beginning Balance	11/1/2025	\$143,891.72	\$33,597.88	\$425,770.50	\$100,080
Revenue Received		\$47.27	\$3,280.50		
Expenditures		\$0.00	\$5,250.15		
Ending Balance	11/30/2025	\$143,938.99	\$31,628.23		

		CD #0114	CD #9867
Ending Balance	11/30/2025	\$116,749.47	\$109,503.19

11/30/2025

FUND	Budget Amount	YTD \$ spent	% of Budget
General	5,419,146.00	851,209.47	15.71%
Lunch	204,201.00	50,897.36	24.93%
Building	182,977.00	2,069.00	1.13%
Depreciation	424,137.00	75,200.00	17.73%
Activities	183,200.00	40,687.26	22.21%
STK Co-op	200,000.00	30,056.38	15.03%
		1,050,119.47	

# District Financial Statement



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**Cash Receipt Listing by Fund**

**Fund: 10 COOPERATIVE FUND**

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>	
	CUSTERCOU5 Custer County Broadcasting Co	11/18/2025	BOADCASTING DISTRICTS	10 1990	OTHER LOCAL RECEIPTS	150.00	
	ANSELMOME2 Anselmo-Merna Public School	11/18/2025	PLAYOFF FB MERA	10 1990	OTHER LOCAL RECEIPTS	490.40	
	ARTHURCOUN Arthur County Schools	11/18/2025	VB SUB DISTRICTS	10 1990	OTHER LOCAL RECEIPTS	20.00	
	SAINTPATRI Saint Patricks High School	11/18/2025	FB PLAYOFFS	10 1990	OTHER LOCAL RECEIPTS	610.20	
	BOUND1 Bound	11/18/2025	CREIDT CARD SALES	10 1990	OTHER LOCAL RECEIPTS	493.90	
	PATRONS Patrons	11/26/2025	REIMBURSE BACKPACK	10 1990	OTHER LOCAL RECEIPTS	38.00	
	WESTERNNEB Western Nebraska Bank	11/04/2025	REFUND SERVICE CHARGE	10 1990	OTHER LOCAL RECEIPTS	4.00	
	PATRONS Patrons	11/18/2025	VB DISTRICT GATE MONEY	10 1990	OTHER LOCAL RECEIPTS	1,474.00	
Account Number Total: 10 1990						OTHER LOCAL RECEIPTS	3,280.50
Fund Total: 10						3,280.50	

Summary Totals

<u>Account Type</u>	<u>Cash Accounts</u>	<u>Receivable Accounts</u>
Subtotal Revenue	3,280.50	10 101
Subtotal Expense		Total:
Subtotal General Ledger		3,280.50
Total:	3,280.50	

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 10	Fund Number 10	COOPERATIVE FUND	
Ainsworth Public School	20251117	JR HI WRESTLING FEE 11/25	75.00
Total Ainsworth Public School			75.00
AllTeam Sportswear	20251110	JH HELMENTS FB	568.00
Total AllTeam Sportswear			568.00
Arthur County Schools	20251124	SUB DISTRICT VB 10/27-10/28	194.67
Total Arthur County Schools			194.67
Berliner, Amber	20251110	MILEAGE FOR REFS VB SUB DISTRICTS	33.00
Total Berliner, Amber			33.00
Ewoldts Grocery	20251110	PARENTS NIGHT EXPENSES	167.52
Total Ewoldts Grocery			167.52
Hershey Public School	20251110	WRESTLING MEET FEES 11/11	100.00
Total Hershey Public School			100.00
Hudl	20251124	BASKETBALL 25-26 PACKAGE	1,500.00
Total Hudl			1,500.00
Hyannis Area Schools	20251124	SUB DISTRICT VB 10/27-10/28	141.97
Total Hyannis Area Schools			141.97
Mullen Public School	20251117	JR HIGH WRESTLING FEE 11/21	60.00
Mullen Public School	20251124	SUB DISTRICT VB 10/27-10/28	151.35
Total Mullen Public School			211.35
NSAA	20251110	VB DISTRICTS PAYOUT	592.95
NSAA	20251124	SUB DISTRICT VOLLEYBALL 10/27-10/28	1,078.59
Total NSAA			1,671.54
Red Cloud Public Schools	20251110	VB DISTRICTS PAYOUT	335.60
Total Red Cloud Public Schools			335.60
Sandhills Public School	20251110	HOSPITALITY TICKETS VB DISTRICTS	49.50
Sandhills Public School	20251117	CONCESSIONS SALES OCTOBER 25	44.00
Total Sandhills Public School			93.50
Theford High School	20251117	CONCESSIONS SALES OCTOBER 25	125.00
Total Theford High School			125.00
Wilke, Sara	20251110	MILEAGE FOR REFS VB SUB DISTRICTS	33.00
Total Wilke, Sara			33.00
Fund Number 10			5,250.15
Checking Account ID 10			5,250.15

Fund: 10 COOPERATIVE FUND

Chart of Account Number		Chart of Account Description				Entity Name	Expenses	Revenues	Outstanding AP	Outstanding PO	Balance Change	Balance
Entry Date	JR	Reference #	Check Acct	Check #	Description							
<b>10 704</b>			<b>FUND BALANCE</b>			<b>*Previous Balance</b>						33,597.88
10 704			FUND BALANCE									
10 1990			OTHER LOCAL RECEIPTS									
11/04/2025	CR				OTHER LOCAL RECEIPTS	Western Nebraska Bank	0.00	4.00	0.00	0.00		
11/18/2025	CR				OTHER LOCAL RECEIPTS	Patrons	0.00	1,474.00	0.00	0.00		
11/18/2025	CR				OTHER LOCAL RECEIPTS	Custer County Broadcasting Co	0.00	150.00	0.00	0.00		
11/18/2025	CR				OTHER LOCAL RECEIPTS	Anselmo-Merna Public School	0.00	490.40	0.00	0.00		
11/18/2025	CR				OTHER LOCAL RECEIPTS	Arthur County Schools	0.00	20.00	0.00	0.00		
11/18/2025	CR				OTHER LOCAL RECEIPTS	Saint Patricks High School	0.00	610.20	0.00	0.00		
11/18/2025	CR				OTHER LOCAL RECEIPTS	Bound	0.00	493.90	0.00	0.00		
11/26/2025	CR				OTHER LOCAL RECEIPTS	Patrons	0.00	38.00	0.00	0.00		
10 1100 120 000			NON-INSTRUCTIONAL SALARY									
11/10/2025	CD	20251110	10	1070	NON-INSTRUCTIONAL SALARY	Wilke, Sara	33.00	0.00	0.00	0.00		
11/10/2025	CD	20251110	10	1064	NON-INSTRUCTIONAL SALARY	Berliner, Amber	33.00	0.00	0.00	0.00		
10 1100 610 000			STK COOP SUPPLIES									
11/10/2025	CD	20251110	10	1063	STK COOP SUPPLIES	AllTeam Sportswear	568.00	0.00	0.00	0.00		
11/10/2025	CD	20251110	10	1065	STK COOP SUPPLIES	Ewoldts Grocery	167.52	0.00	0.00	0.00		
10 1100 810 000			DUES & FEES									
11/10/2025	CD	20251110	10	1066	DUES & FEES	Hershey Public School	100.00	0.00	0.00	0.00		
11/10/2025	CD	20251110	10	1067	DUES & FEES	NSAA	592.95	0.00	0.00	0.00		
11/10/2025	CD	20251110	10	1069	DUES & FEES	Sandhills Public School	49.50	0.00	0.00	0.00		
11/10/2025	CD	20251110	10	1068	DUES & FEES	Red Cloud Public Schools	335.60	0.00	0.00	0.00		
11/17/2025	CD	20251117	10	1071	DUES & FEES	Ainsworth Public School	75.00	0.00	0.00	0.00		
11/17/2025	CD	20251117	10	1072	DUES & FEES	Mullen Public School	60.00	0.00	0.00	0.00		
11/17/2025	CD	20251117	10	1073	DUES & FEES	Sandhills Public School	44.00	0.00	0.00	0.00		
11/17/2025	CD	20251117	10	1074	DUES & FEES	Theford High School	125.00	0.00	0.00	0.00		
11/24/2025	CD	20251124	10	1075	DUES & FEES	Arthur County Schools	194.67	0.00	0.00	0.00		
11/24/2025	CD	20251124	10	1079	DUES & FEES	NSAA	1,078.59	0.00	0.00	0.00		
11/24/2025	CD	20251124	10	1078	DUES & FEES	Mullen Public School	151.35	0.00	0.00	0.00		
11/24/2025	CD	20251124	10	1077	DUES & FEES	Hyannis Area Schools	141.97	0.00	0.00	0.00		
10 2560 643 000			TECHNOLOGY FEES									
11/24/2025	CD	20251124	10	1076	TECHNOLOGY FEES	Hudl	1,500.00	0.00	0.00	0.00		
<b>10 704</b>			<b>FUND BALANCE</b>			<b>*Current Activity</b>						(1,969.65)
						<b>*Ending Balance:</b>	5,250.15	3,280.50	0.00	0.00	0.00	31,628.23
					Fund Total: 10		5,250.15	3,280.50	0.00	0.00	0.00	31,628.23

**Cash Receipt Listing by Fund**

**Fund: 10 COOPERATIVE FUND**

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	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

Subtotal Revenue	6,204.71
Subtotal Expense	
Subtotal General Ledger	
Total:	6,204.71

Cash Accounts

10 101	6,204.71
Total:	6,204.71

Receivable Accounts

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 10	Fund Number 10	COOPERATIVE FUND	
Ainsworth Public School	20251016	District XC	60.00
Total Ainsworth Public School			60.00
AllTeam Sportswear	20251023	Invoice from July - Tape & Paint	2,485.00
Total AllTeam Sportswear			2,485.00
Ansley-Litchfield	20251010	JR HIGH VB ENTRY FEE 10/11	50.00
Total Ansley-Litchfield			50.00
Arcadia Public School	20251010	HS VB ENTRY FEE 10/11	120.00
Total Arcadia Public School			120.00
Awards Unlimited	20251030	AWARDS WRESTLING MEDALS	626.62
Awards Unlimited	20251030-0001	GOLF MEDALS	68.81
Total Awards Unlimited			695.43
Berliner, Amber	20251028	VB SUB DISTRICTS REF 10/27/28	243.00
Total Berliner, Amber			243.00
Brady, Clint	20251020	FB REF STK VS WINSIDE 10/23	113.00
Total Brady, Clint			113.00
Brownawell, Cari	20251007	STK VB vs SUTHERLAND REF 10/7	150.00
Total Brownawell, Cari			150.00
Buchanan, Mike	20251007	STK VB vs SUTHERLAND REF 10/7	150.00
Total Buchanan, Mike			150.00
Buoy, Jan	20251030	VB DISTRICT FINAL REF 11/1	108.50
Total Buoy, Jan			108.50
Dahlberg, Blake	20251023	JH VB REF 10/20	50.00
Total Dahlberg, Blake			50.00
Dahlberg, Christina	20251023	JH VB REF 10/20	50.00
Total Dahlberg, Christina			50.00
Higgins, Gavin	20251020	PA MNAC VB & FB PLAYOFFS 10/23	100.00
Higgins, Gavin	20251028	VB SUB DISTRICT PA 10/27-28	100.00
Higgins, Gavin	20251030	VB DISTRICT FINAL PA 11/1	50.00
Total Higgins, Gavin			250.00
Hyannis Area Schools	20251002	VB ROUND ROBIN FEE 10/4	100.00
Total Hyannis Area Schools			100.00
Kleinow, Trent	20251020	FB REF STK VS WINSIDE 10/23	113.00
Total Kleinow, Trent			113.00
Krull, Chris	20251020	FB REF STK VS WINSIDE 10/23	113.00
Total Krull, Chris			113.00
Mid-Nebraska Activities Conference	20251020	GATE MONEY MNAC VB 10/16	661.00

Vendor Name	Invoice Number	Description	Amount
Total Mid-Nebraska Activities Conference			661.00
Mullen Markings	20251028	JH VB MNAC Plaque	12.00
Total Mullen Markings			12.00
NSAA	20251028	D2 1st Round Playoffs 10/23	287.11
Total NSAA			287.11
Pettera, Tanner	20251020	FB REF STK VS WINSIDE 10/23	113.00
Total Pettera, Tanner			113.00
Pospichal, Holly	20251030	DISTRICT FINAL VB REF 11/1	108.50
Total Pospichal, Holly			108.50
Sandhills Public School	20251020	Hospitality Meal Tickets MNAC	183.00
Total Sandhills Public School			183.00
Sandhills Public School	20251020	SANDHILLS COVERED COSTS UNTIL ACCT SETUP	954.98
Total Sandhills Public School			954.98
Sutherland Public School	20251028	ENTRY FEE JR HI WRESTLING 11/6/2025	75.00
Total Sutherland Public School			75.00
Theford High School	20251020	CONCESSIONS THEDFORD BOUND	152.00
Theford High School	20251028	HOSPITALITY ROOM REIMBURSEMENT	80.00
Total Theford High School			232.00
Trumbull, Eric	20251020	FB REF STK VS WINSIDE 10/23	113.00
Total Trumbull, Eric			113.00
West Holt School	20251002	2 RUNNDERS XC FEE 10/2	14.00
West Holt School	20251002-0001	1 RUNNER WEST HOLT MEET 10/2	7.00
West Holt School	V*20251002	2 RUNNDERS XC FEE 10/2	(14.00)
Total West Holt School			7.00
Western Nebraska Bank	20251023	XC State Meals	60.00
Western Nebraska Bank	20251103	Service Charge	4.00
Total Western Nebraska Bank			64.00
Wilke, Sara	20251028	VB SUB DISTRICTS 10/27-28 REF	243.00
Total Wilke, Sara			243.00
Winside Public Schools	20251028	D2 PLAYOFFS 10/23	306.19
Total Winside Public Schools			306.19
Fund Number 10			8,210.71
Checking Account ID 10			8,210.71

Fund: 10 COOPERATIVE FUND

Chart of Account Number		Chart of Account Description				Entity Name	Expenses	Revenues	Outstanding AP	Outstanding PO	Balance Change	Balance
Entry Date	JR	Reference #	Check Acct	Check #	Description							
10 704			FUND BALANCE			*Previous Balance						35,553.88
10 704			FUND BALANCE									
10 1990			OTHER LOCAL RECEIPTS									
10/16/2025	CR				OTHER LOCAL RECEIPTS	Theford High School	0.00	1,848.00	0.00	0.00		
10/16/2025	CR				OTHER LOCAL RECEIPTS	Patrons	0.00	60.00	0.00	0.00		
10/16/2025	CR				OTHER LOCAL RECEIPTS	Bound	0.00	330.71	0.00	0.00		
10/23/2025	CR				OTHER LOCAL RECEIPTS	Patrons	0.00	643.00	0.00	0.00		
10/23/2025	CR				OTHER LOCAL RECEIPTS	Theford High School	0.00	1,772.00	0.00	0.00		
10/30/2025	CR				OTHER LOCAL RECEIPTS	Patrons	0.00	1,164.00	0.00	0.00		
10/30/2025	CR				OTHER LOCAL RECEIPTS	Custom Sports	0.00	237.00	0.00	0.00		
10/30/2025	CR				OTHER LOCAL RECEIPTS	Custer County Broadcasting Co	0.00	150.00	0.00	0.00		
10 1100 120 000			NON-INSTRUCTIONAL SALARY									
10/07/2025	CD	20251007	10	1033	NON-INSTRUCTIONAL SALARY	Buchanan, Mike	150.00	0.00	0.00	0.00		
10/07/2025	CD	20251007	10	1032	NON-INSTRUCTIONAL SALARY	Brownawell, Cari	150.00	0.00	0.00	0.00		
10/07/2025	CD	20250930 Void Check	10	1019	NON-INSTRUCTIONAL SALARY	Christen, Andrew	(50.00)	0.00	0.00	0.00		
10/20/2025	CD	20251020	10	1038	NON-INSTRUCTIONAL SALARY	Higgins, Gavin	100.00	0.00	0.00	0.00		
10/20/2025	CD	20251020	10	1040	NON-INSTRUCTIONAL SALARY	Krull, Chris	113.00	0.00	0.00	0.00		
10/20/2025	CD	20251020	10	1039	NON-INSTRUCTIONAL SALARY	Kleinow, Trent	113.00	0.00	0.00	0.00		
10/20/2025	CD	20251020	10	1042	NON-INSTRUCTIONAL SALARY	Pettera, Tanner	113.00	0.00	0.00	0.00		
10/20/2025	CD	20251020	10	1046	NON-INSTRUCTIONAL SALARY	Trumbull, Eric	113.00	0.00	0.00	0.00		
10/20/2025	CD	20251020	10	1037	NON-INSTRUCTIONAL SALARY	Brady, Clint	113.00	0.00	0.00	0.00		
10/23/2025	CD	20251023	10	1049	NON-INSTRUCTIONAL SALARY	Dahlberg, Christina	50.00	0.00	0.00	0.00		
10/23/2025	CD	20251023	10	1048	NON-INSTRUCTIONAL SALARY	Dahlberg, Blake	50.00	0.00	0.00	0.00		
10/28/2025	CD	20251028	10	1052	NON-INSTRUCTIONAL SALARY	Higgins, Gavin	100.00	0.00	0.00	0.00		
10/28/2025	CD	20251028	10	1056	NON-INSTRUCTIONAL SALARY	Wilke, Sara	243.00	0.00	0.00	0.00		
10/28/2025	CD	20251028	10	1051	NON-INSTRUCTIONAL SALARY	Berliner, Amber	243.00	0.00	0.00	0.00		
10/30/2025	CD	20251030	10	1061	NON-INSTRUCTIONAL SALARY	Higgins, Gavin	50.00	0.00	0.00	0.00		
10/30/2025	CD	20251030	10	1060	NON-INSTRUCTIONAL SALARY	Buoy, Jan	108.50	0.00	0.00	0.00		
10/30/2025	CD	20251030	10	1062	NON-INSTRUCTIONAL SALARY	Pospichal, Holly	108.50	0.00	0.00	0.00		
10 1100 610 000			STK COOP SUPPLIES									
10/23/2025	CD	20251023	10	1047	STK COOP SUPPLIES	AllTeam Sportswear	2,485.00	0.00	0.00	0.00		
10/28/2025	CD	20251028	10	1058	STK COOP SUPPLIES	Mullen Markings	12.00	0.00	0.00	0.00		
10/30/2025	CD	20251030	10	1059	STK COOP SUPPLIES	Awards Unlimited	626.62	0.00	0.00	0.00		
10/30/2025	CD	20251030-0001	10	1059	STK COOP SUPPLIES	Awards Unlimited	68.81	0.00	0.00	0.00		
10 1100 810 000			DUES & FEES									
10/02/2025	CD	20251002-0001	10	1031	DUES & FEES	West Holt School	7.00	0.00	0.00	0.00		
10/02/2025	CD	20251002	10	1030	DUES & FEES	West Holt School	14.00	0.00	0.00	0.00		
10/02/2025	CD	20251002	10	1029	DUES & FEES	Hyannis Area Schools	100.00	0.00	0.00	0.00		
10/03/2025	CD	20251002 Void Check	10	1030	DUES & FEES	West Holt School	(14.00)	0.00	0.00	0.00		
10/10/2025	CD	20251010	10	1034	DUES & FEES	Ansley-Litchfield	50.00	0.00	0.00	0.00		
10/10/2025	CD	20251010	10	1035	DUES & FEES	Arcadia Public School	120.00	0.00	0.00	0.00		
10/16/2025	CD	20251016	10	1036	DUES & FEES	Ainsworth Public School	60.00	0.00	0.00	0.00		
10/20/2025	CD	20251020	10	1043	DUES & FEES	Sandhills Public School	183.00	0.00	0.00	0.00		
10/20/2025	CD	20251020	10	1041	DUES & FEES	Mid-Nebraska Activities Conference	661.00	0.00	0.00	0.00		
10/20/2025	CD	20251020	10	1044	DUES & FEES	Sandhills Public School	954.98	0.00	0.00	0.00		
10/20/2025	CD	20251020	10	1045	DUES & FEES	Theford High School	152.00	0.00	0.00	0.00		
10/23/2025	CD	20251023	10	1050	DUES & FEES	Western Nebraska Bank	60.00	0.00	0.00	0.00		
10/28/2025	CD	20251028	10	1057	DUES & FEES	Winside Public Schools	306.19	0.00	0.00	0.00		
10/28/2025	CD	20251028	10	1055	DUES & FEES	Theford High School	80.00	0.00	0.00	0.00		

**Fund: 10 COOPERATIVE FUND**

Chart of Account Number

Chart of Account Description

<u>Entry Date</u>	<u>JR</u>	<u>Reference #</u>	<u>Check Acct</u>	<u>Check #</u>	<u>Description</u>	<u>Entity Name</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Outstanding AP</u>	<u>Outstanding PO</u>	<u>Balance Change</u>	<u>Balance</u>
10/28/2025	CD	20251028	10	1054	DUES & FEES	Sutherland Public School	75.00	0.00	0.00	0.00		
10/28/2025	CD	20251028	10	1053	DUES & FEES	NSAA	287.11	0.00	0.00	0.00		
10/31/2025	CD	20251103	10	22	DUES & FEES	Western Nebraska Bank	4.00	0.00	0.00	0.00		
<b>10 704</b>					<b>FUND BALANCE</b>	<b>*Current Activity</b>						(1,956.00)
						<b>*Ending Balance:</b>	8,160.71	6,204.71	0.00	0.00	0.00	33,597.88
						Fund Total: 10	8,160.71	6,204.71	0.00	0.00	0.00	33,597.88

<b>GENERAL FUND DISBURSEMENT</b>				
<b>MONTH</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>DIFFERENCE</b>	
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	\$235,240.39	-\$12,844.03	
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			
<b>TOTALS</b>	\$3,431,200.04	\$1,101,658.37	<b>\$48,151.07</b>	
<b>GENERAL FUND RECEIPTS</b>				
<b>MONTH</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>DIFFERENCE</b>	
SEPTEMBER	\$561,488.63	\$413,032.66	-\$148,455.97	
OCTOBER	\$214,645.88	\$182,829.00	-\$31,816.88	
NOVEMBER	\$18,837.83	\$31,943.40	\$13,105.57	
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			
<b>TOTALS</b>	\$3,535,444.79		<b>-\$167,167.28</b>	

Fund: 05      ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Outstanding AP</u>	<u>Outstanding PO</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0101	ANNUAL	1,216.32	0.00	0.00	0.00	0.00	0.00	1,216.32
05 704 0104	ACTIVITIES	27,698.20	84.65	0.00	0.00	0.00	0.00	27,613.55
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	826.82	104.42	0.00	0.00	0.00	0.00	722.40
05 704 0122	ELEMENTARY	958.78	0.00	0.00	0.00	0.00	0.00	958.78
05 704 0123	FBLA	4,747.72	0.00	0.00	0.00	0.00	0.00	4,747.72
05 704 0125	FFA	3,717.13	0.00	0.00	0.00	0.00	0.00	3,717.13
05 704 0128	CONCESSION STAND	229.85	139.65	0.00	0.00	0.00	0.00	90.20
05 704 0129	HONOR SOCIETY	731.51	0.00	0.00	0.00	0.00	0.00	731.51
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	0.00	0.00	0.00	0.00	0.00	0.00	0.00
05 704 0135	SIXTH GRADE TRIP	9,392.84	0.00	0.00	0.00	0.00	0.00	9,392.84
05 704 0136	SPEECH	159.11	0.00	0.00	0.00	0.00	0.00	159.11
05 704 0137	ST BOYS BASKETBALL	1,478.35	0.00	0.00	0.00	0.00	0.00	1,478.35
05 704 0139	ST FOOTBALL	582.94	0.00	0.00	0.00	0.00	0.00	582.94
05 704 0145	DIGITAL DESIGN	361.00	0.00	0.00	0.00	0.00	0.00	361.00
Fund Total: 05		57,547.69	328.72	0.00	0.00	0.00	0.00	57,218.97

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Candlewood Suites Kearney	20251204	Hotel for Bus Training	113.49
Total Candlewood Suites Kearney			<u>113.49</u>
Consolidated Telephone	20251124	Services Internet	394.65
Total Consolidated Telephone			<u>394.65</u>
Corporate Payment Systems	20251204	Credit Card Charges Nov25	1,811.71
Total Corporate Payment Systems			<u>1,811.71</u>
Creative Printers, INC	20251204	Board Advertising	195.43
Total Creative Printers, INC			<u>195.43</u>
Custer Public Power District	20251119	Utilities	3,023.07
Total Custer Public Power District			<u>3,023.07</u>
DAS State Accounting - Central Finance	20251119	October Charge Internet	421.67
Total DAS State Accounting - Central Finance			<u>421.67</u>
Dunning Water	20251203	Utilities	365.00
Total Dunning Water			<u>365.00</u>
Environmental Services, Inc.	20251112	3yr Review of Management Asbestoes Plan	1,204.96
Environmental Services, Inc.	20251125	Asbestos Refresher Class	200.00
Total Environmental Services, Inc.			<u>1,404.96</u>
Graduate Lincoln	20251203	Rooms for Choir	308.00
Total Graduate Lincoln			<u>308.00</u>
Hometown Leasing	20251204	Copier Lease	532.28
Total Hometown Leasing			<u>532.28</u>
Ingram Library Services	20251203	Library Books	11.24
Total Ingram Library Services			<u>11.24</u>
KCNI-AM	20251112	Football Playoffs Broadcasting	80.00
Total KCNI-AM			<u>80.00</u>
League of Nebraska Municipalities, Utilities Section	20251119	Water Operators Workshop	75.00
Total League of Nebraska Municipalities, Utilities Section			<u>75.00</u>
MCI	20251124	Telephone Long Distance	58.72
Total MCI			<u>58.72</u>
N A S B	20251203	Board & Admin Education Conference	976.00
Total N A S B			<u>976.00</u>
NCS Pearson, Inc	20251204	Speech & Language Assesments	15.20
Total NCS Pearson, Inc			<u>15.20</u>
Nebraska Public Health Environmental Laborato	20251119	Routine Water Testing	157.00
Total Nebraska Public Health Environmental			<u>157.00</u>

Vendor Name	Invoice Number	Description	Amount
Laborato			
NIBC,	20251204	Ice Machines	275.00
Total NIBC,			<u>275.00</u>
Norms Auto	20251110	Auto Repair	111.30
Total Norms Auto			<u>111.30</u>
Omaha Marriott DTN Capitol District	20251203	Travel Expense Board of Education	702.00
Total Omaha Marriott DTN Capitol District			<u>702.00</u>
Parco	20251119	Supplies	13.00
Total Parco			<u>13.00</u>
Presto X Company	20251119	Pest Control	261.68
Total Presto X Company			<u>261.68</u>
Quill	20251204	Ink Big Printer	372.52
Quill	20251204-0001	Elementary Copy Paper	117.72
Quill	20251204-0002	Supplies Elementary Office	31.43
Total Quill			<u>521.67</u>
Rapid Fire Protection	20251203	Annual Alarm Monitoring Elem & HS	1,200.00
Total Rapid Fire Protection			<u>1,200.00</u>
Sandhill Oil Company	20251203	Fuel	2,221.66
Total Sandhill Oil Company			<u>2,221.66</u>
Staples	20251125	Supplies	61.80
Staples	20251203	Teaching Supplies	244.12
Staples	20251204	Teaching Supplies Science	44.58
Total Staples			<u>350.50</u>
TEAM Physical Therapy	20251112	PT	487.27
Total TEAM Physical Therapy			<u>487.27</u>
Thomsen Chiropractic	20251112	Bus Physical	150.00
Thomsen Chiropractic	20251124	Physical Driving	150.00
Total Thomsen Chiropractic			<u>300.00</u>
University of Nebraska -Kearney	20251119	Class B Endorsement	270.00
Total University of Nebraska -Kearney			<u>270.00</u>
Village of Thedford	20251110	Utilities	470.45
Total Village of Thedford			<u>470.45</u>
Waldinger Corporation, The	20251203	Replaced bearings, blower wheel, shaft	10,043.32
Waldinger Corporation, The	20251203-0001	Gas leak fix	3,712.13
Waldinger Corporation, The	20251204	HVAC Maintenance	1,060.00
Total Waldinger Corporation, The			<u>14,815.45</u>
Fund Number 01			<u>31,943.40</u>

**Board Report - Board**

Invoice Number

Description

Amount

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31,943.40

**Board Report - Board**

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 08	Fund Number 08	BUILDING FUND	
Western Nebraska Bank	20251125	Building Payment	103,895.00
Total Western Nebraska Bank			<hr/> 103,895.00
Fund Number 08			<hr/> 103,895.00
Checking Account ID 08			<hr/> 103,895.00

**Board Report - Board**

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 6	Fund Number 06	LUNCH FUND	
Cash-Wa Distributing	20251203	Food	<u>7,720.69</u>
Total Cash-Wa Distributing			7,720.69
Corporate Payment Systems	20251204	Credit Card Charges Nov25	<u>47.50</u>
Total Corporate Payment Systems			47.50
Eakes Office Solutions	20251125	Kitchen Supplies	<u>4.98</u>
Total Eakes Office Solutions			4.98
Ewoldts Grocery	20251203	Food	<u>1,199.27</u>
Total Ewoldts Grocery			1,199.27
Grocery Kart	20251203	Food	<u>223.42</u>
Total Grocery Kart			223.42
US. Foods	20251203	Food	<u>115.25</u>
Total US. Foods			115.25
Fund Number 06			<u>9,311.11</u>
Checking Account ID 6			<u>9,311.11</u>

**Payroll Register - Totals Combined**

	<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>	
<b>ADD</b>								
BUSPRACT Bus Practice			513.00					
BUSREG Bus Driver			1,525.20					
BUSROUTESU Bus Route Supplement			786.19					
BUSSIT Bus Sit Time			798.00					
CUSTODIAN Custodian			7,867.30					
EXTRADUTY Extra Duty			35.00					
HALFTIMEOV Halftime Overtime			67.19					
OT Overtime			2,420.94					
SECRETARY Secretary			2,099.93					
SPEDPARA SPED-Para			2,402.10					
SUBMISC Sub Misc			357.00					
SUBWORET Sub w/o RET			1,687.50					
			20,559.35					
<b>CONTRACT</b>								
BSNSMGR Business Mgr			3,862.50					
COACH Coach			4,642.75					
COACH1 Coach			2,123.35					
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					
			122,989.12					
<b>DEDUCTION</b>								
403B 403B		100.00			100.00	MGTRUSTCOM	Matrix Trust	A
403BROTH 403BROTH		400.00			400.00	MGTRUSTCOM	Matrix Trust	A
AFLACLAT AFLACLAT		73.84			73.84	AFLAC	Affac	
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	Affac	
VSP VSP		467.64			467.64	VISONSERVI	Vison Service Plan	
		4,556.82	38,669.83	0.00	43,226.65			
<b>RET DEDUCTION</b>								
NPERS RETIREMENT	131,731.18	10,538.49	10,643.88		21,182.37	SANDHILLSP	Sandhills Public School	
		10,538.49	10,643.88	0.00	21,182.37			
<b>TAX</b>								
FIT FIT	130,473.91	7,464.00			7,464.00	SANDHILLSP	Sandhills Public School	
FUTA FUTA	138,164.97					SANDHILLSP	Sandhills Public School	
MEDICARE MEDICARE	136,402.11	1,977.87	1,977.87		3,955.74	SANDHILLSP	Sandhills Public School	
SITNE SIT NE	130,473.91	4,371.19			4,371.19	SANDHILLSP	Sandhills Public School	
SOCSEC SOC SEC	136,402.11	8,456.94	8,456.94		16,913.88	SANDHILLSP	Sandhills Public School	
SUTANE SUTA NE	134,301.71					SANDHILLSP	Sandhills Public School	
WCNE WORK COMP NE	135,083.23					SANDHILLSP	Sandhills Public School	
		22,270.00	10,434.81	0.00	32,704.81			
						Net Pay:	106,183.16	
						Cash Total:	203,296.99	
Non - FIT Taxable Deductions		13,074.56						
Non - SIT Taxable Deductions		13,074.56						
Non - SOC SEC Taxable Deductions		2,436.07						

**Payroll Register - Totals Combined**

	<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>
Non - MEDICARE Taxable Deductions		2,436.07					
Direct Deposits		104,567.59					
Automatic Payments		500.00					
Adds + Contracts + Deduction Adds		143,548.47					

<b>November Charges</b>	
<b>Amount</b>	<b>Description</b>
13.70	Apple - Teaching Supplies Social Studies
104.42	Amazon - One Acts Supplies/props
54.24	JW Pepper - Music/Band Teaching Expense
47.50	Amazon - Kitchen Supplies ice packs
47.61	Subshine Taxi - Employee Training Travel Expense
259.77	Amazon - Teacher Chair Replacement
89.99	Amazon - Teaching Supplies
931.52	Holiday Inn - Teaching Professional Development Travel
47.50	Postal Elementary
247.38	Teacher Pay Teacher Elementary
120.00	Teacher Pay Teacher Elementary
1,963.63	<b>TOTAL DUE</b>
	<b>Activity</b>



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

12/04/2025 01:27 PM

User ID: JJS

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	1,158.96	0.00	(1,158.96)	0.00	0.00	(1,158.96)
01	GFNFRAI FUND	0.00	230,189.43	1,081,398.90	0.00	(1,081,398.90)	0.00	0.00	(1,081,398.90)

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

12/04/2025 01:27 PM

User ID: JJS

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	230,189.43	1,081,398.90	0.00	(1,081,398.90)	0.00	0.00	(1,081,398.90)



## Activity/Athletic Director's Report - Jake Trosper

12/8/25

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### Play Production

- Play Production ended their season last week at Thedford. They received 5th place at Districts.
- 

### Wrestling

- High school wrestling started their season last Saturday in Mullen.
  - Junior high wrestling ended their season on December 2nd at our home wrestling meet.
- 

### Basketball

- Basketball began their season last Friday vs Maxwell at Thedford.
  - Junior high basketball started on December 3.
- 

### COOP Meeting

- Coach Greene will coach junior high volleyball again.
  - Head football coach position
    - Three applicants
  - Football Declaration
    - With the two year cycle with football we need to approve the STK football co-op earlier than other sports. This will be from 2026-2028.
  - Volunteers at high school sports practice.
  - Junior high volleyball schedule change.
    - We will be dropping weekend tournaments
  - Junior high and high school football practice separation.
  - Managers for junior high and high school sports.
  - Junior high sports open gyms
    - Alternate sites twice a week. Transportation will not be provided.
  - 2026 Track and Field Coaches
    - No applicants
- 

### MNAC Meeting

- MNAC JH and HS Quiz Bowl date changed from March 17, 2026 to March 10, 2026 due to District Speech conflict.

Principals Report  
December 8, 2025

AQuESST ratings came out November 26th. Our school district was rated as Great for the 2024-2025 school year. The elementary and high school were rated Great individually, while the junior high received an Excellent rating. Our elementary school and high school stayed the same as last year, while our junior high stayed at Excellent.

Many factors go into the AQuESST score. The following chart shows the breakdown of what is included and by what percentage.

Indicator	District	Elem. School	Middle School	High School
Status	30%	30%	30%	30%
Proficiency Improvement	12%	20%	20%	15%
Student Growth	12%	20%	20%	-
Combined Graduation Rate	12%	-	-	15%
Postsecondary Readiness	12%	-	-	15%
Science Proficiency	8%	14%	14%	9%
Progress toward English Language Proficiency	7%	9%	9%	9%
Chronic Absenteeism Reduction	5%	5%	5%	5%
Participation Score	1%	1%	1%	1%
Student Discipline	1%	1%	1%	1%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Areas Sandhills could improve as a District are in testing scores. Which makes up 54% of our district score. The other area for improvement would be on chronic absenteeism. We saw some good results from quarter one of this year, but are starting to see an upswing in student absenteeism in the second quarter.

We have begun winter MAPS testing. We are changing the test locations for the junior high and high school this time to see if we can have even better results. Students are now taking the corresponding test with the corresponding teacher. English will be done in the English room, Math in the Math room.

We will have Principal's from Axtell and Elba, along with two staff members from ESU 10 out Monday to conduct learning walks. We will be walking through 5 classrooms for 10 minutes each classroom to identify teaching strategies and engagement of students. This is a helpful way for me to see my teachers and students through another administrator's perspective.

We are not winding down the last couple of weeks of the semester. It feels like we are coming into break hot, with a lot of activities. Basketball, Wrestling, Maps testing, semester finals, Christmas concert etc. It's a whirlwind of activities in a short amount of time.

Superintendents Report  
December 10, 2025

1. With the recent cold weather, heating has been a prominent thought at both buildings, but as of this writing, things are all working! It turns out there was a wired shorting out at the high school that was causing the units to run not as they should be. The elementary had been waiting for the rebuilt motor for the boiler and it has returned and installed and all seems to be working well. The pump with the boiler is showing signs of wear so a new pump has been ordered for that.
2. Demolition has started on the gym floor. I have been asked more than once about reusing the wood and my response has been that demolition and cleanup is up to the contractor. Dumpsters are outside of the building.
3. 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. I have a draft version of the updated agreement for 26-27 available.
4. The snack program continues, working to be mindful of providing 'smart' snacks.
5. NASB Fall Conference was the week before Thanksgiving and Rory and I attended. I attended the presession relating to board self-assessment and superintendent evaluation. Other sessions I attended included Board Liability, Growing Your Own (teachers), Negotiations for Board members, Hot Topics, Rule 10 Requirements. In a quick summary, I would say that NASB has some good options for board assessments and supt evaluations, but would need to be adjusted some to be useful, everyone struggles with the same issues with negotiations, and there are some options that are worthwhile to consider with finding teachers.

## SUPPORT STAFF DEFINED

Support staff are employees who are not administrators or employees in positions which require a Nebraska Department of Education teaching certificate and who are employed to fulfill the duties listed on their job description on a monthly or hourly basis. Support staff shall include, but not be limited to, teacher and classroom aides, custodial and maintenance employees, clerical employees, food service employees, bus drivers, and temporary help for summer or other maintenance. The position may be full-time or part-time. Full-time school nurses are often included at the board's discretion as certificated staff.

It shall be the responsibility of the superintendent to establish job specifications and job descriptions for support staff positions. Job descriptions may be approved by the board.

Support staff required to hold a license for their position must present evidence of their current license to the superintendent prior to payment of wages each year.

Cross Reference:     406.01 Certificated Employee Defined  
                          413.03 Support Staff Group Insurance Benefits

Approved July 14, 2003

Reviewed November 14, 2011, December 10, 2025

Revised \_\_\_\_\_

## SUPPORT STAFF QUALIFICATIONS, RECRUITMENT, AND SELECTION

Managing the qualifications, recruitment and selection of candidates for these positions shall be the responsibility of the superintendent or designee who shall confer with principals and other supervisory personnel in making a selection.

Persons interested in a support staff position shall have an opportunity to apply and qualify for support staff positions in the school district without regard to age, race, creed, color, sex, national origin, religion or disability. Job applicants for support staff positions shall be considered on the basis of the following:

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

All vacancies shall be made known to the present staff. Anyone qualified for a position may submit an application.

Announcement of the position shall be through means the superintendent believes will inform potential applicants about the position. Applications for employment may be obtained from, and completed applications shall be returned to, the central administration office. A standard application form shall be developed for these positions to ensure the enforcement of non-discrimination employment procedures. A signed release shall be obtained from the prospective candidates authorizing reference and background checks.

Whenever possible, the preliminary screening of applicants shall be conducted by the administrator who directly supervises and oversees the position. The interviewer shall work from a written list of interview questions, using the same set of questions for each applicant. Gaps in the applicant's employment record will be questioned and checked.

~~A minimum of three reference checks may be made by telephone and a standard list of questions should be used in the screening process. These reference checks will be documented and filed with the employee's records.~~

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



## SUPPORT STAFF CONTRACTS

The board may enter into written contracts with support staff employed on a regular basis. The contract will state the terms of employment.

Each contract shall include a thirty-day cancellation clause. Either the employee or the board must give notice of the intent to cancel the contract at the end of 2 weeks. This notice will not be required when the employee is terminated during a probationary period or for cause.

Support staff shall receive a job description stating the specific performance responsibilities of their position.

It shall be the responsibility of the superintendent to draw up and process the support staff contracts and present them to the board for approval.

Cross Reference:     413.01 Support Staff Compensation  
                          413.02 Support Staff Wage and Overtime Compensation  
                          414     Support Staff Termination of Employment

Approved July 14, 2003

Reviewed November 14, 2011, December 8, 2025

Revised \_\_\_\_\_

SUPPORT STAFF LICENSING/CERTIFICATION

Support staff who require a special license or other certification shall keep them current at their own expense. Licensing requirements needed for a position will be considered met if the employee meets the requirements established by law and by the Nebraska Department of Education for the position.

Approved July 14, 2003

Reviewed November 14, 2011, December 8, 2025

Revised \_\_\_\_\_

## SUPPORT STAFF TRANSFERS

Determining the location where a support staff member's assignment will be performed is the responsibility of the superintendent and within the sole discretion of the board. In making such assignments each year the superintendent shall consider the qualifications of each support staff member and the needs of the school district.

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

It shall be the responsibility of the superintendent to transfer support staff and report such transfers to the board.

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

Approved July 14, 2003

Reviewed November 14, 2011, December 8, 2025

Revised \_\_\_\_\_

## SUPPORT STAFF EVALUATION

Evaluation of support staff on their skills, abilities, and competence shall be an ongoing process supervised by the superintendent. The goal of the evaluation of support staff shall be to maintain support staff who meet or exceed the board's standards of performance, to clarify each support staff member's role, to ascertain the areas in need of improvement, to clarify the immediate priorities of the board, and to develop a working relationship between the administrators and other employees.

Approved July 14, 2003

Reviewed 11/14 & 12/12, 2011, December 8, 2025

Revised December 12, 2011

## SUPPORT STAFF COMPENSATION

The board shall determine the compensation to be paid for the support staff positions, keeping in mind the education and experience of the support staff member, the educational philosophy of the school district, the financial condition of the school district and any other considerations as deemed relevant by the board.

It shall be the responsibility of the superintendent to make a recommendation to the board annually regarding the compensation of support staff.

Cross Reference:     412.03 Support Staff Contracts  
                          413.02 Support Staff Wage and Overtime Compensation

Approved July 14, 2003

Reviewed November 14, 2011, December 8, 2025

Revised \_\_\_\_\_

## SUPPORT STAFF WAGE AND OVERTIME COMPENSATION

Each non-exempt employee compensated on an hour-by-hour basis, whether full-or part-time, permanent or temporary, will be paid no less than the prevailing minimum wage. Whenever a non-exempt employee must work more than forty hours in a given work week, the employee shall be compensated at one and one-half times their regular hourly wage rate. This compensation shall be in the form of overtime pay or compensatory time. Overtime will not be permitted without prior authorization of the superintendent.

Each non-exempt employee paid on an hour-by-hour basis must complete, sign, and turn in a daily time record showing the actual number of hours worked. Failure of the employee to maintain, or falsification of, a daily time record will be grounds for disciplinary action.

It is the responsibility of the superintendent or designee to maintain wage records.

Legal Reference:       29 U.S.C. §§ 206 et seq. (1994).  
                              29 C.F.R. Pt. 778 (1968).

Cross Reference:       412.03 Support Staff Contracts  
                              413.01 Support Staff Compensation

Approved July 14, 2003

Reviewed November 14, 2011, December 8, 2025

Revised \_\_\_\_\_

## SUPPORT STAFF GROUP INSURANCE BENEFITS

Support staff may be eligible for group insurance benefits as determined by the board and required by law. The board shall determine which positions will receive insurance benefits, the group insurance program, and the insurance company which will provide the program.

This policy statement does not guarantee a certain level of benefits. The board shall have the authority and right to change or eliminate group insurance programs for its support staff.

Cross Reference: 412.01 Support Staff Defined

Approved July 14, 2003

Reviewed 11/14 & 12/12, 2011, December 8, 2025

Revised December 12, 2011

## SUPPORT STAFF WORKERS' COMPENSATION

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

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

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

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

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

Approved July 14, 2003

Reviewed November 14, 2011, December 8, 2025

Revised \_\_\_\_\_

## SUPPORT STAFF TAX SHELTER PROGRAMS

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

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

Cross Reference: 707.01 Payroll Procedures

Approved July 14, 2003

Reviewed November 14, 2011, December 8, 2025

Revised \_\_\_\_\_

## SUPPORT STAFF ASSIGNMENT

Determining the assignment of each support staff is the responsibility of the superintendent and within the sole discretion of the board. In making such assignments each year the superintendent shall consider the qualifications of each support staff and the needs of the school district.

It shall be the responsibility of the superintendent to assign support staff and report such assignments to the board.

Cross Reference: 201.01 Board Powers and Responsibilities

Approved July 14, 2003

Reviewed November 14, 2011, December 8, 2025

Revised \_\_\_\_\_