

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

Monday, January 12, 2026

6:03 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
  
5. **Roll Call**
6. **Pledge of Allegiance**
7. **Organizational Meeting of the Board of Education**
  - 7.a. Election of Officers
  - 7.b. Board appointment of Board Secretary and Board Treasurer
  - 7.c. Appointments to Board Committees
  
8. **Approval of Agenda**
9. **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.*
  
10. **Consent Agenda**
  - 10.a. Approve the minutes of the December 8, 2026 regular board meeting
  - 10.b. Approve the Financial Report
  - 10.c. Approve the payment of bills
11. **Administrative Reports**
  - 11.a. Activities Director's Report
  - 11.b. Principal's Report
  - 11.c. Superintendent
12. **Discussion Items**
  - 12.a. Transportation
  - 12.b. Report on facilities
13. **Action Items**
  - 13.a. Review and approve Board Policies 414.01 - 414.05, 415.01-415.09

- 13.b. Approve master contract relating to teacher negotiations for the 2026-2027 school year
- 13.c. Administration Contract discussions and approvals for the 2025-2026 school year
- 14. Adjourn

# 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



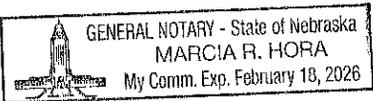
PROOF OF PUBLICATION

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 December 4, 2025

Kendra L. Cutler  
Subscribed to in my presence and Sworn to before me this 29<sup>th</sup> day of December, 2025  
Marcia R. Hora  
Notary Public

Publication Fee \$ 15.65



**Sandhills Public Schools Board Of Education Public Notice**  
The Board of Education of Sandhills Public Schools will meet Monday, December 8, 2025 at 6:00 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: December 4, 2025 ZNEZ

# PROOF OF PUBLICATION

State of Nebraska )  
 ) ss.  
County of Thomas )

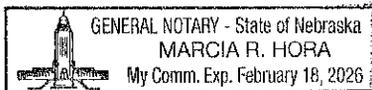
Kendra L. Cutler, being first duly sworn, deposes and says she is the Editor of the Thomas County Herald a weekly legal newspaper having a bona fide circulation of more than 300 copies published in Thedford, Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication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

Kendra L. Cutler

Subscribed to in my presence and Sworn to before me this 29<sup>th</sup> day of December, 2025

Marcia R. Hora  
Notary Public

Publication Fee \$ 211.42



## Sandhills Public Schools Board Of Education Proceedings

### SANDHILLS PUBLIC SCHOOLS

Regular Board of Education Meeting Minutes

Monday, December 8, 2025

6:00 P.M.

Sandhills High School Lecture Hall

Regular Board Meeting:

1. Call to order

The regular monthly meeting of the Sandhills Public Schools Board of Education is call to order on December 8, 2025 at 6:20 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*, November 20, 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 Jeff

Martindale, seconded by Dillon Simonson 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 the minutes of the November 10, regular board meeting A motion made by Reed Larsen, seconded by Jill Thompson to approve minutes from November board meeting. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

9.b. Approve the Financial Report

9.c. Approve the payment of bills

10. Administrative Reports

10.a. Activities Director's Report

Mr. Trosper reported that play production ended their season last week at Thedford. They received 5th place at District competition. High school wrestling started their season last Saturday at Mullen. Junior high wrestling ended their season on December 2 with the Sandhills Wrestling Meet. Basketball began their season vs. Maxwell and junior high basketball started on December 3. Looking

forward to next year, the head football coaching position is being advertised. Mr. Trosper reported that the deadline was met to approve the two year cycle to approve the Sandhills Thedford Coop for football for 2026-2028 with the NSAA. Information has been submitted and the coop will be in place for 2026-2028. The MNAC Jr and Sr High Quiz Bowl has been moved to March 10 due to a conflict with District Speech.

10.b. Principal's Report  
The Nebraska Department of Education re-

leased the AQuESTT district and school classifications of the 2024-2025 school year today. AQuESTT is the state's accountability system for public schools, which classifies schools and districts based on factors like test scores, graduation rates, and student growth. The district is classified as Great, the elementary school, grades K-6, is classified as Great. The junior high is Excellent and the high school is Great as well. This is consistent with the 2023-2024 school year. The high school hosted learning walks with ESU 10 personnel, and two principals from the area. It provides another perspective which is intended to help review and reflect. The semester is winding down quickly with testing, finals, and activities in the last few weeks of the semester.

**10.c. Superintendent's Report**

Dr. Isom reported that after some trials with various heating systems during the recent cold snap, all are back and running as they should be. The water heater in the girl's locker room still needs some final repair, but is functional. Demolition has started on the gym floor project with anticipated completion sometime in the spring. The NASB Fall conference presented lots of information relative to administration and boards of education. Topics included negotiations for board members, Rule 10 Requirements, information about filling teaching openings in the future, to name just a few.

**10.d. Board Committee Reports**

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

- Negotiations
- Policy

**11. Board Member Report on NASB Fall Conference**  
Rory Zutavern reported on attending the Fall NASB Confer-

ence. A highlight was consideration of developing a board handbook that would provide information for board members in a quick reference kind of format. NASB has potential to help with this concept. Other topics included teacher negotiations and things to consider when thinking about offering incentives, such as payment of tuition, etc. and how that may impact the negotiated agreement. Potential topics that may come up in the legislative session include possible changes in how valuation is used as part of the formula and limits on districts relative to spending and taxing ability.

**12. Discussion Items**  
**12.a. Transportation**

The 14-passenger bus is here and is already being used on a regular basis. We will consider the purchase of an additional one when some outstanding projects have been finalized.

**12.b. Report on facilities**

Heating units are all in good working order at this time. A new pump has been ordered for the elementary boiler as the one in use is starting to show its years of use. Given the season, we felt it best to go ahead and have one available if there are issues. \*Reminder - Electrical systems upgrades for the high school building will be considered again in the spring for approval so that updates can be completed over the summer.

**13. Action Items**

**13.a. Accept Audit and Financial Statements for the 2024-2025 school year.**

A motion made by Jeff Martindale, seconded by Reed Larsen to Accept Audit and Financial Statements for the 2024-2025 school year. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

**13.b. Review and approve Board Policies 412.01 - 412.07 and 413.01 - 413.05.**

A motion made by Dillon Simonson, seconded by Michelle Milleson Review and approve board

policies. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

**13.c. Approve NSAA Cooperative Agreement for football with Thedford for the 2026-2028 year.**

A motion made by Jeff Martindale, seconded by Jill Thompson Approve NSAA Cooperative Agreement for football with Thedford for the 26-28 (corrected from typo in original agenda item). Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

**13.d. 13.e. Approve the high school football program having three paid coaches (one head and two assistants) and the junior high football program for two paid coaches.**

A motion made by Jill Thompson, seconded by Dillon Simonson to approve coaches for the high school football program to be three paid coaches and the junior high football program for two paid coaches. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

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

A motion made by Reed Larsen, seconded by Michelle Milleson to go into closed session for the purpose of collective bargaining. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

President Zutavern restated the motion and reminded the board that only matters relating to collective bargaining shall be made in the closed session. The board entered closed session at 7:10 p.m. The board was declared out of closed session at 7:35 by President Zutavern.

**14. Adjourn**

President Zutavern declared the regular meeting adjourned at 7:38 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 January 12, 2026 at 6:00 p.m. The meeting will be open to the public and agendas are kept continually current and available for public inspection in the Superintendent's office during regular business hours with reasonable notice.

**CLAIMS**

Candlewood Suites	
Kearney.....	113.49
Consolidated	
Telephone .....	394.65
Corporate Payment Systems.....	1,811.71
Creative	
Printers.....	195.43
Custer Public Power District.....	3,023.07
DAS State Accounting - Central Finance ...	421.67
Dunning Water.....	365.00
Environmental Services, Inc. ....	1,404.96
Graduate Lincoln.	308.00
Hometown	
Leasing .....	532.28
Ingram Library Services.....	11.24
KCNI-AM.....	80.00
League of Nebraska Municipalities, Utilities Section.....	75.00
MCI.....	58.72
N A S B .....	976.00
NCS Pearson, Inc....	15.20
Nebraska Public Health Environmental	
Laboratoy .....	157.00
NIBC, .....	275.00
Norms Auto.....	111.30
Omaha Marriott DTN	
Capitol District....	702.00
Parco .....	13.00
Presto X	
Company.....	261.68
Quill.....	521.67
Rapid Fire	
Protection .....	1,200.00
Sandhill Oil	
Company.....	2,221.66
Staples .....	350.50
TEAM Physical	
Therapy .....	487.27
Thomsen	
Chiropractic.....	300.00
University of Nebraska - Kearney .....	270.00
Village of	
Thedford .....	470.45
Waldinger Corporation, The .....	14,815.45
Payroll and	
Liabilities.....	203,296.99
TOTAL.....	235,240.39
Publish: December 18, 2025	
ZNEZ	

## BOARD ORGANIZATIONAL MEETING

An annual organizational board meeting shall be held at which all newly elected board members will assume their duties and take the oath of office. At the annual meeting, the board shall appoint all necessary board officers and committees for a term of one year or until the election of their successors.

The superintendent shall assume chairmanship of the meeting for the purpose of electing a board president. Ballots for officers may be cast in secret but the total vote for each candidate shall be recorded by the secretary.

If a tie occurs in selecting a President and it is not broken after (five, other number) ballots, the President will be determined by flipping a coin, followed by a vote to make the selection official.

The board shall also appoint the superintendent or another qualified employee as the district's Non-discrimination Compliance Coordinator for the year to meet federal Equal Employment Opportunity requirements.

The board shall pass a resolution for re-adoption of all existing policies, regulations, and handbooks for the governance of the district.

Legal Reference:               Neb. Statute 79-724  
                                          84-712  
                                          84-1413

Cross Reference:               201.01 Board Powers and Responsibilities  
                                          201.02 Board Membership - Elections/Appointment

Approved April 14, 2003

Reviewed December 9th, 2020, March 10, 2025

Revised August 14, 2017





SECRETARY (Class II and III)

It shall be the responsibility of the board to annually appoint a board secretary. The secretary shall take the oath of office.

A board secretary may be appointed from employees, from the public or from among board members at the annual board organizational meeting.

It shall be the responsibility of the board secretary, as custodian of school district records, to preserve and maintain the records and documents pertaining to the business of the board; to keep complete minutes of special and regular board meetings; to cause the meeting minutes and a list of all approved claims to be published; to keep a record of the results of regular and special elections; to keep an accurate account of school funds; to sign warrants drawn on the school funds after board approval; and to complete and maintain the annual school census. The board secretary is also responsible for filing the required reports with the Nebraska Department of Education.

Legal Reference:                   Neb. Statute 79-528  
                                                  79-564  
                                                  79-576 to 580

Cross Reference:                   104.01 Annual School Census  
                                                  201.01 Board Powers and Responsibilities  
                                                  203.01 Board Organizational Meeting  
                                                  203.05 Treasurer  
                                                  204.11 Meeting Minutes

Approved April 14, 2003

Reviewed December 9th, 2020, March 10, 2025

Revised \_\_\_\_\_

## TREASURER

It shall be the responsibility of the board to annually appoint a board treasurer.

It shall be the responsibility of the treasurer to receive the funds collected for the district by the county treasurer, to pay out the funds for expenses approved by the board, to maintain accurate accounting records for each fund, to manage district's investments for the maximum benefit to the district, to report monthly and annually the status of all district funds and investments, and to file required reports with the appropriate state agencies and other entities.

The treasurer will work with the secretary to coordinate the recording, preserving and reporting of financial records, reports, cash flow needs and district investments.

If the treasurer is unable or unwilling to carry out the duties required, it shall be the responsibility of the superintendent (or other person designated by board policy) to carry out the duties of the treasurer.

The treasurer shall do one of the following within ten days after election to the position:

1. Give bond in an amount set by the board of not less than \$500 and not more than double the amount of money to come into his/her hands as treasurer at any one time.
2. Give evidence of an equal amount of insurance coverage by the district.

The cost of the bond or insurance coverage will be paid by the school district.

Legal Reference:                   Neb. Statute 79-586 to 590

Cross Reference:                 201.01 Board Powers and Responsibilities  
                                          203.01 Board Organizational Meeting  
                                          203.04 Secretary  
                                          700    Business Operation

Approved April 14, 2003

Reviewed December 9th, 2020, March 10, 2025

Revised November 14, 2011

## BOARD COMMITTEES

Committees will be appointed by the president of the board. These committees are created for specific tasks of seeking information or investigation and will report back to the board for its consideration and action. Committee action is advisory only. Each committee will have a chairperson appointed by the president. In addition to appointing the three members to the Committee on American Civics at the annual board organizational meeting in January for one year, the board may wish to appoint additional committees on topics such as

- a. curriculum, instruction and assessment,
- b. personnel and community relations,
- c. facilities and finance,
- d. technology and equipment,
- e. transportation,
- f. negotiations, and
- g. policy.

The Committee on American Civics shall:

1. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
2. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
3. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted by the Nebraska Department of Education and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
4. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
5. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
6. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted by the Nebraska Department of Education;
7. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
  - a. naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or

- b. Attendance or participation between the beginning of eighth grade and completion of twelfth grade in a meeting of a public body which is a subdivision of the state and not a subcommittee of that body, followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to that attendance or participation; or
  - c. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by either George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, or Thanksgiving Day or on a topic related to such person or persons or event; and
8. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

Legal Reference:                   Neb. Statute 79-724

Cross Reference:                 201.01 Board Powers and Responsibilities  
                                          604.11 Citizenship

Approved April 14, 2003

Reviewed December 9th, 2020, March 10, 2025

Revised November 14, 2011

**SANDHILLS PUBLIC SCHOOLS**  
**Regular Board of Education Meeting Minutes**  
Monday, December 8, 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 is call to order on December 8, 2025 at 6:20 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, November 20, 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 Jeff Martindale, seconded by Dillon Simonson 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 the minutes of the November 10, regular board meeting  
A motion made by Reed Larsen, seconded by Jill Thompson to approve minutes from November board meeting. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion carried.

9.b. Approve the Financial Report

9.c. Approve the payment of bills

## 10. Administrative Reports

10.a. Activities Director's Report

Mr. Trosper reported that play production ended their season last week at Thedford. They received 5<sup>th</sup> place at District competition. High school wrestling started their season last Saturday at Mullen. Junior high wrestling ended their season on December 2 with the Sandhills Wrestling Meet. Basketball began their season vs. Maxwell and junior high basketball started on December 3. Looking forward to next year, the head football coaching position is being advertised. Mr. Trosper reported that the deadline was missed to approve the two-year cycle to approve the Sandhills Thedford Coop for football for 2026-2028 with the NSAA. Information has been submitted and the coop will be in place for 2026-2028. The MNAC Jr and Sr High Quiz Bowl has been moved to March 10 due to a conflict with District Speech.

10.b. Principal's Report

The Nebraska Department of Education released the AQuESST district and school classifications of the 2024-2025 school year today. AQuESTT is the state's accountability system for public schools, which classifies schools and districts based on factors like test scores, graduation rates, and student growth. The district is classified as Great, the elementary school, grades K-6, is classified as Great. The junior high is Excellent and the high school is Great as well. This is consistent with the 2023-2024 school year. The high school hosted learning walks with ESU 10 personnel, and two principals from the area. It provides another perspective which is intended to help review and reflect. The semester is winding down quickly with testing, finals, and activities in the last few weeks of the semester.

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- Policy

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President Zutavern restated the motion and reminded the board that only matters relating to collective bargaining shall be made in the closed session. The board entered closed session at 7:10 p.m. The board was declared out of closed session at 7:35 by President Zutavern.

14. **Adjourn**

President Zutavern declared the regular meeting adjourned at 7:38 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 January 12, 2026 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.

**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	12/15/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	19,884.58
	LOUPCOUNTY Loup County Treasure	12/31/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	3,525.24
Account Number Total: 01 1100					LOCAL DISTRICT TAXES	23,409.82
	BLAINECOUN Blaine County Treasure	12/15/2025	Taxes	01 1125	MOTOR VEHICLE TAX	2,821.24
	THOMASCOUN Thomas County Treasure	12/22/2025	Taxes	01 1125	MOTOR VEHICLE TAX	1,690.05
Account Number Total: 01 1125					MOTOR VEHICLE TAX	4,511.29
	WESTERNNEB Western Nebraska Bank	12/31/2025	Interest	01 1510	INTEREST	194.52
Account Number Total: 01 1510					INTEREST	194.52
	BLAINECOUN Blaine County Treasure	12/15/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	950.00
	THOMASCOUN Thomas County Treasure	12/22/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	130.08
Account Number Total: 01 2110					COUNTY FINES/LICENSE FEES	1,080.08
	STATEOFNEB State of Nebraska	12/01/2025	State Aid	01 3110	STATE AID	13,850.00
	STATEOFNEB State of Nebraska	12/31/2025	State Aid	01 3110	STATE AID	13,850.00
Account Number Total: 01 3110					STATE AID	27,700.00
	STATEOFNEB State of Nebraska	12/23/2025	SPED SA FFR REIMB 23-24	01 3120	SPECIAL EDUCATION SCHOOL AGE	17,982.00
Account Number Total: 01 3120					SPECIAL EDUCATION SCHOOL AGE	17,982.00
	STATEOFNEB State of Nebraska	12/19/2025	Title 1	01 4505	TITLE I PART A	29,318.00
Account Number Total: 01 4505					TITLE I PART A	29,318.00
	ESU101 ESU 10	12/23/2025	Substitute Reimburse	01 4510	TITLE II PART A	150.00
Account Number Total: 01 4510					TITLE II PART A	150.00
	STATEOFNEB State of Nebraska	12/23/2025	IDEA	01 4516	IDEA PRESCHOOL 3-5	1,020.00
Account Number Total: 01 4516					IDEA PRESCHOOL 3-5	1,020.00
	STATEOFNEB State of Nebraska	12/29/2025	IDEA	01 4518	IDEA PART B	17,324.00

**Cash Receipt Listing by Fund**

**Fund: 01 GENERAL FUND**

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
				Account Number Total: 01 4518	IDEA PART B	17,324.00
	NASB N A S B	12/23/2025	Insurance Claim Lightening Elem	01 5301	INSURANCE ADJUSTMENTS	1,037.25
				Account Number Total: 01 5301	INSURANCE ADJUSTMENTS	1,037.25
					Fund Total: 01	123,726.96

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	123,726.96	01 101	123,726.96	
Subtotal Expense			Total:	123,726.96
Subtotal General Ledger				
Total:	123,726.96			

**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	12/15/2025	Taxes	08 1100	TAXES	955.98
	LOUPCITYP1 Loup City Public Schools	12/31/2025	Taxes	08 1100	TAXES	169.39
				Account Number Total: 08 1100	TAXES	<u>1,125.37</u>
	WESTERNNEB Western Nebraska Bank	12/31/2025	Interest	08 1510	INTEREST	33.30
				Account Number Total: 08 1510	INTEREST	<u>33.30</u>
					Fund Total: 08	<u>1,158.67</u>

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	1,158.67	08 101	1,158.67	
Subtotal Expense			Total: <u>1,158.67</u>	
Subtotal General Ledger				
Total:	<u>1,158.67</u>			

**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	12/09/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	995.00
	PATRONS Patrons	12/23/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	1,049.65
				Account Number Total: 06 1611	DAILY SALES LUNCH	<u>2,044.65</u>
	PATRONS Patrons	12/09/2025	Wrong Account COOP will fix	06 1990	OTHER LOCAL RECEIPTS	717.00
	PATRONS Patrons	12/31/2025	Wrong Account Bank Fixed	06 1990	OTHER LOCAL RECEIPTS	(717.00)
				Account Number Total: 06 1990	OTHER LOCAL RECEIPTS	<u>0.00</u>
	STATEOFNEB State of Nebraska	12/15/2025	Free/Reduced Lunch	06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	4,392.70
				Account Number Total: 06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	<u>4,392.70</u>
					Fund Total: 06	<u>6,437.35</u>

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	6,437.35	06 101		
Subtotal Expense			Total:	<u>6,437.35</u>
Subtotal General Ledger				
Total:	<u>6,437.35</u>			

District Financial Statement

December 31, 2025  
Financial Statement

		General	Lunch	Operational	Building	Activity
Beginning Balance	12/1/2025	\$622,685.17	\$34,346.21	\$6,000.00	\$151,236.61	\$57,547.69
Revenue Received		\$123,726.96	\$6,437.35	\$538,877.18	\$1,158.67	\$17,166.68
Expenditures		\$230,189.43	\$14,362.07	\$538,877.18	\$103,895.00	\$5,329.06
Ending Balance	12/31/2025	\$516,222.70	\$26,421.49	\$6,000.00	\$48,500.28	\$69,385.31

		Depreciation Fund	STK Co-op	Activity Building Loan	Building Floor Loan
Beginning Balance	12/1/2025	\$143,938.99	\$31,628.23	\$321,875.00	\$100,080
Revenue Received		\$48.89	\$1,252.00		
Expenditures		\$0.00	\$4,406.93		
Ending Balance	12/31/2025	\$143,987.88	\$28,473.30		

		CD #0114	CD #9867
Ending Balance	12/31/2025	\$117,098.76	\$109,503.19

12/31/2025

FUND	Budget Amount	YTD \$ spent	% of Budget
General	5,419,146.00	1,081,398.90	19.96%
Lunch	204,201.00	65,259.43	31.96%
Building	182,977.00	105,964.00	57.91%
Depreciation	424,137.00	75,200.00	17.73%
Activities	183,200.00	46,016.32	25.12%
STK Co-op	200,000.00	30,056.38	15.03%
		1,403,895.03	

# District Financial Statement



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**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>Processing Month: 01/2026</b>							
<b>Batch Description: January2026 Payroll</b>							
<b>Status: Calculated Successfully</b>							
<b>ADD</b>							
BUSPRACT Bus Practice			153.00				
BUSREG Bus Driver			1,884.35				
BUSROUTESU Bus Route Supplement			719.14				
BUSSIT Bus Sit Time			637.50				
CUSTODIAN Custodian			8,028.05				
EXTRADUTY Extra Duty			48.75				
HALFTIMEOV Halftime Overtime			84.27				
OT Overtime			1,623.10				
SECRETARY Secretary			1,836.00				
SPEDPARA SPED-Para			2,153.48				
SUBMISC Sub Misc			408.75				
SUBWORET Sub w/o RET			1,147.50				
			<u>18,723.89</u>				
<b>CONTRACT</b>							
BSNSMGR Business Mgr			3,862.50				
COACH Coach			9,512.79				
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				
			<u>127,859.16</u>				
<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
		<u>4,556.82</u>	<u>38,669.83</u>	<u>0.00</u>	<u>43,226.65</u>		
<b>RET DEDUCTION</b>							
NPERS RETIREMENT	130,327.22	10,426.18	10,530.44		20,956.62	SANDHILLSP	Sandhills Public School
		<u>10,426.18</u>	<u>10,530.44</u>	<u>0.00</u>	<u>20,956.62</u>		
<b>TAX</b>							
FIT FIT	133,620.80	6,887.12			6,887.12	SANDHILLSP	Sandhills Public School
FUTA FUTA	141,334.55					SANDHILLSP	Sandhills Public School
MEDICARE MEDICARE	139,436.69	2,021.85	2,021.85		4,043.70	SANDHILLSP	Sandhills Public School
SITNE SIT NE	133,620.80	3,990.45			3,990.45	SANDHILLSP	Sandhills Public School
SOCSEC SOC SEC	139,436.69	8,645.10	8,645.10		17,290.20	SANDHILLSP	Sandhills Public School
SUTANE SUTA NE	133,736.94					SANDHILLSP	Sandhills Public School
WCNE WORK COMP NE	139,462.97					SANDHILLSP	Sandhills Public School
		<u>21,544.52</u>	<u>10,666.95</u>	<u>0.00</u>	<u>32,211.47</u>		
						Net Pay:	110,055.53
						Cash Total:	206,450.27

**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 - FIT Taxable Deductions	12,962.25					
Non - SIT Taxable Deductions	12,962.25					
Non - SOC SEC Taxable Deductions	2,436.07					
Non - MEDICARE Taxable Deductions	2,436.07					
Direct Deposits	107,085.55					
Automatic Payments	500.00					
Adds + Contracts + Deduction Adds	146,583.05					

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>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	26,705.25	101.50	0.00	0.00	0.00	0.00	26,603.75
05 704 0113	ST TRACK	1,873.08	0.00	0.00	0.00	0.00	0.00	1,873.08
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	1,012.40	0.00	0.00	0.00	0.00	0.00	1,012.40
05 704 0122	ELEMENTARY	958.78	0.00	0.00	0.00	0.00	0.00	958.78
05 704 0123	FBLA	2,975.95	0.00	0.00	0.00	0.00	0.00	2,975.95
05 704 0125	FFA	13,370.63	5,623.50	0.00	0.00	0.00	0.00	7,747.13
05 704 0128	CONCESSION STAND	1,388.48	1,698.87	0.00	0.00	0.00	0.00	(310.39)
05 704 0129	HONOR SOCIETY	731.51	0.00	0.00	0.00	0.00	0.00	731.51
05 704 0130	MUSIC	2,523.34	0.00	0.00	0.00	0.00	0.00	2,523.34
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	1,031.66	0.00	0.00	0.00	0.00	0.00	1,031.66
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	1,791.94	0.00	0.00	0.00	0.00	0.00	1,791.94
05 704 0145	DIGITAL DESIGN	361.00	0.00	0.00	0.00	0.00	0.00	361.00
Fund Total: 05		69,385.31	7,423.87	0.00	0.00	0.00	0.00	61,961.44

**Cash Receipt Listing by Fund**

**Fund: 10 COOPERATIVE FUND**

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	PATRONS Patrons	12/16/2025	GATE MONEY 12/6/2025 TWIN LOUP BB	10 1990	OTHER LOCAL RECEIPTS	717.00
	MAXWELLPU1 Maxwell Public School	12/09/2025	STK JR HI WRESTLING INVITE 12/2 FEE	10 1990	OTHER LOCAL RECEIPTS	60.00
	ARNOLDCALL Arnold-Callaway Athletic Co-op	12/09/2025	STK JR HI WRESTLING INVITE 12/2 FEE	10 1990	OTHER LOCAL RECEIPTS	60.00
	LOUPCITYP1 Loup City Public Schools	12/09/2025	STK JR HI WRESTLING INVITE 12/2 FEE	10 1990	OTHER LOCAL RECEIPTS	60.00
	SARGENTSCH Sargent Schools	12/09/2025	STK JR HI WRESTLING INVITE 12/2 FEE	10 1990	OTHER LOCAL RECEIPTS	60.00
	BURWELLPUB Burwell Public Schools	12/09/2025	STK JR HI WRESTLING INVITE 12/2 FEE	10 1990	OTHER LOCAL RECEIPTS	60.00
	ANSELMOME2 Anselmo-Merna Public School	12/09/2025	STK JR HI WRESTLING INVITE 12/2 FEE	10 1990	OTHER LOCAL RECEIPTS	60.00
	AINSWORTH1 Ainsworth Public Schools	12/09/2025	STK JR HI WRESTLING INVITE 12/2 FEE	10 1990	OTHER LOCAL RECEIPTS	60.00
	MULLENPUB1 Mullen Public School	12/23/2025	VB DISTRICT FEES	10 1990	OTHER LOCAL RECEIPTS	70.00
	BOUND1 Bound	12/23/2025	CC SALES RED CLOUD VB DISTRICTS	10 1990	OTHER LOCAL RECEIPTS	45.00
Account Number Total: 10 1990					OTHER LOCAL RECEIPTS	1,252.00
					Fund Total: 10	1,252.00

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	1,252.00	10 101	1,252.00	
Subtotal Expense		Total:	1,252.00	
Subtotal General Ledger				
Total:	1,252.00			

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 10	Fund Number 10	COOPERATIVE FUND	
Blum, Dale	20251205	VARSITY BB vs MAXWELL REF 12/5	180.00
Total Blum, Dale			<u>180.00</u>
Brodbeck, Troy	20251205	VARSITY BB vs TWIN LOUP REF 12/6	160.00
Total Brodbeck, Troy			<u>160.00</u>
Christan, Adam	20251219	STK VS ARTHUR BB 12/19	165.00
Total Christan, Adam			<u>165.00</u>
Compound Sportswear	20251210	Womens Singlets Jr Hi & HS	689.00
Total Compound Sportswear			<u>689.00</u>
Dawe, Corey	20251202	JR HI STK WRESTLING INVITE 12/2	225.00
Total Dawe, Corey			<u>225.00</u>
Ewoldts Grocery	20251210	STK COOP HOSPITALITY	158.93
Total Ewoldts Grocery			<u>158.93</u>
Ferguson, Matt	20251219	STK VS ARTHUR BB 12/19	165.00
Total Ferguson, Matt			<u>165.00</u>
FloSports	20251210	Jr Hi Wrestling Invite Service 12/2	85.00
Total FloSports			<u>85.00</u>
Jameson, Brooke	20251219	STK VS ARTHUR BB 12/19	165.00
Total Jameson, Brooke			<u>165.00</u>
Konicek, Callie	20251202	JR HI WRESTLING INVITE REF 12/2	250.00
Total Konicek, Callie			<u>250.00</u>
Lee, Cody	20251205	VARSITY BB vs TWIN LOUP REF 12/6	160.00
Lee, Cody	20251210	MILEAGE CORRECTION REF	30.00
Total Lee, Cody			<u>190.00</u>
Mullen Public School	20251210	TRACK WRESTLING RENTAL JR HI MEET 12/2	150.00
Mullen Public School	20251215-0001	WRESTLING FEE 12/6/2025	100.00
Total Mullen Public School			<u>250.00</u>
NEMFCA	20251210	8 Man Football Coaches Association	75.00
Total NEMFCA			<u>75.00</u>
Ray, Rebecca	20251205	JV BB vs MAXWELL REF 12/5	50.00
Ray, Rebecca	20251205-0001	JV BB vs TWIN LOUP REF 12/5	50.00
Total Ray, Rebecca			<u>100.00</u>
Rethorst, Justin	20251210	WRESTLING CERTIFICATION 8 GIRLS 4 BOYS	64.00
Total Rethorst, Justin			<u>64.00</u>
Rodocker, Thayne	20251205	JV BB vs MAXWELL REF 12/5	50.00
Rodocker, Thayne	20251205-0001	JV BB vs TWIN LOUP REF 12/5	50.00

**Board Report - Board**

Vendor Name	Invoice Number	Description	Amount
Total Rodocker, Thayne			<u>100.00</u>
Sandhills Public School	20251210	MISTAKE PRINT	1.00
Sandhills Public School	V*20251210	MISTAKE PRINT	(1.00)
Total Sandhills Public School			<u>0.00</u>
Schoneman, Scott	20251205	VARSITY BB vs MAXWELL REF 12/5	180.00
Total Schoneman, Scott			<u>180.00</u>
Sitorius, Greg	20251205	VARSITY BB vs MAXWELL REF 12/5	180.00
Total Sitorius, Greg			<u>180.00</u>
Southern Valley School	20251205	WRESTLING MEET FEES OXFORD 12/12	100.00
Total Southern Valley School			<u>100.00</u>
Stapleton Public School	20251210	HS GIRLS WRESTLING STAPELTON 12/13	105.00
Total Stapleton Public School			<u>105.00</u>
Thomas, BJ	20251205-0001	JV BB vs MAXWELL REF 12/5	50.00
Thomas, BJ	20251205-0002	JV BB vs TWIN LOUP REF 12/6	50.00
Total Thomas, BJ			<u>100.00</u>
Turner, Brent	20251205	VARSITY BB vs TWIN LOUP REF 12/6	160.00
Total Turner, Brent			<u>160.00</u>
West Holt School	20251202	WRESTLING MEET WEST HOLT FEE 12/8	100.00
Total West Holt School			<u>100.00</u>
West, Robert	20251202	JR HI STK WRESTLING INVITE REF 12/2	250.00
Total West, Robert			<u>250.00</u>
Wolfpack Sports	20251210	WRESTLING FEES 12/19 5 GIRLS	100.00
Wolfpack Sports	20251215-0001	WRESTLING FEES 12/20 BOYS	110.00
Total Wolfpack Sports			<u>210.00</u>
Fund Number 10			<u>4,406.93</u>
Checking Account ID 10			<u>4,406.93</u>

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						31,628.23
10 704			FUND BALANCE									
10 1990			OTHER LOCAL RECEIPTS									
12/09/2025	CR				OTHER LOCAL RECEIPTS	Maxwell Public School	0.00	60.00	0.00	0.00		
12/09/2025	CR				OTHER LOCAL RECEIPTS	Arnold-Callaway Athletic Co-op	0.00	60.00	0.00	0.00		
12/09/2025	CR				OTHER LOCAL RECEIPTS	Loup City Public Schools	0.00	60.00	0.00	0.00		
12/09/2025	CR				OTHER LOCAL RECEIPTS	Sargent Schools	0.00	60.00	0.00	0.00		
12/09/2025	CR				OTHER LOCAL RECEIPTS	Burwell Public Schools	0.00	60.00	0.00	0.00		
12/09/2025	CR				OTHER LOCAL RECEIPTS	Anselmo-Merna Public School	0.00	60.00	0.00	0.00		
12/09/2025	CR				OTHER LOCAL RECEIPTS	Ainsworth Public Schools	0.00	60.00	0.00	0.00		
12/16/2025	CR				OTHER LOCAL RECEIPTS	Patrons	0.00	717.00	0.00	0.00		
12/23/2025	CR				OTHER LOCAL RECEIPTS	Mullen Public School	0.00	70.00	0.00	0.00		
12/23/2025	CR				OTHER LOCAL RECEIPTS	Bound	0.00	45.00	0.00	0.00		
10 1100 120 000			NON-INSTRUCTIONAL SALARY									
12/02/2025	CD	20251202	10	1083	NON-INSTRUCTIONAL SALARY	West, Robert	250.00	0.00	0.00	0.00		
12/02/2025	CD	20251202	10	1080	NON-INSTRUCTIONAL SALARY	Dawe, Corey	225.00	0.00	0.00	0.00		
12/02/2025	CD	20251202	10	1081	NON-INSTRUCTIONAL SALARY	Konicek, Callie	250.00	0.00	0.00	0.00		
12/05/2025	CD	20251205	10	1087	NON-INSTRUCTIONAL SALARY	Ray, Rebecca	50.00	0.00	0.00	0.00		
12/05/2025	CD	20251205-0001	10	1088	NON-INSTRUCTIONAL SALARY	Ray, Rebecca	50.00	0.00	0.00	0.00		
12/05/2025	CD	20251205	10	1089	NON-INSTRUCTIONAL SALARY	Rodocker, Thayne	50.00	0.00	0.00	0.00		
12/05/2025	CD	20251205-0001	10	1090	NON-INSTRUCTIONAL SALARY	Rodocker, Thayne	50.00	0.00	0.00	0.00		
12/05/2025	CD	20251205-0001	10	1094	NON-INSTRUCTIONAL SALARY	Thomas, BJ	50.00	0.00	0.00	0.00		
12/05/2025	CD	20251205-0002	10	1095	NON-INSTRUCTIONAL SALARY	Thomas, BJ	50.00	0.00	0.00	0.00		
12/05/2025	CD	20251205	10	1093	NON-INSTRUCTIONAL SALARY	Southern Valley School	100.00	0.00	0.00	0.00		
12/05/2025	CD	20251205	10	1084	NON-INSTRUCTIONAL SALARY	Blum, Dale	180.00	0.00	0.00	0.00		
12/05/2025	CD	20251205	10	1092	NON-INSTRUCTIONAL SALARY	Sitorius, Greg	180.00	0.00	0.00	0.00		
12/05/2025	CD	20251205	10	1091	NON-INSTRUCTIONAL SALARY	Schoneman, Scott	180.00	0.00	0.00	0.00		
12/05/2025	CD	20251205	10	1086	NON-INSTRUCTIONAL SALARY	Lee, Cody	160.00	0.00	0.00	0.00		
12/05/2025	CD	20251205	10	1096	NON-INSTRUCTIONAL SALARY	Turner, Brent	160.00	0.00	0.00	0.00		
12/05/2025	CD	20251205	10	1085	NON-INSTRUCTIONAL SALARY	Brodbeck, Troy	160.00	0.00	0.00	0.00		
12/10/2025	CD	20251210	10	1101	NON-INSTRUCTIONAL SALARY	Lee, Cody	30.00	0.00	0.00	0.00		
12/19/2025	CD	20251219	10	1109	NON-INSTRUCTIONAL SALARY	Christan, Adam	165.00	0.00	0.00	0.00		
12/19/2025	CD	20251219	10	1111	NON-INSTRUCTIONAL SALARY	Jameson, Brooke	165.00	0.00	0.00	0.00		
12/19/2025	CD	20251219	10	1110	NON-INSTRUCTIONAL SALARY	Ferguson, Matt	165.00	0.00	0.00	0.00		
10 1100 610 000			STK COOP SUPPLIES									
12/10/2025	CD	20251210	10	1098	STK COOP SUPPLIES	Compound Sportswear	689.00	0.00	0.00	0.00		
10 1100 810 000			DUES & FEES									
12/02/2025	CD	20251202	10	1082	DUES & FEES	West Holt School	100.00	0.00	0.00	0.00		
12/10/2025	CD	20251210	10	1097	DUES & FEES	Sandhills Public School	1.00	0.00	0.00	0.00		
12/10/2025	CD	20251210	10	1106	DUES & FEES	Wolfpack Sports	100.00	0.00	0.00	0.00		
12/10/2025	CD	20251210	10	1104	DUES & FEES	Rethorst, Justin	64.00	0.00	0.00	0.00		
12/10/2025	CD	20251210	10	1100	DUES & FEES	FloSports	85.00	0.00	0.00	0.00		
12/10/2025	CD	20251210	10	1099	DUES & FEES	Ewoldts Grocery	158.93	0.00	0.00	0.00		
12/10/2025	CD	20251210	10	1102	DUES & FEES	Mullen Public School	150.00	0.00	0.00	0.00		
12/10/2025	CD	20251210	10	1105	DUES & FEES	Stapleton Public School	105.00	0.00	0.00	0.00		
12/10/2025	CD	20251210	10	1103	DUES & FEES	NEMFCA	75.00	0.00	0.00	0.00		
12/10/2025	CD	20251210 Void Check	10	1097	DUES & FEES	Sandhills Public School	(1.00)	0.00	0.00	0.00		
12/15/2025	CD	20251215-0001	10	1107	DUES & FEES	Mullen Public School	100.00	0.00	0.00	0.00		
12/15/2025	CD	20251215-0001	10	1108	DUES & FEES	Wolfpack Sports	110.00	0.00	0.00	0.00		

Activity Fund Balance Report - Detail - Include Encumbrances

12/2025 - 12/2025

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>
10 704					FUND BALANCE	*Current Activity						(3,154.93)
						*Ending Balance:	4,406.93	1,252.00	0.00	0.00	0.00	28,473.30
						Fund Total: 10	4,406.93	1,252.00	0.00	0.00	0.00	28,473.30

<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	\$262,157.31	\$11,268.96	
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>	<b>\$3,431,200.04</b>	<b>\$1,363,815.68</b>	<b>\$59,420.03</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	\$123,726.96	-\$37,365.27	
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>	<b>\$3,535,444.79</b>		<b>-\$204,532.55</b>	

Fund: 05 ACTIVITY 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>05 704 0128</b>		<b>CONCESSION STAND</b>				<b>*Previous Balance</b>						846.82
05 704 0128		CONCESSION STAND										
09/03/2025	GJ				CONCESSION STAND		0.00	0.00	0.00	0.00	2,000.00	
11/10/2025	GJ				CONCESSION STAND		0.00	0.00	0.00	0.00	451.32	
12/10/2025	GJ				CONCESSION STAND		0.00	0.00	0.00	0.00	1,000.00	
05 1710 0128		CONCESSION STAND REVENUES										
09/11/2025	CR				CONCESSION STAND REVENUES	Patrons	0.00	35.00	0.00	0.00		
09/11/2025	CR				CONCESSION STAND REVENUES	Patrons	0.00	554.75	0.00	0.00		
09/16/2025	CR				CONCESSION STAND REVENUES	Patrons	0.00	975.02	0.00	0.00		
10/16/2025	CR				CONCESSION STAND REVENUES	Patrons	0.00	574.05	0.00	0.00		
10/16/2025	CR				CONCESSION STAND REVENUES	Patrons	0.00	541.43	0.00	0.00		
10/23/2025	CR				CONCESSION STAND REVENUES	Patrons	0.00	447.89	0.00	0.00		
10/30/2025	CR				CONCESSION STAND REVENUES	Patrons	0.00	553.98	0.00	0.00		
11/18/2025	CR				CONCESSION STAND REVENUES	Patrons	0.00	281.08	0.00	0.00		
12/09/2025	CR				CONCESSION STAND REVENUES	Patrons	0.00	475.70	0.00	0.00		
12/09/2025	CR				CONCESSION STAND REVENUES	Patrons	0.00	697.58	0.00	0.00		
05 3200 610 000 128		CONCESSION STAND										
09/04/2025	CD	20250902-0002	5	12462	CONCESSION STAND	Cash-Wa Distributing	1,029.21	0.00	0.00	0.00		
09/04/2025	CD	20250902	5	12469	CONCESSION STAND	Pepsi Cola of Western Nebraska	559.10	0.00	0.00	0.00		
10/08/2025	CD	20251003	5	12483	CONCESSION STAND	Cash-Wa Distributing	1,868.53	0.00	0.00	0.00		
10/08/2025	CD	20251007	5	12486	CONCESSION STAND	Pepsi Cola of Western Nebraska	223.25	0.00	0.00	0.00		
10/29/2025	CD	20251029	5	12494	CONCESSION STAND	Pepsi Cola of Western Nebraska	871.80	0.00	0.00	0.00		
11/06/2025	CD	20251105-0001	5	12495	CONCESSION STAND	Cash-Wa Distributing	1,842.24	0.00	0.00	0.00		
11/06/2025	CD	20251106	5	12497	CONCESSION STAND	Ewoldts Grocery	194.31	0.00	0.00	0.00		
11/06/2025	CD	20251106	5	12500	CONCESSION STAND	Pepsi Cola of Western Nebraska	443.05	0.00	0.00	0.00		
12/04/2025	CD	20251203	5	12508	CONCESSION STAND	Cash-Wa Distributing	139.65	0.00	0.00	0.00		
12/10/2025	CD	20251210	5	12511	CONCESSION STAND	Pepsi Cola of Western Nebraska	875.00	0.00	0.00	0.00		
01/07/2026	CD	20251231	5	12517	CONCESSION STAND	Cash-Wa Distributing	300.77	0.00	0.00	0.00		
01/07/2026	CD	20251231	5	12520	CONCESSION STAND	Pepsi Cola of Western Nebraska	1,398.10	0.00	0.00	0.00		
<b>05 704 0128</b>		<b>CONCESSION STAND</b>				<b>*Current Activity</b>						(1,157.21)
<b>*Ending Balance:</b>							9,745.01	5,136.48	0.00	0.00	3,451.32	(310.39)
Fund Total: 05							9,745.01	5,136.48	0.00	0.00	3,451.32	(310.39)

Transferred money in December from Activity waiting on sales

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Adam Marten	20260107	Deductible Met	1,900.00
Total Adam Marten			<u>1,900.00</u>
ASCAP	20260107	Music Rights	458.00
Total ASCAP			<u>458.00</u>
Blaine County Treasure	20251231	Vehicle License	20.00
Total Blaine County Treasure			<u>20.00</u>
Cash-Wa Distributing	20251231	Food/Supplies	317.30
Total Cash-Wa Distributing			<u>317.30</u>
CDW Government	20251231	Elementary Supplies Office	144.39
Total CDW Government			<u>144.39</u>
Consolidated Telephone	20251231	Telephone	405.77
Total Consolidated Telephone			<u>405.77</u>
Corporate Payment Systems	20260106	Credit Card Charges	409.48
Total Corporate Payment Systems			<u>409.48</u>
Creative Printers, INC	20260105	Board Advertising	227.07
Total Creative Printers, INC			<u>227.07</u>
Custer County Chief	20251222	Subscription 2026	70.00
Total Custer County Chief			<u>70.00</u>
Custer Public Power District	20251216	Utilites	3,353.33
Total Custer Public Power District			<u>3,353.33</u>
Dana F Cole & Company, LLP	20251210	Auditing Services 24-25	3,496.00
Total Dana F Cole & Company, LLP			<u>3,496.00</u>
DAS State Accounting - Central Finance	20260106	Internet	421.67
Total DAS State Accounting - Central Finance			<u>421.67</u>
Dietze Music House	20251210	Teaching Band Supplies	29.70
Total Dietze Music House			<u>29.70</u>
Dunning Water	20260105	Sewer & Water	400.00
Total Dunning Water			<u>400.00</u>
ESU 10	20251210	Nov25 Services	9,555.53
ESU 10	20251231	Dec25 Services	9,358.08
Total ESU 10			<u>18,913.61</u>
Ganoung, Kristin	20260107	2nd Half Deductible	175.94
Total Ganoung, Kristin			<u>175.94</u>
Hometown Leasing	20260105	Copier Lease	532.28
Total Hometown Leasing			<u>532.28</u>

Vendor Name	Invoice Number	Description	Amount	
K C Electric Inc	20260105	Lecture Hall Receptacle	484.43	
Total K C Electric Inc			<u>484.43</u>	
KCNI-AM	20251210	VB & FB Boadcasting Districts	90.00	
Total KCNI-AM			<u>90.00</u>	
Lunch Fund	20260107	Snacks Transfer from 10/10 to 12/19	811.37	
Total Lunch Fund			<u>811.37</u>	
MARC	20251231	Custodial Cleaning Supplies	859.68	
Total MARC			<u>859.68</u>	
MCI	20251222	Telephone	57.47	
Total MCI			<u>57.47</u>	
Miller, Elise	20260107	2nd Half Deductible	510.18	
Total Miller, Elise			<u>510.18</u>	
Milleson, Chantelle	20260107	2nd Half Deductible	552.51	
Total Milleson, Chantelle			<u>552.51</u>	
NIBC,	20260105	Ice Machines Rental	275.00	
Total NIBC,			<u>275.00</u>	
Norms Auto	20251210	Inspections and Maintenance	2,275.95	
Total Norms Auto			<u>2,275.95</u>	
PGH&G Attorneys At Law	20251231	Legal Services Negotiations	378.00	
Total PGH&G Attorneys At Law			<u>378.00</u>	
PowerSchool Group, LLC	20251216	PowerSchool Software	4,890.66	
Total PowerSchool Group, LLC			<u>4,890.66</u>	
Presto X Company	20251215	Pest Control	261.68	
Total Presto X Company			<u>261.68</u>	
Sandhill Oil Company	20251222	Fuel	3,896.48	
Total Sandhill Oil Company			<u>3,896.48</u>	
Sparq Data Solutions	20251215	Board Meeting Software	4,100.00	
Total Sparq Data Solutions			<u>4,100.00</u>	
Spur, The	20251231	Fuel/Misc Lunch	357.15	
Total Spur, The			<u>357.15</u>	
Staples	20251231	Supplies	52.86	
Total Staples			<u>52.86</u>	
TEAM Physical Therapy	20251210	PT Services	358.75	
Total TEAM Physical Therapy			<u>358.75</u>	
Thedford Lumber and Supply	20260105	Custodial Supplies	18.98	

**Board Report - Board**

Vendor Name	Invoice Number	Description	Amount
Total Thedford Lumber and Supply			<u>18.98</u>
University of Nebraska -Kearney	20251215	Class B Endorsement Teahon	470.00
Total University of Nebraska -Kearney			<u>470.00</u>
Village of Thedford	20251210	Trash	470.45
Village of Thedford	20260105	Trash Removal	470.45
Total Village of Thedford			<u>940.90</u>
Waldinger Corporation, The	20251231	HVAC Classrooms not working	1,398.00
Waldinger Corporation, The	20260105	HVAC Maintenace	1,060.00
Total Waldinger Corporation, The			<u>2,458.00</u>
Zimmerman, Bobbi	20260107	2nd Half Deductible	332.45
Total Zimmerman, Bobbi			<u>332.45</u>
Fund Number 01			<u>55,707.04</u>
Checking Account ID 1			<u>55,707.04</u>



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

01/08/2026 10:17 AM

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	27,500.00	0.00	0.00	0.00	27,500.00	0.00	0.00	27,500.00
6210 TITLE I NCLB IMPROVING BSC PRGRMS ACCNT	500.00	0.00	570.00	114.00	(70.00)	0.00	0.00	(70.00)
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	1,600.00	0.00	0.00	0.00	1,600.00	0.00	0.00	1,600.00
6408 IDEA Part B	25,000.00	0.00	0.00	0.00	25,000.00	0.00	0.00	25,000.00
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)	7,500.00	0.00	0.00	0.00	7,500.00	0.00	0.00	7,500.00
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	1,500.00	0.00	0.00	0.00	1,500.00	0.00	0.00	1,500.00
6992 REAP	12,500.00	0.00	0.00	0.00	12,500.00	0.00	0.00	12,500.00
6996 CARES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6997 ESSERII	84,251.00	0.00	0.00	0.00	84,251.00	0.00	0.00	84,251.00
6998 ESSER III	10,000.00	0.00	0.00	0.00	10,000.00	0.00	0.00	10,000.00
8000 TRANSFERS (OUTGOING)	299,261.00	811.37	1,970.33	0.66	297,290.67	0.00	0.00	297,290.67
01 GFNFRAI FUND	4,654,146.00	257,293.27	1,338,692.17	28.76	3,315,453.83	0.00	0.00	3,315,453.83

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

01/08/2026 10:17 AM

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:	4,654,146.00	257,293.27	1,338,692.17	28.76	3,315,453.83	0.00	0.00	3,315,453.83

**Board Report - Board**

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 6	Fund Number 06	LUNCH FUND	
Cash-Wa Distributing	20251231	Food/Supplies	6,732.44
Total Cash-Wa Distributing			<u>6,732.44</u>
Ewoldts Grocery	20260102	Food	1,337.92
Total Ewoldts Grocery			<u>1,337.92</u>
Grocery Kart	20260106	Hamburger	44.57
Total Grocery Kart			<u>44.57</u>
Spur, The	20251231	Fuel/Misc Lunch	98.53
Total Spur, The			<u>98.53</u>
US. Foods	20260106	Food	914.35
Total US. Foods			<u>914.35</u>
Fund Number 06			<u>9,127.81</u>
Checking Account ID 6			<u>9,127.81</u>

December Charges	
Amount	Description

32.99	Amazon - Elementary Activity Christmas
9.27	Menards - teaching supplies ag
115.70	Amazon - Water Bottles/Crates BB
31.04	Amazon - Office Supplies
45.70	Big Red Resturant - Training Expenses for Custodial
86.35	Amazon - Filters for New Building
59.99	Amazon - Filters for New Building
12.50	JW Pepper - Music Expenses Teaching
115.00	NE Department of Envirement & Energy - Renewal Water Operator
49.63	Caseys - Fuel Wrestling

558.17	<b>TOTAL DUE</b>
	<b>Activity</b>

December 2025 Charges				
Date	Vehicle	Repair/Service	Who	Amount
11/4/2025	Bus Barn	1 case of power service supplement	NORM	\$131.08
11/12/25	4	Oil Change Maintenance	NORM	\$117.41
11/12/25	11	Inspectoin/Oil Change	NORM	\$234.42
12/04/25	Bus Barn	DEF	NORM	\$107.36
12/19/2025	14	Inspection/Maintenance	NORM	\$273.15
12/19/2025	11	Inspection/Maintenance	NORM	\$89.00
12/22/2025	17	Inspection/Maintenance	NORM	\$197.36
12/22/2025	8	Inspection/Maintenance	NORM	\$203.90
12/22/2025	7	Inspection/Maintenance	NORM	\$165.91
12/22/25	9+	Inspection/Maintenance	NORM	\$79.00
12/23/2025	2	Inspection/Maintenance	NORM	\$80.75
12/23/25	16	Inspection/Maintenance/Wipers	NORM	\$228.28
12/23/25	19	Inspection/Maintenance	NORM	\$150.42
12/23/25	5	Inspection/Maintenance	NORM	\$217.91
			<b>TOTAL</b>	<b>\$2,275.95</b>
#	Year	Description	Capacity	Gas/Diesel
2	2007	Ford Taurus (silver)	4	Gas
3	1990	Ford Ranger (red pick up)		Gas
4	2008	Ford Van (food van)		Gas
5	2012	Ford 150 Grey Pickup		Gas
6	2004	All American (bus)	40	Diesel
7	2023	White Suburban	7	Gas
8	2022	White Suburban	7	Gas
9	2009	Ford Van (silver)	10	Gas
10	2009	Ford Van (tan)	10	Gas
11	2019	White Short Bus	14	Gas
12	2009	Blue Bird	42	Diesel
13	2013	Blue Bird <i>Vision</i>	54	Diesel
14	2009	Coach Bus	52	Diesel
16	2019	Blue Bird Vision	60	Diesel
17	2024	Ford Van Silver Van	10	Gas
19	2007	Suburan (Black Pearl)	6	Gas

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

**1/12/26**

---

- The NSAA District 4 meeting will be held on Wednesday, January 14th.
  - Gage Haake was hired as the head football coach.
- 

### **Wrestling**

- We hosted two wrestling triangulars last week, both of which were highly successful and featured strong competition. These events are hosted on a three-year rotation.
  - Our Tournament invite will be this Saturday at 10:00 AM.
  - The girls dual tournament will be on January 24th at 10:30 AM.
- 

### **Basketball**

- The boys and girls basketball teams are about mid way through the season. The boys basketball team is sitting at 4-4 and the girls basketball team is at 6-4.

Principal's Report  
January 12, 20026

We finished 2025 strong with good Fall MAPS scores that we reviewed with the staff at the January 5th inservice meeting. Staff reviewed student data and identified any students of concern and had discussions about possible ways to improve. We discussed Rule 10 requirements, curriculum mapping and lesson plans that would help us meet Rule 10. Rule 10 is Nebraska's school accreditation rules and there is a section that speaks to the requirements for curriculum and standards.

We gave a large number of awards out for attendance and academic excellence. 64% of our students K-12 completed the first semester with 95% attendance or greater. Absences were counted for any reason outside of a school sponsored activity. We had 4 students with perfect attendance for the entire 1st semester. The academic honors were given to students 7-12 for honor roll and high honor roll. 61% of our students received academic awards.

We are kicking off the second semester with positive rewards. Our K.N.I.G.H.T.S. acronym will be used to recognize students when they go above and beyond normal expectations. Students will be recognized by their teachers for being; Knowledgeable, Noble, Independent, Grateful, Honest, Tenacious, and Successful. What each means will be posted in the classrooms. Students at the elementary will be given a certificate and a letter to add to their bracelet to spell KNIGHTS. While at the high school students will receive a card that will be placed in a drawing for prizes.

# NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance. All Dates & Locations Tentative & Subject to Change

JOIN US!

LEARN MORE!

Events & Networking - <https://members.nasbonline.org/events>

## Where Will NASBe This Month?\*



Austin, TX  
Bloomfield

Brady  
Franklin  
Fullerton

Las Vegas, NV  
Lewiston  
Lexington  
Lincoln  
Loomis

McCool Junction  
Norfolk

Perkins County  
Shickley  
St. Paul

Summerland  
Sutton

The Capitol  
Thedford  
Wakefield

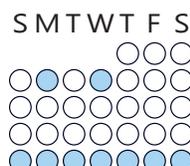
Wheeler Central  
Wilber-Clatonia

For ... Advocacy,  
Board Retreats,  
Engagement, Events,  
Strategic Planning,  
and more!

\*Items currently scheduled

## Your 2026 Advocacy Handbook is now posted!

<https://members.nasbonline.org/government-relations>



JANUARY 2026

# JANUARY



**TODAY (January 5): DEADLINE** for school boards to notify the Sec of State, County Clerks, or Election Commissioners of offices to be filled, terms, vacancies, votes to cast, and filing deadlines for each office. (§32-404 & §32-601)

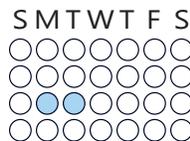
**TODAY (January 5):** First day to file for office to have name placed on the ballot as a candidate for the 2026 election. (§32-606)

**1st Day of the 2026 Legislative Session - Wednesday, January 7, 2026**

**School Board Member Week in Nebraska - January 25-31, 2026**

**Legislative Issues Conference - January 25-26, 2026 - Lincoln**

**Look for your annual Membership Guide to be delivered soon!**



FEBRUARY 2026

# FEBRUARY



**Board President Retreat - Monday, February 16 - Kearney**

**February 17: Deadline for incumbents (any current office holder) to file for office on the primary ballot. (§32-606)**



Continued on Page 2

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Vision

Engagement

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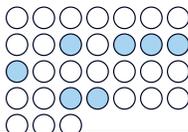
# NASB BOARD QUICKS

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MARCH 2026

# MARCH



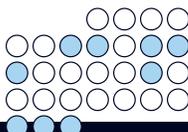
**Budget & Finance Workshop - Tuesday, March 10 - Seward**

**COSSBA Annual Conference - March 12-15 - Louisville, KY**

**Budget & Finance Workshop - Tuesday, March 24 - West Point**

**NAEP State Convention - March 24-25 - Kearney**

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APRIL 2026

# APRIL



**Budget & Finance Workshop - Tuesday, April 7 - Ogallala**

**Amplified Budget & Finance Workshop - Wednesday, April 8 - Kearney**

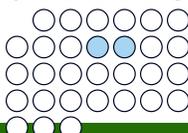
**NSBA Annual Conference - April 10-12 - San Antonio, TX**

**Final Day of the 2026 Legislative Session - Friday, April 17**

**2026 NASB Federal Advocacy Fly-In - April 26-29 - Washington, DC**



SMTWTF S



JUNE 2026

# JUNE

**NASB Member Golf Outing - Wednesday, June 10 - Kearney Country Club**

**School Law Seminar - June 10-11 - Kearney**



Continued on Page 3

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# NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

## PAGE 3



ALICAP Summer Workshop - Tuesday, July 7 - Gering

ALICAP Summer Workshop - Wednesday, July 8 - Kearney

ALICAP Summer Workshop - Thursday, July 9 - Lincoln

Candidate Workshops - Summer

Area Membership Meetings - August through September

State Education Conference - November 18-20 - Omaha

New Board Member Workshops - December 2026 & January 2027

## YOUR 2026 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>


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Superintendents Report  
January 12, 2026

1. Work is progressing on the gym floor. At this point, the new floor is installed and finish work should start in the next week or so.
2. Teacher negotiations are completed and a final copy is available for approval as part of this meeting. Administrative negotiations are next and would like to complete that prior to the March board meeting if possible. Following admin, there is still noncertified staff to work through for the 2026-2027 year.
3. The district's NPER's contribution rate for 2026-2027 will be 7.3225%, the employee rate will be 7.25%. This rate is down from 8.0% for this year for employees and 8.08% for employees, and the state rate of 0.07% for the current year.
4. As of Jan 1, 2026, the milage reimbursement rate will be \$.725 which will impact pupil transportation reimbursement rates as of Jan 1 as well.
5. The NASB Board Quicks is attached to the agenda under the Superintendent's report. It includes information about upcoming training.
6. More policy, but the good news is that what is included with this meeting is the last portion of the 400 section. This is progress! With some legislative changes, there will be some things to go back and be sure are in place such as a policy of anaphylaxis, and behavior awareness and intervention training.

## SUPPORT STAFF RESIGNATION

Support staff who wish to resign during the school year shall give the superintendent notice of their intent to resign and to cancel their contract 14 days prior to their last working day.

Notice of the intent to resign and intended final date of employment shall be in writing to the superintendent.

Cross Reference: 412.03 Support Staff Contracts

Approved July 14, 2003

Reviewed November 14, 2011, January 12, 2026

Revised \_\_\_\_\_

## SUPPORT STAFF RETIREMENT

Support staff who will complete their current contract with the board may apply for retirement. No support staff members will be required to retire at any specific age.

Application for retirement will be considered made when the support staff member states in writing to the superintendent, no later than the date set by the board for the return of the employee's contract to the board if applicable, the employee's intent to retire.

Board action to approve a support staff member's application for retirement shall be final, and such action constitutes termination of the employee's contract effective the day of the employee's retirement.

Support staff members and their spouse and dependents who have group insurance coverage through the school district may be allowed to continue coverage of the school district's group health insurance program, at their own expense, by meeting the requirements of the insurer.

Legal Reference: 29 U.S.C. §§ 621 et seq. (1994).

Cross Reference: 402.09 Recognition for Service of Employees

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Revised \_\_\_\_\_

## SUPPORT STAFF SUSPENSION

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

In the event of a suspension, due process will be followed.

Cross Reference:     405     Employee Conduct and Appearance  
                          414     Support Staff Termination of Employment

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Revised \_\_\_\_\_

## SUPPORT STAFF DISMISSAL

The board believes classified employees should perform their jobs, respect board policy and obey the law. A support staff member may be dismissed upon 14 days notice or immediately for cause.

It shall be the responsibility of the superintendent to handle the dismissal of support staff. A support staff member may be dismissed for any reason, including, but not limited to, incompetence, willful neglect of duty, reduction-in-force, willful violation of board policy or administrative regulations, or a violation of the law.

Cross Reference:     405     Employee Conduct and Appearance  
                          414.03 Support Staff Suspension  
                          414.05 Support Staff Reduction-In-Force

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Revised \_\_\_\_\_

## SUPPORT STAFF REDUCTION-IN-FORCE

It is the exclusive power of the board to determine when a reduction in support staff is necessary. Employees who are terminated due to a reduction-in-force shall be given thirty days notice. Due process will be followed for terminations due to a reduction-in-force.

It shall be the responsibility of the superintendent to make a recommendation for termination to the board. The superintendent will consider the relative qualifications, skills, ability and demonstrated performance through evaluation procedures in making the recommendations.

Cross Reference:      408.05 Certificated Employee Reduction-In-Force  
                             414.03 Support Staff Suspension  
                             414.04 Support Staff Dismissal  
                             702     Annual Budget

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Revised \_\_\_\_\_



## SUPPORT STAFF PERSONAL ILLNESS LEAVE

Sick leave days for support staff shall be determined by the board.

Should personal illness occur after or extend beyond the accumulated sick leave, the employee may apply for disability benefits under the group insurance plan. If the employee does not qualify for disability benefits, the employee may request a leave of absence without pay.

Evidence may be required regarding the mental or physical health of the employee including, but not limited to, confirmation of the following: the employee's illness, the need for the illness leave, the employee's ability to return to work, and the employee's capability to perform the duties of the employee's position. It shall be within the discretion of the board and the superintendent to determine the type and amount of evidence necessary. When an illness leave will be greater than three consecutive days, the employee shall comply with board policy regarding family and medical leave.

If an employee is eligible to receive workers' compensation benefits, the employee shall contact the superintendent to implement these benefits.

Legal Reference: 26 U.S.C. §§ 2601 et seq. (Supp. 1994)  
29 C.F.R. Pt. 825 (1996).

Cross Reference: 404.02 Employee Injury on the Job  
415.03 Support Staff Family and Medical Leave  
415.08 Support Staff Unpaid Leave

Approved July 14, 2003

Reviewed November 14, 2011, January 12, 2026

Revised \_\_\_\_\_

## SUPPORT STAFF FAMILY AND MEDICAL LEAVE

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

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

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

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

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

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

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

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

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

Cross Reference: 410.03 Certificated Employee Family and Medical Leave

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Revised December 12, 2011

SUPPORT STAFF BEREAVEMENT LEAVE

It shall be within the discretion of the superintendent to determine the number of bereavement leave days to be granted.

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

Approved July 14, 2003

Reviewed November 14, 2011, January 12, 2026

Revised \_\_\_\_\_

## SUPPORT STAFF POLITICAL LEAVE

The board will provide a leave of absence to support staff members to run for elective public office. The superintendent shall grant a support staff member a leave of absence to campaign as a candidate for an elective public office as unpaid leave.

The support staff member will be entitled to one period of leave to run for the elective public office, and the leave may commence any time within thirty days of a contested primary, special, or general election and continue until the day following the election.

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

Cross Reference:     402.10 Employee Political Activity  
                          415     Support Staff Vacations and Leaves of Absence

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Revised \_\_\_\_\_

## SUPPORT STAFF JURY DUTY LEAVE

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

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

Legal Reference:      Neb. Statute 25-1640

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Revised \_\_\_\_\_

## SUPPORT STAFF MILITARY SERVICE LEAVE

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

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

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

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

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

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

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



## SUPPORT STAFF UNPAID LEAVE

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

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

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

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

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## SUPPORT STAFF PROFESSIONAL PURPOSES LEAVE

Professional purposes leave may be granted to support staff for the purpose of attending meetings and conferences directly related to their assignments. Application for the leave must be presented to the superintendent 30 days prior to the meeting or conference.

It shall be within the discretion of the superintendent to grant professional purposes leave. The leave may be denied on the day before or after a vacation or holiday, on special days when services are needed, when it would cause undue interruption of the education program and school district operations, or for other reasons deemed relevant by the superintendent.

Cross Reference:     409.01 Certificated Employee Professional Development  
                          412     Support Staff - General

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Revised \_\_\_\_\_