

SANDHILLS PUBLIC SCHOOLS
Regular Regular Board of Education Meeting

Monday, September 14, 2026

7:00 PM

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

Opening Statement:

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

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

1. **Call to order** The regular monthly meeting of the Sandhills Public Schools Board of Education is called to order on September 14th, 2026 at ____ p.m.
2. **Mission Statement**
3. **Nebraska Open Meetings Law** Posted in meeting room
4. **Publication of Meetings** Per Board Policy, reasonable advanced notification was made of this meeting. The meeting notice was published and past minutes were published in the Thomas County Herald.
5. **Roll Call**
6. **Pledge of Allegiance**
7. **Approval of Agenda**
8. **Public Comment** *Thank you for attending the board meeting. Comments from the public should be made during this time. Please introduce yourself and refrain from defamatory or personal comments. Comments should be limited to three minutes.*
9. **Consent Agenda**
 - 9.a. Approve the minutes of the August 10, 2026 Regular Board Meeting, minutes from the Student Fees Hearing held August 10, 2026 and minutes from the August 27, 2026 Special Board Meeting.
 - 9.b. Approve the Financial Report
 - 9.c. Approve the payment of bills
10. **Administrative Reports**
 - 10.a. Activities Director's Report
 - 10.b. Principal's Report
 - 10.c. Superintendent's Report
 - 10.d. Board Committee reports.
11. **Discussion Items**
 - 11.a. Transportation
 - 11.b. Report on facilities
12. **Action Items**
 - 12.a. Review and approval of Board Policies 6400 Parent Involvement
 - 12.b. Review and Approve Board Policies 1000 - 1120
 - 12.c. Review and approve Board Policies 2100, 2110, 2110A, 2230, 2231, 4022, and 4140.

- 12.d. Review and approve Board Policy 5417 School Wellness
 - 12.e. Consider and approve bus driver pay beginning with the 2026-2027 year
 - 12.f. Reminder of Superintendent Evaluation in October, 2026.
 - 12.g. Accept resignation of Jamie Isom, Superintendent, effective June 30, 2027.
13. **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; applicability of section.

(1)(a) Except as provided in subsection (9) of this section, each public body shall give reasonable advance publicized notice of the time and place of each meeting by a method designated by each public body and recorded in its minutes. 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 committees, notice shall be given at least four times each year of the regular meeting schedule, the location, and the method designated by the public body to provide reasonable advance publicized notice. Such notice shall be given by publication in a legal newspaper of general circulation within the public body's jurisdiction.

(ii) Subdivision (1)(b)(i) of this section shall not apply in the case of the governing body of a city of the second class or village, any advisory committee of such governing body, the governing body of a rural or suburban fire protection district, or any public body that only meets intermittently and is not required to hold regular meetings.

(iii) Failure to comply with subdivision (1)(b)(i) of this section shall not cause any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken at a meeting of the public body to be void or voidable.

(c) For a public body that decides to publish notice in a newspaper of general circulation within the public body's jurisdiction to meet the notice requirement in subdivision (1)(a) of this section, in case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (i) post such notice on its website, if available, (ii) request the newspaper submit a post on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (iii) 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 pursuant to subdivision (1)(c)(i) and (iii) of this section and a written record of the request to the newspaper pursuant to subdivision (1)(c)(ii) of this section. 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.

(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)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(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 subsection (1) 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, subsection (1) of section 70-1014, subsection (2) of section 70-1014.02, 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, (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, (E) the Semiquincentennial Commission, (F) the board of trustees of the Nebraska State Historical Society, or (G) any local foster care review board, 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.

(3) 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.

(4) 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.

(5) 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 (4) 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.

(6) 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.

(7)(a) Notwithstanding subsections (2) and (5) 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 subsection (1) 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 (4) 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.

(8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(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 (2)(b)(i) and (ii) of this section.

(9) This section does not apply to a meeting of the Nebraska Power Review Board or a public power district, a public power and irrigation district, an electric membership association, an electric cooperative company, a municipality having a generation and distribution system, or a registered group of municipalities if such meeting is subject to section 70-1034.

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 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 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.

84-1415. Open Meetings Act; requirements; waiver; validity of action.

No motion, resolution, rule, regulation, ordinance, or formal action made, adopted, passed, or taken at a meeting as defined in section 84-1409 of a public body as defined in such section shall be invalidated because such motion, resolution, rule, regulation, ordinance, or formal action was made, adopted, passed, or taken at a meeting or meetings on or after March 17, 2020, and on or before April 30, 2021, pursuant to a Governor's Executive Order which waived certain requirements of the Open Meetings Act.

Revised 07/18/2026



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time. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

12.d. Annual review and approval of Board Policies 5101 Student Discipline, 5008 Student Attendance, 5416 Student Fees, and 5415 Bullying Prevention

A motion made by Reed Larsen, seconded by Jeff Martindale to approve annual review and approval of Board Policies 5101 Student Discipline, 5008 Student Attendance, 5415, Anti-Bullying, and 5416 Student Fees. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

12.e. Finalize bus routes for the 2026-2027 school year

A motion made by Reed Larsen, seconded by Dillon Simonson to finalize bus routes as presented for the 2026-2027 school year. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

12.f. Consider and approve bus driver pay beginning with the 2026-2027 year.

After discussion, more information is needed to finalize an updated schedule. No action taken.

12.g. 12.h. 12.i. 12.j. Consider and approve stipends of \$6,000 for Activities Director and \$3,500 for Transportation Director for Jake Trosper for the 2026-2027 school year

A motion made by Reed Larsen, seconded by Dillon Simonson to approve stipends of \$6,000 for Activities Director and \$3,500 for Transportation Director for Jake Trosper for the 2026-2027 year. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

Review and approve Sandhills-Thedford Athletic Cooperative Handbook for 2026-2027.

A motion made by Reed Larsen, seconded by Jeff Martindale, to approve the Sandhills-Thedford Athletic Cooperative

Handbook for the 2026-2027 year as presented. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

Approve transfers to the Depreciation Fund, School Nutrition Fund, Activities fund and Cooperative Fund for intended use during the 2026-2027 year.

A motion made by Dillon Simonson, seconded by Reed Larsen to approve transfers to the Depreciation Fund \$150,000 School Nutrition Fund \$50,000, Activities Fund \$50,000, and Cooperative Fund \$10,000. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

Approve resolution to increase property tax request for 2026-2027 up to an additional 7% above the base growth percentage.

The approval of up to an additional 7% above the base growth percentage requires an affirmative vote of 70% of the

Board. Because there was not 70% of the board present due to two absences, no action was taken.

Adjourn

The meeting was adjourned at 9:09 p.m. by President Zutavern.

Official Meetings Notice: The next regular board meeting will be held in the high school lecture hall at Dunning, NE on September 14, 2026 at 7:00 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.

NOTICE OF SPECIAL BOARD MEETING OF SANDHILLS PUBLIC SCHOOLS

Notice is hereby given that the Board of Education of Sandhills Public Schools will meet on Thursday, August 27, 2026 at 7:00 p.m. for a Special Meeting for the purpose of (1) Planning and Preparation for the 2026-2027 budget year and (2) Consider and pos-

sibly approve resolution to increase property tax for the 2026-2027 budget year of up to an additional 7% above the base percentage. The meeting will be 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.

NOTICE OF MEETING CONCERNING INCREASE TO DISTRICT PROPERTY TAX REQUEST AUTHORITY FOR THE 2026-2027 BUDGET YEAR BY UP TO 7%

Notice is hereby given in compliance with the provisions of Neb. Rev. Statute 79-3405 that the Board of Education of Sandhills Public Schools will meet on the 27th day of August, 2026, at 7:00 p.m. in the Sandhills High School Lecture Hall, 107 Gandy Avenue, Dunning NE to discuss, consider and possibly vote to approve an increase to the school district's property tax request authority by up to an additional seven percent or other maximum amounts as permitted by law, above the base growth percentage.

OFFICIAL NOTICE PARENT INVOLVEMENT POLICY HEARING:

NOTICE is hereby given that a Parent Involvement Hearing of the Board of Education of Sandhills Public Schools will be held September 14, 2026 in the Lecture Hall of Sandhills High School, Dunning NE, beginning at 7:00 p.m. The purpose of the Parent Involvement Policy Hearing is to review the Parent Involvement Policy and to hear support, opposition, criticism, suggestions, or observations relating to any changes for the 2026-2027 year.

Ace Hardware200.94
Activity Fund ..60,000.00

Amplify
Education, Inc.....725.00
Apple Financial
Services.....11,579.31
Blue Cross Blue Shield
of Nebraska.....2,229.84
Classroom Resource
Center973.75

Coach
Master's, Inc.....5104.80
COMPAnion
Corporation2,924.00
Consolidated
Telephone382.50
Corporate Payment
Systems.....2,441.35
Creative
Printers.....246.61
Custer Public Power
District.....3,349.37
DAS State Accounting
Central Finance ...421.67
Depreciation
Fund150,000.00
Dunning Water.....400.00
Eakes Office
Solutions.....1,314.21
ESU Coordinating
Council621.40
Harsh
Mercantile.....99.55
Hometown
Leasing616.77
Houghton Mifflin
Harcourt.....350.00
Hubert Company ...21.60
Ingram Library
Services.....28.62
IXL Learning1,875.00
JourneyEd.com.
Inc.500.00
K C Electric Inc 5,122.80
Lakeshore Learning
Materials.....39.98
Lunch Fund.....50,000.00
MARC1937.64
McGraw-Hill.....880.11
MCI.....58.84
National Art & School
Supplies Inc.....246.99
Nebraska Public Health
Environmental
Laboratory205.00
NIBC.....355.00
Norms Auto.....2,742.89
North Platte
Telegraph702.00
Oper Reimb2,200.00
PGH&G Attorneys
At Law570.00
Presto X
Company.....285.23
Pyramid School
Products434.16
Quill1776.44
Really Good
Stuff215.31
Sandhill Oil
Company.....37,470.00
School
Specialty, Inc.....450.94
Staples606.58
Studies
Weekly112.93
Teaching
Strategies.....28.30
Teahon, Tyler700.00
Thedford Lumber and
Supply.....508.72
Village of
Thedford470.45
Waldinger
Corporation2,226.00
Wards Science101.79

West Music124.20
Payroll &
Liabilities.....186,970.16
Total543,948.75
Publish: August 20,
2026
ZNEZ

Sandhills Public Schools Board Of Education Proceedings

SANDHILLS PUBLIC SCHOOLS

Regular Board of Education Meeting Minutes

Monday, August 10, 2026 7:00 PM

Sandhills High School Lecture Hall

Regular Board Meeting:

1. Call to order

The regular monthly meeting of the Sandhills Public Schools Board of Education was held on August 10, 2026 in the Lecture Hall at Sandhills High School. It was called to order at 7:03 by Board 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 was posted in the meeting room.

4. Publication of Meetings

Reasonable advance notice of the meeting was published in the *Thomas County Herald* on July 23, 2026.

5. Roll Call

Board members present: Dillon Simonson, Reed Larsen, Rory Zutavern, and Jeff Martindale. Absent: Jill Thompson and Michelle Milleson. A motion made by Dillon Simonson, seconded by Jeff Martindale to excuse Michelle Milleson and Jill Thompson absences. Voting: Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

6. Pledge of Allegiance

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

7. Approval of Agenda

A motion made by Dillon Simonson, seconded by Jeff Martindale to approve the agenda as presented: Yea: Nay: Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

8. Public Comment

The Board sets aside time to hear comments or concerns from patrons. Five guests were present. During Public Comment, Tracy Bradley spoke saying that the possibility of a 7% increase in taxes is a lot and needs to stop.

9. Consent Agenda

A motion made by Jeff Martindale to approve

the consent agenda, seconded by Reed Larsen. Yea: Nay: Martindale, Yea; Larsen, Yea; Simonson, Yea; Zutavern, Yea. Motion passed.

9.a. Approve the minutes of the July 13, 2026 regular board meeting

9.b. Approve the Financial Report

9.c. Approve the payment of bills

10. Administrative Reports

10.a. Activities Director's Report

Activity Director Jake Trosper reported high school physicals are due August and Junior high physicals are due August 24, concussion testing was done on August

10, prior to practice. The STK volleyball and football scrimmage will be held in Dunning on August 21 at 5:30 p.m., followed by a parent/athlete meeting for volleyball, football, and cross country will be held before the scrimmage starting at 5:00 p.m. High school sports pictures will be taken in Thedford on August 12 at 2:00 p.m. prior to practice. The Sandhills Marching Band will attend the state fair on August 29, beginning at 10:15 a.m. Volleyball Senior/Parents night will be held in Dunning on September 3 at 5:00 p.m. Cross-Country and football Senior/Parent night will be held in Thedford on October 9 at 5:15.

10.b. Principal's Report

Mr. Recoy reported that July was a busy month of preparations for the coming year and noted a special thank you for the summer crew, appreciating their hard work to get facilities prepared for the coming year. He and Dr. Isom attended training given by NDE relating to the 2026-2027 budget. Mr. Recoy attended Adminis-

trator Days. Of note was information about the Nebraska Literacy Project Plan with a goal of improving student literacy and improving instructional practices.

10.c. Superintendent

Dr. Isom reported on the failed HVAC unit at the high school and actions taken so far to develop a plan to work around that until replacement can be made as part of a larger project to update existing units. Budget preparations are underway for the 2026-2027 budget year. It is estimated that there will be some growth in valuation.

Board policies included for approval as part of the regular agenda are updated based on the new NASB policy manual. Bus driver pay and routes for 2026-2027 are under consideration. Mr. Recoy has worked on an updated version for both.

Teacher workdays are to be August 13-14 with students beginning on August 17.

NASB Area Membership Meetings will begin soon. There are three current board members that have reached the next level of recognition with NASB. They are Rory Zutavern - Level 3, Reed Larsen - Level 4, and Michelle Milleson - Level 5.

Congratulations on their commitment to board service. The audit

of the 2025-2026 year has been scheduled for September 10 and 11. Time to work on the 2026-2027 budget and related items would be helpful. A special meeting for that purpose is planned for August 27, 2026 at 7:00 p.m.

10.d. Board Committee reports.

None at this time.

11. Discussion Items

11.a. Transportation

The 2024 Ford van has been updated and is ready for service. Because of numbers of students and locations, vehicles used for routes will be rearranged some. It is likely that the black suburban will now be used for teacher travel between buildings and the

small white bus will be used for travel related to practices on a regular basis.

11.b. Report on facilities

Doors on the mechanical room in the activity building have been resized and are now in place, although still needing additional hardware that should be available in the next few weeks. The east gym unit was low on coolant but has been repaired.

The west gym unit has failed and discussions with engineers have been held to determine a plan to get through the winter. At this point, because of the unit failure, there will be no heating or cooling in the boy's locker room, and part of the stage and gym.

12. Action Items

12.a. Review and approve Kucirek Engineering's proposed design for HVAC replacement.

A motion made by Jeff Martindale, seconded by Reed Larsen to approve Kucirek Engineering's proposed design for HVAC replacement, including Variable Air Volume Rooftop Units for the office area, classroom area, and the kitchen/commons area, with two packaged heating/cooling single zone rooftop units for the gym/locker room area. Larsen: Yea, Martindale: Yea, Simonson:

Yea, Zutavern: Yea. Motion passed.

12.b. Review and consider changes to the current HVAC maintenance agreement.

Discussion was held about potential maintenance agreements for the HVAC units at the high school. No action was taken.

12.c. Consider and adopt new Board Policy based on NASB and Perry Law Firm policies.

NASB has made changes in how board policy is developed and distributed.

A motion made by Dillon Simonson, seconded by Jeff Martindale to review and then adopt new board policy based on NASB/Perry policies, working through the policy manual a section at

PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

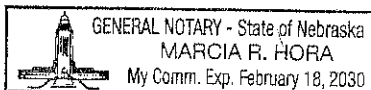
Kendra L. Cutler, being first duly sworn, deposes and says she is the Editor of the Thomas County Herald a weekly legal newspaper having a bona fide circulation of more than 300 copies published in Thedford, Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication of attached notice; that said publication is of general circulation; that attached notice was published 1 time(s) on August 20, 2026

Kendra L. Cutler

Subscribed to in my presence and
Sworn to before me this
31st day of August, 2026

Marcia R. Hora
Notary Public

Publication Fee \$ 275.99



PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

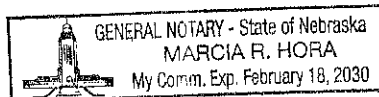
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Kendra L. Cutler

Subscribed to in my presence and
Sworn to before me this
31st day of August, 2026

Marcia R. Hora
Notary Public

Publication Fee \$ 35.27



Sandhills Public Schools Board Of Education Proceedings

SANDHILLS PUBLIC
SCHOOLS

Hearing Student Fees
Hearing Minutes

Monday, Aug. 10, 2026
7:00 PM

Sandhills High School
Lecture Hall

1. Call to order
The hearing was called
to order by President Zu-
tavern at 7:00 p.m.

2. Nebraska Open Meet-
ings Law

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

3. Publication of Hear-
ing

Notice of the Student
Fees Hearing was pub-
lished in the Thomas
County Herald on July 2,
2026.

4. Roll Call

Present: Reed Larsen,
Dillon Simonson, Jeff
Martindale, and Rory Zu-
tavern. Absent: Jill
Thompson and Michelle
Milleson.

A motion made by Reed
Larsen, seconded by Dil-
lon Simonson to excuse
Michelle Milleson and Jill
Thompson. Larsen: Yea,
Martindale: Yea, Simon-
son: Yea, Zutavern: Yea.
Motion passed.

5. Public Comment and
opportunity to Hear sup-

port, opposition, or gen-
eral comments regarding
Student Fees Policy for
the 2026-2027 school year

No comments were of-
fered.

6. Adjourn hearing

The hearing was ad-
journed by President Zu-
tavern at 7:03 p.m.

Publish: August 20,
2026 ZNEZ

PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

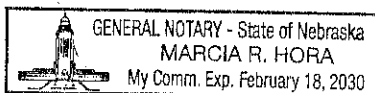
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Kendra L. Cutler

Subscribed to in my presence and
Sworn to before me this
31st day of August, 2026

Marcia R. Hora
Notary Public

Publication Fee \$ 18.82



Sandhills Public Schools Board Of Education Public Notice

**NOTICE OF MEETING
CONCERNING
INCREASE TO
DISTRICT'S PROP-
ERTY TAX REQUEST
AUTHORITY FOR 2026-
2027 BUDGET YEAR BY
UP TO 7%:**

NOTICE is hereby given in compliance with the provisions of Neb. Rev. Statute 79-3405 that the Board of Education for Sandhills Public Schools will meet on the 27th day of August, 2026, at 7:00 p.m. at Sandhills High School Lecture Hall, 107 Gandy Avenue, Dunning NE to discuss, consider and possibly vote to approve an increase to the school district's property tax request authority by up to an additional seven percent or other maximum amounts as permitted by law, above the base growth percentage.

Publish: August 20,
2026 ZNEZ

PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

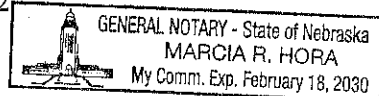
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Kendra L. Cutler

Subscribed to in my presence and
Sworn to before me this
31st day of August, 2026

Marcia R. Hora
Notary Public

Publication Fee \$ 18.82



Sandhills Public Schools Board Of Education Public Notice

NOTICE OF SPECIAL BOARD MEETING OF SANDHILLS PUBLIC SCHOOLS

Notice is hereby given that the Board of Education of Sandhills Public Schools will meet on Thursday August 27, 2026 at 7:00 p.m. for a Special Meeting for the purpose of (1) Planning and Preparation for the 2026-2027 budget year and (2) Consider and possibly approve resolution to increase property tax request for the 2026-2027 budget year up to an additional 7% above the base percentage. The meeting will be 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: August 20,
2026 ZNEZ

PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

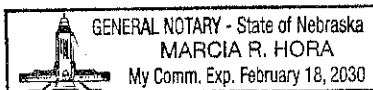
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Kendra L. Cutler

Subscribed to in my presence and
Sworn to before me this
31st day of August, 2026

Marcia R. Hora
Notary Public

Publication Fee \$ 25.63



Sandhills Public Schools Board Of Education Public Notice

**NOTICE OF MEETING
CONCERNING
INCREASE TO
DISTRICT'S PROPERTY
TAX REQUEST
AUTHORITY FOR
2026-2027 BUDGET
YEAR BY UP TO 7%:**

NOTICE is hereby given in compliance with the provisions of Neb. Rev. Statute 79-3405 that the Board of Education for Sandhills Public Schools will meeting on the 10th day of August, 2026, at 7:00 p.m. at Sandhills High School Lecture Hall, 107 Gandy Avenue, Dunning, NE to discuss, consider and possibly vote to approve an increase to the school district's property tax request authority by up to an additional seven percent or other maximum amounts as permitted by law, above the base growth percentage.

**Publish: August 6, 2026
ZNEZ**

PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

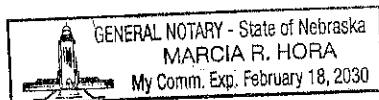
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Kendra L. Cutler

Subscribed to in my presence and
Sworn to before me this
31st day of August, 2026

Marcia R. Hora
Notary Public

Publication Fee \$ 19.27



Sandhills Public Schools Board Of Education Public Notice OFFICIAL NOTICE STUDENT FEES HEARING:

NOTICE is hereby given that a Student Fees Hearing of the Board of Education of Sandhills Public Schools will be held August 10, 2026 in the Lecture Hall of Sandhills High School, Dunning NE, beginning at 7:00 p.m. The purpose of the Student Fees Hearing is to review the Student Fees Policy and to hear support, opposition, criticism, suggestions, or observations relating to any changes for the 2026-2027 year.

Publish: August 6, 2026
ZNEZ

PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

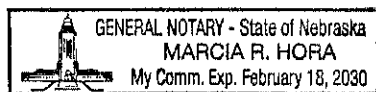
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Kendra L. Cutler

Subscribed to in my presence and
Sworn to before me this
31st day of August, 2026

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, August 10, 2026 at 7:00 p.m. in the Lecture Hall at the high school in Dunning, Nebraska. All meetings are open to the public. Agendas are kept continually current and available for public inspection in the Superintendent's Office during regular business hours with reasonable notice.

Publish: August 6, 2026

ZNEZ

SANDHILLS PUBLIC SCHOOLS
Regular Regular Board of Education Meeting Minutes

Monday, August 10, 2026

7:00 PM

Sandhills High School Lecture Hall

Regular Board Meeting:

1. Call to order

The regular monthly meeting of the Sandhills Public Schools Board of Education was held on August 10, 2026 in the Lecture Hall at Sandhills High School. It was called to order at 7:03 by Board President Rory Zutavern.

2. Mission Statement

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

3. Nebraska Open Meetings Law

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

4. Publication of Meetings

Reasonable advance notice of the meeting was published in the Thomas County Herald on July 23, 2026.

5. Roll Call

Board members present: Dillon Simonson, Reed Larsen, Rory Zutavern, and Jeff Martindale. Absent: Jill Thompson and Michelle Milleson. A motion made by Dillon Simonson, seconded by Jeff Martindale to excuse Michelle Milleson and Jill Thompson absences. Voting: Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

6. Pledge of Allegiance

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

7. Approval of Agenda

A motion made by Dillon Simonson, seconded by Jeff Martindale to approve the agenda as presented: Yea: Nay. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

8. Public Comment

The Board sets aside time to hear comments or concerns from patrons. Five guests were present. During Public Comment, Tracy Bradley spoke saying that the possibility of a 7% increase in taxes is a lot and needs to stop.

9. Consent Agenda

A motion made by Jeff Martindale to approve the consent agenda, seconded by Reed Larsen. Yea: Nay. Martindale, Yea; Larsen, Yea; Simonson, Yea; Zutavern, Yea. Motion passed.

9.a. Approve the minutes of the July 13, 2026 regular board meeting

- 9.b. Approve the Financial Report
- 9.c. Approve the payment of bills

10. **Administrative Reports**

10.a. Activities Director's Report

Activity Director Jake Trosper reported high school physicals are due August and Junior high physicals are due August 24, concussion testing was done on August 10, prior to practice. The STK volleyball and football scrimmage will be held in Dunning on August 21 at 5:30 p.m., followed by a parent/athlete meeting for volleyball, football, and cross country will be held before the scrimmage starting at 5:00 p.m. High school sports pictures will be taken in Thedford on August 12 at 2:00 p.m. prior to practice. The Sandhills Marching Band will attend the state fair on August 29, beginning at 10:15 a.m. Volleyball Senior/Parents night will be held in Dunning on September 3 at 5:00 p.m. Cross-Country and football Senior/Parent night will be held in Thedford on October 9 at 5:15.

10.b. Principal's Report

Mr. Recoy reported that July was a busy month of preparations for the coming year and noted a special thank you for the summer crew, appreciating their hard work to get facilities prepared for the coming year. He and Dr. Isom attended training given by NDE relating to the 2026-2027 budget. Mr. Recoy attended Administrator Days. Of note was information about the Nebraska Literacy Project Plan with a goal of improving student literacy and improving instructional practices.

10.c. Superintendent

Dr. Isom reported on the failed HVAC unit at the high school and actions taken so far to develop a plan to work around that until replacement can be made as part of a larger project to update existing units. Budget preparations are underway for the 2026-2027 budget year. It is estimated that there will be some growth in valuation. Board policies included for approval as part of the regular agenda are updated based on the new NASB policy manual. Bus driver pay and routes for 2026-2027 are under consideration. Mr. Recoy has worked on an updated version for both. Teacher workdays are to be August 13-14 with students beginning on August 17. NASB Area Membership Meetings will begin soon. There are three current board members that have reached the next level of recognition with NASB. They are Rory Zutavern – Level 3, Reed Larsen – Level 4, and Michelle Milleson – Level 5. Congratulations on their commitment to board service. The audit of the 2025-2026 year has been scheduled for September 10 and 11. Time to work on the 2026-2027 budget and related items would be helpful. A special meeting for that purpose is planned for August 27, 2026 at 7:00 p.m.

10.d. Board Committee reports.

None at this time.

11. **Discussion Items**

11.a. Transportation

The 2024 Ford van has been updated and is ready for service. Because of numbers of students and locations, vehicles used for routes will be rearranged some. It is

likely that the black suburban will now be used for teacher travel between buildings and the small white bus will be used for travel related to practices on a regular basis.

11.b. Report on facilities

Doors on the mechanical room in the activity building have been resized and are now in place, although still needing additional hardware that should be available in the next few weeks. The east gym unit was low on coolant but has been repaired. The west gym unit has failed and discussions with engineers have been held to determine a plan to get through the winter. At this point, because of the unit failure, there will be no heating or cooling in the boy's locker room, and part of the stage and gym.

12. **Action Items**

12.a. Review and approve Kucirek Engineering's proposed design for HVAC replacement.

A motion made by Jeff Martindale, seconded by Reed Larsen to approve Kucirek Engineering's proposed design for HVAC replacement, including Variable Air Volume Rooftop Units for the office area, classroom area, and the kitchen/commons area, with two packaged heating/cooling single zone rooftop units for the gym/locker room area. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

12.b. Review and consider changes to the current HVAC maintenance agreement.

Discussion was held about potential maintenance agreements for the HVAC units at the high school. No action was taken.

12.c. Consider and adopt new Board Policy based on NASB and Perry Law Firm policies.

NASB has made changes in how board policy is developed and distributed. A motion made by Dillon Simonson, seconded by Jeff Martindale to review and then adopt new board policy based on NASB/Perry policies, working through the policy manual a section at time. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

12.d. Annual review and approval of Board Policies 5101 Student Discipline, 5008 Student Attendance, 5416 Student Fees, and 5415 Bullying Prevention

A motion made by Reed Larsen, seconded by Jeff Martindale to approve annual review and approval of Board Policies 5101 Student Discipline, 5008 Student Attendance, 5415, Anti-Bullying, and 5416 Student Fees. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

12.e. Finalize bus routes for the 2026-2027 school year

A motion made by Reed Larsen, seconded by Dillon Simonson to finalize bus routes as presented for the 2026-2027 school year Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

12.f. Consider and approve bus driver pay beginning with the 2026-2027 year.

After discussion, more information is needed to finalize an updated schedule. No action taken.

- 12.g. Consider and approve stipends of \$6,000 for Activities Director and \$3,500 for Transportation Director for Jake Trosper for the 2026-2027 school year
A motion made by Reed Larsen, seconded by Dillon Simonson to approve stipends of \$6,000 for Activities Director and \$3,500 for Transportation Director for Jake Trosper for the 2026-2027 year. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.
- 12.h. Review and approve Sandhills-Thedford Athletic Cooperative Handbook for 2026-2027.
A motion made by Reed Larsen, seconded by Jeff Martindale, to approve the Sandhills-Thedford Athletic Cooperative Handbook for the 2026-2027 year as presented. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.
- 12.i. Approve transfers to the Depreciation Fund, School Nutrition Fund, Activities und and Cooperative Fund for intended use during the 2026-2027 year.
A motion made by Dillon Simonson, seconded by Reed Larsen to approve transfers to the Depreciation Fund \$150,000 School Nutrition Fund \$50,000, Activities Fund \$50,000, and Cooperative Fund \$10,000. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.
- 12.j. Approve resolution to increase property tax request for 2026-2027 up to an additional 7% above the base growth percentage.
The approval of up to an additional 7% above the base growth percentage requires an affirmative vote of 70% of the Board. Because there was not 70% of the board present due to two absences, no action was taken.

Adjourn

The meeting was adjourned at 9:09 p.m. by President Zutavern.

Official Meetings Notice: The next regular board meeting will be held in the high school lecture hall at Dunning, NE on September 14, 2026 at 7:00 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.

NOTICE OF SPECIAL BOARD MEETING OF SANDHILLS PUBLIC SCHOOLS

Notice is hereby given that the Board of Education of Sandhills Public Schools will meet on Thursday, August 27, 2026 at 7:00 p.m. for a Special Meeting for the purpose of (1) Planning and Preparation for the 2026-2027 budget year and (2) Consider and possibly approve resolution to increase property tax for the 2026-2027 budget year of up to an additional 7% above the base percentage. The meeting will be 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.

NOTICE OF MEETING CONCERNING INCREASE TO DISTRICT PROPERTY TAX REQUEST AUTHORITY FOR THE 2026-2027 BUDGET YEAR BY UP TO 7%

Notice is hereby given in compliance with the provisions of Neb. Rev. Statute 79-3405 that the Board of Education of Sandhills Public Schools will meet on the 27th day of August, 2026, at 7:00 p.m. in the Sandhills High School Lecture Hall, 107 Gandy Avenue, Dunning NE to discuss, consider and possibly vote to approve an increase to the school district's property tax request authority by up to an additional seven percent or other maximum amounts as permitted by law, above the base growth percentage.

OFFICIAL NOTICE PARENT INVOLVEMENT POLICY HEARING:

NOTICE is hereby given that a Parent Involvement Hearing of the Board of Education of Sandhills Public Schools will be held September 14, 2026 in the Lecture Hall of Sandhills High School, Dunning NE, beginning at 7:00 p.m. The purpose of the Parent Involvement Policy Hearing is to review the Parent Involvement Policy and to hear support, opposition, criticism, suggestions, or observations relating to any changes for the 2026-2027 year.

SANDHILLS PUBLIC SCHOOLS
Hearing Student Fees Hearing Minutes

Monday, August 10, 2026

7:00 PM

Sandhills High School Lecture Hall

1. Call to order

The hearing was called to order by President Zutavern at 7:00 p.m.

2. Nebraska Open Meetings Law

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

3. Publication of Hearing

Notice of the Student Fees Hearing was published in the Thomas County Herald on July 2, 2026.

4. Roll Call

Present: Reed Larsen, Dillon Simonson, Jeff Martindale, and Rory Zutavern. Absent: Jill Thompson and Michelle Milleson.

A motion made by Reed Larsen, seconded by Dillon Simonson to excuse Michelle Milleson and Jill Thompson. Larsen: Yea, Martindale: Yea, Simonson: Yea, Zutavern: Yea. Motion passed.

5. Public Comment and opportunity to Hear support, opposition, or general comments regarding Student Fees Policy for the 2026-2027 school year

No comments were offered.

6. Adjourn hearing

The hearing was adjourned by President Zutavern at 7:03 p.m.

SANDHILLS PUBLIC SCHOOLS
Special Special Board of Education Meeting Minutes

Thursday, August 27, 2026

7:00 PM

Sandhills High School Lecture Hall

1. Call to order

The Special Meeting of the Board of Education of Sandhills Public Schools was called to order by President Rory Zutavern at 7:00 p.m.

2. Mission Statement

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

3. Nebraska Open Meetings Law

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

4. Publication of Meetings

Reasonable advance notice of the meeting was published in the Thomas County Herald on August 20, 2026.

5. Roll Call

Board members present: Dillon Simonson, Jill Thompson, Reed Larsen, Jeff Martindale, and Rory Zutavern. Absent/late: Michelle Milleson. A motion made by Jill Thompson to excuse Michelle Milleson, seconded by Jeff Martindale. Voting aye: Simonson, Thompson: Yea, Larsen: Yea, Martindale, Zutavern: Yea. Motion Passed. Ms. Milleson joined the meeting at 7:42.

6. Pledge of Allegiance

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

7. Public Comment

The Board sets aside time to hear comments or concerns from patrons. No guests were present and no comments were received.

8. Planning for 2026-2027 school year budget

Dr. Isom reviewed the proposed budget for the 2026-2027. The review included information about projected needs, Property Tax Authority, State Aid, Budget Authority, Valuation, and proposed tax request information.

9. Approve resolution of increase property tax request for 2026-2027 up to an additional 7% above the base growth percentage

After review of the proposed Resolution to increase the school district's overall property tax request above the base growth percentage by up to an additional seven percent or other

maximum as permitted by law with at least seventy percent affirmative vote of the Board of Sandhills Public Schools.

After reading the Resolution in its entirety, Reed Larsen moved to approve the resolution to allow for up to a 7% property tax increase, seconded by Michelle Milleson. Voting: Larsen; Aye, Milleson; Aye, Simonson; Aye, Thompson; Aye, Martindale; Aye, Zutavern; Aye. Motion passed.

10. **Adjourn**

The Special meeting of the Sandhills Board of Education was adjourned by President Rory Zutavern at 8:08 p.m.

Official Meeting Notice: The next regular board meeting will be held in the high school lecture hall at Dunning NE on September 14, 2026 at 7:00 p.m. The meeting will be 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.

Official Meeting Notice of Parent Involvement Policy Hearing

Notice is hereby given that a Parent Involvement Hearing of the Board of Education of Sandhills Public Schools will be held September 14, 2026 in the Lecture Hall of Sandhills High School, Dunning NE, beginning at 7:00 p.m. The purpose of the Parent Involvement Policy Hearing is to review the Parent Involvement Policy and to hear support, opposition, criticism, suggestions, or observations relating to any changes for the 2026-2027 year.

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>
	GENERALFUN General Fund	08/11/2026	Taxes	01 1100	LOCAL DISTRICT TAXES	16,087.43
	THOMASCOUN Thomas County Treasure	08/11/2026	Taxes	01 1100	LOCAL DISTRICT TAXES	83.91
	LOGANCOUNT Logan Country Treasure	08/11/2026	Taxes	01 1100	LOCAL DISTRICT TAXES	696.28
				Account Number Total: 01 1100	LOCAL DISTRICT TAXES	16,867.62
	GENERALFUN General Fund	08/11/2026	Taxes	01 1125	MOTOR VEHICLE TAX	5,371.20
	THOMASCOUN Thomas County Treasure	08/11/2026	Taxes	01 1125	MOTOR VEHICLE TAX	1,361.52
	LOGANCOUNT Logan Country Treasure	08/11/2026	Taxes	01 1125	MOTOR VEHICLE TAX	415.03
				Account Number Total: 01 1125	MOTOR VEHICLE TAX	7,147.75
	WESTERNNEB Western Nebraska Bank	08/31/2026	Interest	01 1510	INTEREST	415.94
				Account Number Total: 01 1510	INTEREST	415.94
	LARSEN1 Larsen Reed	08/11/2026	Insurance Reimbursement	01 1990	OTHER LOCAL RECEIPTS	2,229.84
				Account Number Total: 01 1990	OTHER LOCAL RECEIPTS	2,229.84
	GENERALFUN General Fund	08/11/2026	Taxes	01 2110	COUNTY FINES/LICENSE FEES	5,386.88
	CUSTERCOUN Custer County Treasure	08/14/2026	Taxes	01 2110	COUNTY FINES/LICENSE FEES	0.04
	CUSTERCOUN Custer County Treasure	08/14/2026	Taxes	01 2110	COUNTY FINES/LICENSE FEES	24.41
	CUSTERCOUN Custer County Treasure	08/14/2026	Taxes	01 2110	COUNTY FINES/LICENSE FEES	0.38
	THOMASCOUN Thomas County Treasure	08/11/2026	Taxes	01 2110	COUNTY FINES/LICENSE FEES	432.02
				Account Number Total: 01 2110	COUNTY FINES/LICENSE FEES	5,843.73
	GENERALFUN General Fund	08/11/2026	Taxes	01 3130	HOMESTEAD EXEMPION	721.56
	CUSTERCOUN Custer County Treasure	08/14/2026	Taxes	01 3130	HOMESTEAD EXEMPION	12.12
	THOMASCOUN Thomas County Treasure	08/11/2026	Taxes	01 3130	HOMESTEAD EXEMPION	461.66
				Account Number Total: 01 3130	HOMESTEAD EXEMPION	1,195.34
	STATEOFNEB State of Nebraska	08/10/2026	July-Dec 2026 Med	01 4708	MEDICAIDE IN PUBLIC SCHOOLS	846.00
				Account Number Total: 01 4708	MEDICAIDE IN PUBLIC	846.00

Cash Receipt Listing by 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>
SCHOOLS						
Fund Total: 01						34,546.22

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	34,546.22	01 101	34,546.22	
Subtotal Expense		Total:	34,546.22	
Subtotal General Ledger				
Total:	34,546.22			

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	08/11/2026	Taxes	08 1100	TAXES	756.63
	LOGANCOUN Logan Country Treasure	08/11/2026	Taxes	08 1100	TAXES	32.75
	THOMASCOUN Thomas County Treasure	08/11/2026	Taxes	08 1100	TAXES	3.95
				Account Number Total: 08 1100	TAXES	793.33
	WESTERNNEB Western Nebraska Bank	08/31/2026	Interest	08 1510	INTEREST	45.49
				Account Number Total: 08 1510	INTEREST	45.49
	BLAINECOUN Blaine County Treasure	08/11/2026	Taxes	08 3130	HOMESTEAD EXEMPTION	33.95
	CUSTERCOUN Custer County Treasure	08/14/2026	Taxes	08 3130	HOMESTEAD EXEMPTION	0.57
	THOMASCOUN Thomas County Treasure	08/11/2026	Taxes	08 3130	HOMESTEAD EXEMPTION	21.71
				Account Number Total: 08 3130	HOMESTEAD EXEMPTION	56.23
				Fund Total: 08		895.05

Summary Totals

Account Type

Subtotal Revenue	895.05
Subtotal Expense	
Subtotal General Ledger	
Total:	895.05

Cash Accounts

08 101	895.05
Total:	895.05

Receivable Accounts

Cash Receipt Listing by Fund

Fund: 06		LUNCH FUND				
<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	GENERALFUN General Fund	08/11/2026	Annual Lunch Transfer	06 5200	TRANSFER FROM GENERAL	50,000.00
Account Number Total: 06 5200					TRANSFER FROM GENERAL	50,000.00
					Fund Total: 06	50,000.00

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>	
Subtotal Revenue	50,000.00	06 101	50,000.00
Subtotal Expense		Total:	50,000.00
Subtotal General Ledger			
Total:	50,000.00		

Receivable Accounts

Cash Receipt Listing by Fund

Fund: 02 DEPRECIATION

<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>
	WESTERNNEB Western Nebraska Bank	08/31/2026	Interest	02 1510	INTEREST	34.86
Account Number Total: 02 1510					INTEREST	34.86
	GENERALFUN General Fund	08/11/2026	Annual Transfer from General	02 5200	TRANSFERS FROM FUNDS (INCOMING)	150,000.00
Account Number Total: 02 5200					TRANSFERS FROM FUNDS (INCOMING)	150,000.00
Fund Total: 02						150,034.86

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>	
Subtotal Revenue	150,034.86	02 101	150,034.86
Subtotal Expense		Total:	150,034.86
Subtotal General Ledger			
Total:	150,034.86		

Receivable Accounts

Payroll Register - Totals Combined

	<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>	
ADD								
BUSACT Bus Activity Rte			118.00					
BUSPRACT Bus Practice			162.00					
BUSREG Bus Driver			980.25					
BUSROUTESU Bus Route Supplement			601.45					
BUSSIT Bus Sit Time			622.50					
CUSTODIAN Custodian			7,596.57					
EXTRADUTY Extra Duty			466.00					
HALFTIMEOV Halftime Overtime			48.65					
OT Overtime			1,156.69					
SECRETARY Secretary			2,371.88					
SPEDPARA SPED-Para			2,258.74					
STIPHEN Stiphen			783.09					
SUBMISC Sub Misc			567.75					
SUBTEACHER Sub Teacher Retirement			1,950.84					
SUBWORET Sub w/o RET			405.00					
			20,089.41					
CONTRACT								
BSNSMGR Business Mgr			3,978.38					
COACH Coach			2,374.91					
COACH1 Coach			985.14					
COACH2 Coach			352.54					
COACH3 Coach			181.79					
COOK Cook			1,875.85					
KITCHENMGR Kitchen Mgr			2,251.05					
MORNINGSUP Morning Supervisor			118.30					
PRINCIPAL Principal			7,500.00					
SPONSOR Sponsor			1,327.93					
SUPERINT Superintendent			5,916.67					
TEACHER Teacher			94,377.66					
			121,240.22					
DEDUCTION								
403B 403B		100.00			100.00	MGTRUSTCOM	Matrix Trust	A
403BROTH 403BROTH		500.00			500.00	MGTRUSTCOM	Matrix Trust	A
COLONIALLI Colonial Life		1,218.39			1,218.39	COLONIALLI	Colonial Life and Accident Insurance	
COLONLIFE Col Life		448.42			448.42	COLONIALLI	Colonial Life and Accident Insurance	
DENTAL DENTAL		790.20	873.49		1,663.69	BLUECROSSB	Blue Cross Blue Shield of Nebraska	
DISABILITY DISABILITY		43.95	606.26		650.21	MADISONNA1	Madison National Life	
GARNISH2 GARNISH2		298.92			298.92	GENERALCO1	General Collections	
HEALTH HEALTH			39,450.98		39,450.98	BLUECROSSB	Blue Cross Blue Shield of Nebraska	
SUPPINS SUPPINS		739.91			739.91	AFLAC	Aflac	
VSP VSP		445.71			445.71	VISONSERVI	Vison Service Plan	
		4,585.50	40,930.73	0.00	45,516.23			
RET DEDUCTION								
NPERS RETIREMENT	134,049.01	9,718.57	9,815.74		19,534.31	SANDHILLSP	Sandhills Public School	
		9,718.57	9,815.74	0.00	19,534.31			
TAX								
FIT FIT	129,107.05	7,761.01			7,761.01	SANDHILLSP	Sandhills Public School	
FUTA FUTA	136,383.96					SANDHILLSP	Sandhills Public School	
MEDICARE MEDICARE	134,045.66	1,943.71	1,943.71		3,887.42	SANDHILLSP	Sandhills Public School	
SITNE SIT NE	129,107.05	4,034.49			4,034.49	SANDHILLSP	Sandhills Public School	
SOCSEC SOC SEC	134,045.66	8,310.84	8,310.84		16,621.68	SANDHILLSP	Sandhills Public School	
SUTANE SUTA NE	136,252.71					SANDHILLSP	Sandhills Public School	
WCNE WORK COMP NE	137,694.43					SANDHILLSP	Sandhills Public School	
		22,050.05	10,254.55	0.00	32,304.60			
					Net Pay:	104,975.51		
					Cash Total:	202,330.65		
Non - FIT Taxable Deductions								
		12,222.58						

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 - SIT Taxable Deductions	12,222.58					
Non - SOC SEC Taxable Deductions	2,404.01					
Non - MEDICARE Taxable Deductions	2,404.01					
Direct Deposits	104,551.63					
Automatic Payments	600.00					
Adds + Contracts + Deduction Adds	141,329.63					

District Financial Statement

August 31, 2026
Financial Statement

		General	Lunch	Operational	Building	Activity
Beginning Balance	8/1/2026	\$1,475,321.80	\$10,953.72	\$6,000.00	\$133,430.54	\$49,069.96
Revenue Received		\$34,546.22	\$50,000.00	\$49,306.88	\$895.05	\$61,394.68
Expenditures		\$539,058.72	\$4,651.11	\$49,306.88	\$0.00	\$267.44
Ending Balance	8/31/2026	\$970,809.30	\$56,302.61	\$6,000.00	\$134,325.59	\$110,197.20

	8/1/2026	Depreciation Fund	STK Co-op	Activity Building Loan	Building Floor Loan
Beginning Balance		\$5,951.21	\$12,188.60	\$321,875.00	\$83,190
Revenue Received		\$150,034.86	\$0.00		
Expenditures		\$0.00	\$1,767.00		
Ending Balance	8/31/2026	\$155,986.07	\$10,421.60		

		CD #0114	CD #9867
Ending Balance	8/31/2026	\$120,380.77	\$112,618.26

8/31/2026

FUND	Budget Amount	YTD \$ spent	% of Budget
General	5,419,146.00	3,320,409.75	61.27%
Lunch	204,201.00	159,273.65	78.00%
Building	182,977.00	131,017.00	71.60%
Depreciation	424,137.00	213,449.99	50.33%
Activities	183,200.00	94,748.63	51.72%
STK Co-op	200,000.00	66,659.41	33.33%
		3,985,558.43	

District Financial Statement



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District Financial Statement

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	FUND BALANCE	(1,556.00)	0.00	0.00	0.00	0.00	0.00	(1,556.00)
05 704 0101	ANNUAL	1,357.41	0.00	0.00	0.00	0.00	0.00	1,357.41
05 704 0104	ACTIVITIES	20,812.55	0.00	60,029.68	0.00	0.00	0.00	80,842.23
05 704 0113	ST TRACK	877.87	0.00	0.00	0.00	0.00	0.00	877.87
05 704 0116	CLASS OF 2026	2,167.73	0.00	0.00	0.00	0.00	(2,167.73)	0.00
05 704 0118	CLASS OF 2027	456.25	0.00	0.00	0.00	0.00	2,167.73	2,623.98
05 704 0120	DRAMA	1,012.40	0.00	0.00	0.00	0.00	0.00	1,012.40
05 704 0122	ELEMENTARY	914.00	0.00	0.00	0.00	0.00	0.00	914.00
05 704 0123	FBLA	2,258.24	0.00	0.00	0.00	0.00	0.00	2,258.24
05 704 0125	FFA	7,909.16	267.44	1,365.00	0.00	0.00	0.00	9,006.72
05 704 0128	CONCESSION STAND	1,090.38	0.00	0.00	0.00	0.00	0.00	1,090.38
05 704 0129	HONOR SOCIETY	731.51	0.00	0.00	0.00	0.00	0.00	731.51
05 704 0130	MUSIC	3,246.25	0.00	0.00	0.00	0.00	0.00	3,246.25
05 704 0133	SCHOLARSHIPS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
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	2,923.92	0.00	0.00	0.00	0.00	0.00	2,923.92
05 704 0136	SPEECH	805.35	0.00	0.00	0.00	0.00	0.00	805.35
05 704 0137	ST BOYS BASKETBALL	641.07	0.00	0.00	0.00	0.00	0.00	641.07
05 704 0139	ST FOOTBALL	0.00	0.00	0.00	0.00	0.00	0.00	0.00
05 704 0145	DIGITAL DESIGN	361.00	0.00	0.00	0.00	0.00	0.00	361.00
Fund Total: 05		46,009.09	267.44	61,394.68	0.00	0.00	0.00	107,136.33

	GENERAL FUND DISBURSEMENT			
	MONTH	<u>2025-2026</u>	<u>2026-2027</u>	<u>DIFFERENCE</u>
	SEPTEMBER	\$356,110.04	\$312,713.59	-\$43,396.45
	OCTOBER	\$269,099.26		
	NOVEMBER	\$241,208.68		
	DECEMBER	\$235,240.39		
	JANUARY	\$262,157.31		
	FEBRUARY	\$242,256.68		
	MARCH	\$232,540.59		
	APRIL	\$243,462.20		
	MAY	\$252,035.30		
	JUNE	\$226,957.48		
	JULY	\$273,942.03		
	AUGUST	\$543,649.83		
	TOTALS	\$3,378,659.79	\$312,713.59	-\$43,396.45
	GENERAL FUND RECEIPTS			
	MONTH	<u>2025-2026</u>	<u>2026-2027</u>	<u>DIFFERENCE</u>
	SEPTEMBER	\$413,032.66		
	OCTOBER	\$182,829.00		
	NOVEMBER	\$31,943.40		
	DECEMBER	\$123,726.96		
	JANUARY	\$459,201.03		
	FEBRUARY	\$651,171.29		
	MARCH	\$107,187.32		
	APRIL	\$92,666.12		
	MAY	\$1,154,242.44		
	JUNE	\$152,352.21		
	JULY	\$42,230.82		
	AUGUST	\$34,546.22		
	TOTALS	\$3,445,129.47		\$0.00

	GENERAL FUND DISBURSEMENT			
	MONTH	<u>2024-2025</u>	<u>2025-2026</u>	<u>DIFFERENCE</u>
	SEPTEMBER	\$299,224.94	\$356,110.04	\$56,885.10
	OCTOBER	\$261,816.13	\$269,099.26	\$7,283.13
	NOVEMBER	\$244,381.81	\$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	\$242,256.68	-\$78,406.82
	MARCH	\$298,167.49	\$232,540.59	-\$65,626.90
	APRIL	\$244,237.70	\$243,462.20	-\$775.50
	MAY	\$226,854.00	\$252,035.30	\$25,181.30
	JUNE	\$213,580.20	\$226,957.48	\$13,377.28
	JULY	\$222,243.15	\$273,942.03	\$51,698.88
	AUGUST	\$601,058.35	\$543,649.83	-\$57,408.52
	TOTALS	\$3,431,200.04	\$3,378,659.79	-\$52,540.25
	GENERAL FUND RECEIPTS			
	MONTH	<u>2024-2025</u>	<u>2025-2026</u>	<u>DIFFERENCE</u>
	SEPTEMBER	\$561,488.63	\$413,032.66	-\$148,455.97
	OCTOBER	\$214,645.88	\$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	\$459,201.03	\$26,060.54
	FEBRUARY	\$622,339.43	\$651,171.29	\$28,831.86
	MARCH	\$120,303.27	\$107,187.32	-\$13,115.95
	APRIL	\$104,224.72	\$92,666.12	-\$11,558.60
	MAY	\$998,584.88	\$1,154,242.44	\$155,657.56
	JUNE	\$247,665.12	\$152,352.21	-\$95,312.91
	JULY	\$19,670.24	\$42,230.82	\$22,560.58
	AUGUST	\$33,452.07	\$34,546.22	\$1,094.15
	TOTALS	\$3,535,444.79		-\$90,315.32

August 2026 Charges				
Date	Vehicle	Repair/Service	Who	Amount
8/3/2026	Food Van	Door Replacement Switch/Window Switch	NORM	\$137.60
8/4/2026	Big Mower	Service/Clean	NORM	\$120.96
8/4/2026	Shop	Air Compressor Belts	NORM	\$108.34
#	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

Chart of Account Number		Chart of Account Description		Entry Name		Expenses	Revenues	Outstanding AP	Outstanding PO	Balance Change	Balance
Entry Date	JR	Reference #	Check Acct	Check #	Description						
10 704					FUND BALANCE						12,188.80
10 704					FUND BALANCE						
10 1100 610 000					STK COOP SUPPLIES						
08/14/2026	CD	20260814			1251 STK COOP SUPPLIES	459.00	0.00	0.00	0.00		
08/14/2026	CD	20260814			1250 STK COOP SUPPLIES	30.00	0.00	0.00	0.00		
08/28/2026	CD	20260828			1256 STK COOP SUPPLIES	218.95	0.00	0.00	0.00		
08/28/2026	CD	20260828			1254 STK COOP SUPPLIES	3,104.58	0.00	0.00	0.00		
08/28/2026	CD	20260828			1257 STK COOP SUPPLIES	136.50	0.00	0.00	0.00		
10 1100 810 000					DUES & FEES						
08/28/2026	CD	20260828			1253 DUES & FEES	18.00	0.00	0.00	0.00		
08/28/2026	CD	20260828			1255 DUES & FEES	30.00	0.00	0.00	0.00		
10 2213 580 000					STAFF TRAVEL EXPENSE						
08/14/2026	CD	20260814			1252 STAFF TRAVEL EXPENSE	1,278.00	0.00	0.00	0.00		
10 704					FUND BALANCE						(6,275.03)
*Ending Balance:						5,275.03	0.00	0.00	0.00	0.00	6,913.57
Fund Total: 10						5,275.03	0.00	0.00	0.00	0.00	6,913.57

09/14/2026 08:53 AM

User ID: JJS

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 10	Fund Number 10	COOPERATIVE FUND	
Ainsworth Public School	20260828	3 Runners XC Meet 9/3/2026	18.00
Total Ainsworth Public School			18.00
BSN Sports	20260828	JH Track Jerseys -MeasuringWheel Booster	3,104.58
Total BSN Sports			3,104.58
Burwell High School	20260828	3 Runner XC 8/27	30.00
Total Burwell High School			30.00
Custom Sports	20260814	Vinyl for Banners	30.00
Total Custom Sports			30.00
Healthy Roster Inc	20260814	Concussion Testing Sway	459.00
Total Healthy Roster Inc			459.00
Residence Inn Lincoln Downtown	20260814	Coaches Clinic Rooms	1,278.00
Total Residence Inn Lincoln Downtown			1,278.00
Riddell	20260828	FB Helmet Repair Kit	218.95
Total Riddell			218.95
Sportboardz	20260828	Stickers for Sports Boards	136.50
Total Sportboardz			136.50
Fund Number 10			5,275.03
Checking Account ID 10			5,275.03

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Acco Brands	20260909	Supplies Office	180.00
Total Acco Brands			180.00
Ace Hardware	20260907	Custodial Supplies	167.70
Total Ace Hardware			167.70
Appetgy, Inc	20260908	Thrillshare Media & Website Subscription	5,292.00
Total Appetgy, Inc			5,292.00
Blue Cross Blue Shield of Nebraska	20260907	Board Member Insurance	2,332.25
Total Blue Cross Blue Shield of Nebraska			2,332.25
Burke, Libby	20260825	CPR Training	950.00
Total Burke, Libby			950.00
CompTIA, Inc	20260828	Teaching Supplies	380.00
Total CompTIA, Inc			380.00
Consolidated Telephone	20260828	Telephone	387.38
Total Consolidated Telephone			387.38
Corporate Payment Systems	20260907	Credit Card Charges	1,571.38
Total Corporate Payment Systems			1,571.38
Coughlan Companies LLC dba Capstone	20260828	Teaching Supplies Elementary	14.19
Total Coughlan Companies LLC dba Capstone			14.19
Creative Printers, INC	20260908	Board Advertising	479.45
Total Creative Printers, INC			479.45
Custer Public Power District	20260825	Utilities	3,084.94
Total Custer Public Power District			3,084.94
DAS State Accounting - Central Finance	20260825	Internet	321.20
Total DAS State Accounting - Central Finance			321.20
Discount School Supply	20260908	HS Art Supplies	2.14
Total Discount School Supply			2.14
Dunning Water	20260908	Utilites	400.00
Total Dunning Water			400.00
Eakes Office Solutions	20260902	Custodial Supplies	606.30
Eakes Office Solutions	20260902-0001	Vacuum Repair	335.00
Total Eakes Office Solutions			941.30
ESU 10	20260812	Technical Support & Services Aug	347.47
ESU 10	20260908	ESU 10 Services Sept	3,085.53
Total ESU 10			3,433.00
Ewoldts Grocery	20260908	Food	132.15
Total Ewoldts Grocery			132.15

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
Frey's Heating and Air	20260828	AC Repair - Freon Leak Elementary	1,325.38
Total Frey's Heating and Air			1,325.38
Ganoung, Kristin	20260907	Staff Development Summer Reimbursement	109.00
Total Ganoung, Kristin			109.00
Hometown Leasing	20260909	Copier and Printer Leases	616.77
Total Hometown Leasing			616.77
Innovative Office Solutions LLC	20260909	Teaching Supplies	213.84
Total Innovative Office Solutions LLC			213.84
JE Water, LLC	20260908	Replace pressure tank at elementary	1,335.75
Total JE Water, LLC			1,335.75
MARC	20260828	Custodial Supplies	976.86
Total MARC			976.86
Matheson Tri- Gas Inc	20260902	Teaching Supplies Ag	217.48
Total Matheson Tri- Gas Inc			217.48
MCI	20260828	Telephone	59.22
Total MCI			59.22
N A S B	20260908	NAEP Membership	65.00
Total N A S B			65.00
NASB ALICAP	20260812	Premium	75,681.00
Total NASB ALICAP			75,681.00
Nebraska Council of School Administrators	20260812	Admin Days Meetings	261.00
Total Nebraska Council of School Administrators			261.00
Nebraskaland Magazine	20260907	subscription renewal	18.00
Total Nebraskaland Magazine			18.00
NIBC,	20260907	Ice Machines	355.00
Total NIBC,			355.00
Norms Auto	20260908	Repair	366.90
Total Norms Auto			366.90
NSAESP Region V Treasurer	20260908	Region V Elementary Membership	60.00
Total NSAESP Region V Treasurer			60.00
Presto X Company	20260812	Pest Control	285.23
Total Presto X Company			285.23
Quill	20260812	Teaching Supplies Elementary	24.13
Total Quill			24.13

Vendor Name	Invoice Number	Description	Amount
Rapid Fire Protection	20260828	Fire Extinguisher Inspections and Alarms	2,026.40
Total Rapid Fire Protection			2,026.40
Scholastic Inc	20260902	Elementary Supplies	90.29
Total Scholastic Inc			90.29
School Specialty, Inc.	20260902	Teaching Supplies HS	17.99
Total School Specialty, Inc.			17.99
Staples	20260812	Teaching Supplies	9.72
Total Staples			9.72
Studies Weekly	20260828	Teaching Supplies 6th Grade	135.52
Total Studies Weekly			135.52
Teahon, Tyler	20260828	Storm Damage Trees Elementary & HS	2,200.00
Total Teahon, Tyler			2,200.00
TEAM Physical Therapy	20260908	Physical Therapy	524.68
Total TEAM Physical Therapy			524.68
Thomas County Library	20260828	E - Books	150.00
Total Thomas County Library			150.00
Thomsen Chiropractic	20260908	DOT Physicals	300.00
Total Thomsen Chiropractic			300.00
Village of Thedford	20260908	Trash	470.45
Total Village of Thedford			470.45
Waldinger Corporation, The	20260908	HVAC Maintenance & Gym Unit Work	2,383.25
Total Waldinger Corporation, The			2,383.25
Western Nebraska Bank	20260902	Safe Deposit Box Rent	35.00
Total Western Nebraska Bank			35.00
Fund Number 01			110,382.94
Checking Account ID 1			110,382.94

Sandhills Public Schools
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Board Report - Board

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Vendor Name		Invoice Number	Description	Amount
Checking Account ID	08	Fund Number 08	BUILDING FUND	
BOKF, NA		20260909	Activity Building Gym Floor Interest Pay	1,775.00
Total BOKF, NA				1,775.00
Fund Number 08				1,775.00
Checking Account ID 08				1,775.00

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 6	Fund Number 06	LUNCH FUND	
Cash-Wa Distributing	20260902	Food	9,703.42
Total Cash-Wa Distributing			9,703.42
Corporate Payment Systems	20260907	Credit Card Charges	85.49
Total Corporate Payment Systems			85.49
Ewoldts Grocery	20260908	Food	1,509.43
Total Ewoldts Grocery			1,509.43
Fund Number 06			11,298.34
Checking Account ID 6			11,298.34

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
01	GENERAL FUND								
1100	REGULAR INSTRUCTIONAL PROGRAMS	0.00	136,121.23	136,121.23	0.00	(136,121.23)	0.00	0.00	(136,121.23)
1115	CAREER ACADEMY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	0.00	8,342.29	8,342.29	0.00	(8,342.29)	0.00	0.00	(8,342.29)
1291	SPED PROGRAM AGE 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1292	SPED PROGRAM AGE B-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2120	GUIDANCE SERVICES	0.00	4,172.65	4,172.65	0.00	(4,172.65)	0.00	0.00	(4,172.65)
2130	HEALTH SERVICES	0.00	2,340.22	2,340.22	0.00	(2,340.22)	0.00	0.00	(2,340.22)
2141	PSYCHOLOGICAL SERVICES SPED SCHOOL AGE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2142	PSYCHOLOGICAL SERVICES SPED AGE 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2143	PSYCHOLOGICAL SERVICES SPED B-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2151	SPEECH PATH & AUDIO SPED SCHOOL AGE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2152	SPEECH PATH & AUDIO SERVICES SPED 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2153	SPEECH PATH & AUDIO SERVICES SPED B-2	0.00	534.50	534.50	0.00	(534.50)	0.00	0.00	(534.50)
2161	OCCUPAITIONAL THERAPY SPED SCHOOL AGE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2162	OCCUPATIONAL THERAPY SPED AGE 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2163	OCCUPATIONAL THERAPY SPED B-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2171	PHYSICAL THERAPY SPED SCHOOL AGE	0.00	524.68	524.68	0.00	(524.68)	0.00	0.00	(524.68)
2172	PHYSICAL THERAPY SPED 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2173	PHYSICAL THERAPY SPED B-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2210	IMPROVEMENT OF INSTRUCTION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2211	SCHOOL IMPROVEMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2212	INSTRUCTION/CURR DEV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2213	INSTRUCTIONAL STAFF TRAINING	0.00	1,231.15	1,231.15	0.00	(1,231.15)	0.00	0.00	(1,231.15)
2220	LIBRARY/MEDIA SERVICES	0.00	3,448.13	3,448.13	0.00	(3,448.13)	0.00	0.00	(3,448.13)
2224	EDUCATIONAL TELEVISION SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2230	INSTRUCTION RELATED TECHNOLOGY	0.00	8,443.10	8,443.10	0.00	(8,443.10)	0.00	0.00	(8,443.10)
2240	ACADEMIC STUDENT ASSESSMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2310	BOARD OF EDUCATION	0.00	479.45	479.45	0.00	(479.45)	0.00	0.00	(479.45)
2320	EXECUTIVE ADMINISTRATION	0.00	14,405.01	14,405.01	0.00	(14,405.01)	0.00	0.00	(14,405.01)
2330	DISTRICT LEGAL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2410	OFFICE OF PRINCIPAL	0.00	11,914.26	11,914.26	0.00	(11,914.26)	0.00	0.00	(11,914.26)
2510	FISCAL SERVICES	0.00	11,374.60	11,374.60	0.00	(11,374.60)	0.00	0.00	(11,374.60)
2520	PURCHASING & WAREHOUSE SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2560	PUBLIC INFORMATION SERVICES	0.00	5,292.00	5,292.00	0.00	(5,292.00)	0.00	0.00	(5,292.00)
2570	PERSONNEL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2580	ADMINISTRATIVE TECHNOLOGY SERVICE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2600	OPERATION & MAINTENANCE OF PLANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2610	OPERATON OF BUILDING	0.00	25,760.00	25,760.00	0.00	(25,760.00)	0.00	0.00	(25,760.00)

Expenditure Report by Function/Object -
Summary

09/09/2026 12:00 PM

User ID: JJS

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
6200	TITLE I, PART A NCLB IMPROV THE ACADEM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6210	TITLE I NCLB IMPROVING BSC PRGRMS ACCNT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6403	IDEA PART B(611) BASE ALLOC-SCHOOL AGE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6404	IDEA PART B(611) BASE ALLOC BIRTH TO 4	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6406	IDEA PRESCHOOL(619) BASE ALLOC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6408	IDEA Part B	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6410	IDEA ENROLLMENT/POVERTY(611)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6421	IDEA ARP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6422	IDEA PRESCHOOL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6700	FED VOC & APP TECH ED (CARL PERKINS)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6967	TITLE IV PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6969	TITLE IV - A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6992	REAP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6996	CARES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6997	ESSERII	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6998	ESSER III	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8000	TRANSFERS (OUTGOING)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	GENFRAI FUND	0.00	307,825.95	307,825.95	0.00	(307,825.95)	0.00	0.00	(307,825.95)

Expenditure Report by Function/Object -
Summary

09/09/2026 12:00 PM

User ID: JJS

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total:	0.00	307,825.95	307,825.95	0.00	(307,825.95)	0.00	0.00	(307,825.95)

Activity/Athletic Director's Report

Jake Trosper

September 14, 2026

- Troy Saner will continue in his role as the boys varsity assistant basketball coach.
- Play Production began practicing on September 9. This season, they will attend the following events:
 - North Platte Invite – November 7
 - Hyannis Invite – November 10
 - MNAC – November 17
 - Soup Supper in Dunning – November 20
 - Kearney Invite – November 21
 - District Play Production – December 2
- Two additional volleyball competition dates have been added. A triangular with Cozad and Bertrand was added for September 10. An additional competition has been scheduled for October 1 in Dunning against Broken Bow. Volleyball Senior Night and Parents' Night have been moved from September 3 to October 1.
- Cross-Country and Football Senior Night and Parents' Night will be held on October 9 in Thedford at approximately 5:20 p.m.
- Homecoming will be held in Thedford on October 16. Football will play Maxwell that evening. Volleyball will compete in the MNAC Tournament on October 15 and October 17.

Open Coaching Positions

- Varsity Assistant Boys Wrestling Coach
- Varsity or Junior High Assistant Track Coach

Principals Report
Sept. 14, 2026

Student Count Elementary K-6 39, Secondary 7-12 40 Total 79

Average Daily Attendance Aug. 17, 2026 - Sept. 9, 2026

K-6 90.8%

7-12 94.2%

MAPS Fall Scores

K-6 Math

Fall 2025 - 2026 - 66th percentile

Fall 2026 - 2027 - 74th percentile

K-6 Reading

Fall 2025 - 2026 - 70th percentile

Fall 2026 - 2027 - 79th percentile

MAPS Fall Scores

7-10 Math

Fall 2025 - 2026 - 49th percentile

Fall 2026 - 2027 - 56th percentile

7-10 Reading

Fall 2025 - 2026 - 58th percentile

Fall 2026 - 2027 - 70th percentile

We are off to a great start. The fall MAPS tests are complete and students really did a great job of testing. Our starting percentile ranking is higher this fall than last fall in the Math and Reading categories as a group. We all have areas where we can improve but it's a great start!

We've started having teacher meetings every Wednesday after school to discuss test scores, curriculum, and student needs. The first two meetings were productive discussions about the pilot math program at the elementary school and students' test scores at the high school meeting. This time will be used for collaboration and making decisions for student success. I will be working with Sargent Public Schools Principal, Jamie Slingsby and Callaway Public Schools Principal Heath Birkel this year on identifying an area of academic improvement for each of our schools and introducing improvement processes.

Superintendents Report
September 14, 2026

1. The facilities committee is scheduled to meet with Kucerik Engineering on Sept 16 to review the proposed HVAC/energy projects. The application is nearly ready to be submitted, so want to be sure it is what is intended.
2. I checked with the county clerk and Kirk Clark has filed as a write in candidate for the Board of Education.
3. The joint public hearing is scheduled for Sept 22 at 7:00 p.m. in the Lecture Hall at Sandhills High School. As part of that, I will have the opportunity to do a presentation about why that is necessary. I plan to have a draft version of that available at the board meeting so you can review. At least one member of the governing board is to be in attendance.
4. We need to set a date for the budget hearing and a special meeting to approve the budget before Sept 30, as budget is due September 30th. We will need time to have the budget hearing notice published at least 4 days prior to the budget hearing. It is my understanding that we don't have to hold a tax request hearing because we will have the joint public hearing, but will still need to approve the tax request. This could wait until October, but I generally prefer having it included in the same meeting as approval of the budget so that budget related things are done.
5. Review of bus driver rates for the 2026-2027 year are agenda items as part of the August meeting.
6. Board policies included with the September agenda are a large portion of the new 1000 Community Relations section, along with some from the 2000 Admin. The Wellness Policy 5417 is included as we need that latest version for the food service application. The parental involvement policy 6400 is to have an annual hearing so that is scheduled before the regular meeting. This is the version from the new policy service.
7. As you have likely seen, I have offered my resignation effective June 30, 2027. I have and will continue to enjoy my time here and appreciate the opportunity. By doing this early, it should give the Board a little more time to prepare for next year as things are already starting to move with positions opening.
8. Auditors were here Sept 10 and 11 for review of the 2025-2026 year. The AFR and audit are due to the state November 1 so we will have the report back sometime before then.

Policy No. 6400 - Parental/Community Involvement in Schools

Instruction

Sandhills Public Schools, after having conducted a public hearing concerning parental involvement and participation, declares that it shall be the policy of the District:

1. In the event any parent, guardian, or educational decisionmaker of a student has a complaint or objection to textbooks, tests, curriculum materials, activities, digital materials, websites or applications used for learning, training materials for teachers, administrators, or staff, and any other instructional materials, the parent, guardian, or educational decisionmaker may request a personal conference with appropriate school personnel to discuss such concerns. The Superintendent or designee shall prepare a complaint form which may be used by a parent, guardian, or educational decisionmaker to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent, guardian, or educational decisionmaker.
2. Upon reasonable advance request, a parent, guardian, or educational decisionmaker will be permitted to attend and monitor courses, assemblies, counseling sessions, and other instructional activities unless the school determines that such attendance would substantially interfere with a legitimate school interest, which includes the interests of the child, other students, and the educational staff.
3. Parents, guardians, and educational decisionmakers are encouraged to communicate to school staff when the parent, guardian, or educational decisionmaker believes it to be appropriate for their child to be excused from testing, classroom instruction, learning materials, activities, guest speaker events, and other school experiences that the parent, guardian, or educational decisionmaker finds objectionable. The Superintendent or designee shall make a provision on the complaint form hereinabove referenced for receiving information from a parent, guardian, or educational decisionmaker concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the objection, and a proposed solution for dealing with the objection that would be satisfactory to the parent, guardian, or educational decisionmaker and consistent with the mission of the District and legitimate school interests. Parents, guardians, and educational decisionmakers are encouraged to contact the building principal with any questions about any test, curriculum, or surveys.
4. Upon request of a parent, guardian, or educational decisionmaker the District will provide access to the education records of their child consistent with applicable law. Access will be provided during regular business hours of the school.
5. The District will notify parents, guardians, and educational decisionmakers when their child may be subjected to a standard norm referenced or criterion referenced test or standardized tests. When reasonable to do so or required by law, the parents, guardians,

or educational decisionmakers will be notified of where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent, guardian, or educational decisionmaker of such student shall be prohibited unless a parent, guardian, or educational decisionmaker requests in writing that such tests be administered to their child.

6. Parents, guardians, and educational decisionmakers will be notified in advance of any school-sponsored survey administered to students of the District when the survey concerns one or more of the following areas:

- Political affiliations or beliefs of the student or the student's parent, guardian, or educational decisionmaker;
- Mental or psychological problems of the student or the student's family;
- Sex behavior or attitudes;
- Illegal, anti-social, self-incriminating, or demeaning behavior;
- Critical appraisals of other individuals with whom respondents have close family relationships;
- Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
- Religious practices, affiliations, or beliefs of the student or student's parent, guardian, or educational decisionmaker; or
- Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

Any survey administered by the District that asks a student to disclose any of the aforementioned topics, including any non-anonymous survey requesting a student provide information relating to drug, vape, alcohol, or tobacco use, then the District will, at least fifteen days prior to the administration of the survey, notify parents, guardians, and educational decisionmakers that their students will receive the survey. This notice must describe the nature and types of questions included in the survey, the purposes and age-appropriateness of the survey, how information collected by the survey will be used, who will have access to such information, the steps that will be taken to protect student privacy, and whether and how any findings or results of such survey will be disclosed. After receiving such notice, parents, guardians, and educational decisionmakers may request a copy of the survey, review the survey, and/or exempt their student from participating in the survey.

No survey requesting sexual information of a student shall be administered to any student in kindergarten through grade six.

No personally identifiable information of any student survey shall be disclosed unless permitted or required by state and federal law.

7. As a general matter substantive decision-making processes will be left to the judgment of the professional staff, administration and the Board of Education, subject to an effort to receive information from parents, guardians, or educational decisionmakers as to any concerns, objections, or other information such parents, guardians, or educational decisionmakers would wish to provide to the school district concerning a parent's, guardian's, or educational decisionmaker's access, involvement, and participation in activities of the school.

Legal Reference: Neb. Rev. Stat. Sections 79-530, to 79-533.04

Family Educational Rights and Privacy Act, 20 U.S.C. 1232g

Protection of Pupil Rights Amendment, 20 U.S.C. 1232h

Date of Adoption: Monday, September 14, 2026

Policy No. 1000 - Statement of Intent

Community Relations

It is the desire and intent of the Board of Education that there be continuously planned public relations activities for all participants in the school community - for students, staff, parents and for the public at large.

Because the Board is proud of the staff, students and the school, public relations activities should encompass all areas of school life, including regular instructional activities, special events of unusual interest, extracurricular activities, accomplishments of students and staff and Board of Education activities.

The purpose of the public relations activities shall be to inform so that all participants in the public education endeavor may gain pride in and understanding of their schools.

Methods of Communication

The Board of Education may use various media to keep the public informed-including news releases on the school website, to the area newspapers, issuance of newsletters, school newspapers, presentations before parent groups and the like.

All Board of Education publicity releases shall be made through the Superintendent or designee. The Superintendent shall establish procedures for the dissemination of information regarding deliberations and decisions of the Board of Education. The Superintendent shall also establish procedures for the dissemination of local school news, emphasizing student and staff activities and achievements.

Legal Reference: NDE Rule 10

Date of Adoption: Thursday, April 16, 2026

Policy No. 1010 - Visiting School

Community Relations

Parents and educational decisionmakers are encouraged to visit school and are to be made welcome by the respective building staffs and student bodies.

Contacts during school hours with non-school individuals and agencies for materials, service, or programs may be made only with the approval of the administration.

For security reasons, all visitors must check in with the office before entering school. In addition, the administration may exercise its discretion and has the authority to direct that certain individuals who may pose a threat of harm to students or staff or who may create or have created a disruption to the educational program be prohibited from being on school grounds.

Employees in school buildings are to report to the principal immediately any person suspected of being on school grounds for an improper purpose. The principal may notify the appropriate law enforcement agency to investigate the situation.

Legal Reference: Neb. Rev. Stat. Sec. 79-8,109 Teachers, Solicitation by Agents Prohibited, Exceptions

Neb. Rev. Stat. Sec. 28-901 Obstructing Government Operations

Date of Adoption: Monday, September 14, 2026

Policy No. 1020 - Citizen Communication to the Board of Education

Community Relations

The Board of Education recognizes the importance of open communication with students, parents, patrons and staff but is also aware that a procedure for concerns and complaints is imperative to the normal operations of the District. It is therefore the intent of the Board that concerns and complaints be resolved at the lowest possible level.

Complaints Made to Individual Board Members

Individual members of the Board of Education have no authority or power to act on behalf of the Board or the District except when acting as a member of the entire Board at a duly called Board meeting or when acting with express, specific authority granted by the Board or by law. Should any member of the Board be approached by a student, parent, patron or staff member who has a concern or complaint, the Board member should:

1. Listen to the concerns but not take any inflexible position.
2. Instruct the individual about the District's process for resolving concerns and complaints and direct the individual to the appropriate complaint or grievance procedure or to the Superintendent for information concerning such procedures. If the concern or complaint involves a teacher, the individual should be informed to discuss the matter with the teacher first.
3. Inform the Superintendent of the concern and referral.

The Board and the District shall not be bound in any way by the action or statement on the part of any individual Board member, except when such statement or action is taken or made in conformance with express, specific authority granted by the Board or by law.

Complaints Made to the Board

Individuals may bring concerns to the attention of the Board of Education during public comment at any duly called Board meeting.

If a concern involves a personnel matter regarding a District employee, the individual will be directed to follow and complete the applicable complaint or grievance procedure. The Board will not take action or respond to any questions or concerns until that process has been fully exhausted, unless the Board determines that the circumstances require an immediate response.

Individuals who raise concerns or complaints about non-personnel matters that are also subject to an established complaint or grievance procedure may likewise be directed to use and complete that procedure before the matter is brought to the Board.

Date of Adoption: Monday, September 14, 2026

Policy No. 1040 - Annual Report and School Improvement

Community Relations

The Superintendent shall prepare and distribute each year an Annual Report in accordance with Nebraska Department of Education Rule 10. The Annual Report shall be distributed or made available to residents of the School District each year. The report shall include information required by NDE Rule 10 and applicable NDE guidance. The results of the annual report shall be used to plan and make needed changes to improve instruction for all students.

The Superintendent shall further ensure that the School District implements a systematic on-going process that guides planning, implementation, and evaluation and renewal of school improvement activities to meet local and statewide goals and priorities. The school improvement process shall focus on improving student learning and include a periodic review by visiting educators who provide consultation to the local school/community in continued accomplishment of plans and goals. The school improvement process shall further include the following activities at least once within each five years:

- A. Review and update of the mission and vision statements.
- B. Collection and analysis of data about student performance, demographics, learning climate, and former high school students.
- C. Selection of improvement goals. At least one goal is directed toward improving student academic achievement.
- D. Development and implementation of an improvement plan which includes procedures, strategies, actions to achieve goals, and an aligned professional development plan.
- E. Evaluation of progress toward improvement goals.

The school improvement process shall further include a visitation by a team of external representatives to review progress and provide written recommendations. A copy of the school system's improvement plan and the written recommendations shall be provided to the Nebraska Department of Education, when appropriate. The external team visits shall be conducted at least once each five years.

At least annually, the Superintendent or designee shall provide a computer science and technology education status report to both the Board of Education and Nebraska State Department of Education. The annual report may include information about student progress on the computer science and technology courses and other relevant measures of student progress in the areas of computer science and technology education. To the extent appropriate, computer science education data may be incorporated into the District's Annual Report and considered as part of the District's ongoing school improvement planning process.

Legal Reference: NDE Rule 10.01, 10.5.02, 10.9 and 10.10

Date of Adoption: Monday, September 14, 2026

Policy No. 1050 - Public Access to School Records - Examination, Making Memoranda, and Copying R

Community Relations

1. The School District shall provide interested persons access to the records of the School District as required by law. The School District shall not make records of individual students, staff members, or other confidential material available, except as allowed by law or compelled by court order.
2. Records may be examined at the School District offices during the hours such offices are open for the ordinary transaction of business. School district offices will be open for the ordinary transaction of business (a) during the school year on such days as school is in session, and (b) during the summer months when school is not in session, Monday through Friday, except legal holidays or other days the District is closed.
3. Records may be obtained in the form in which the record is maintained including, but not limited to, printouts, electronic data, or photocopies. The School District will not produce or generate any record in a new or different form or format modified from that of the original School District record. Copies of records may be made as follows:
 - (a) Copies may be made by persons using their own copying or photocopying equipment, provided that such copies shall be made on the premises of the School District offices or at a location mutually agreed to by the requester and the School District.
 - (b) Copies may be obtained from the School District if the School District has copying equipment reasonably available, and upon payment of a fee for providing copies. The Superintendent shall determine a reasonable fee for the copying of school district records, provided that such fee is not to exceed the actual cost of making the copies available. If the copies requested are estimated by the School District to be more than fifty dollars (\$50.00), the School District may require the requester to furnish a deposit prior to fulfilling such request.
4. For residents of Nebraska and news media desiring to submit a public records request to the School District, a requester must submit a written request to the School District. Upon written request for access to records, the School District will provide to the requester as soon as is practicable and without delay, but not more than four (4) business days after actual receipt of the request:
 - (a) Access to or, if copying equipment is reasonably available, copies of the school district records requested;
 - (b) A written denial of the request, or portion thereof, if there is a legal basis for such denial of access to school district records on a written form from the school district; or

(c) If the entire request cannot with reasonable good faith efforts be fulfilled within four (4) business days after actual receipt of the request due to the significant difficulty or extensiveness of the request, the School District shall provide a written explanation, including the earliest practicable date for fulfilling the request, and estimate of the expected cost of any copies, and an opportunity to modify or prioritize the items within the request. If the response to the request is expected to require more than eight cumulative hours of staff time spent searching, identifying, physically redacting, or copying, the District may require the requester to furnish a deposit, as permitted under the Public Records Request Laws.

5. For nonresidents of Nebraska, a requester must submit a written request to the School District. The School District may then require the requester to submit a deposit, as permitted under the Public Records Request Laws.

Legal Reference: Neb. Rev. Stat. Sec. 84-712 et seq.

Date of Adoption: Monday, September 14, 2026

Policy No. 1060 - Advertising and Promotion

Community Relations

Neither District facilities, nor District staff, nor District students may be used to advertise or promote the interests of any commercial, political, or other non-school agency, individual, or organization, except as permitted below:

1. The District may cooperate with a non-profit, community-wide social service agency when doing so supports the agency's work and does not restrict or interfere with the educational program.
2. The District may use films, materials, or other instructional resources that reference a producing firm or sponsor, provided the materials are selected for their legitimate educational value.
3. The District may cooperate with an agency to promote activities that serve the general public interest and advance the education or overall well-being of students.
4. The Superintendent or designee may work with a non-profit, community-wide social service agency when such cooperation does not infringe upon school programs or reduce the instructional time devoted to them.
5. The Superintendent or designee may announce, or authorize the announcement of, any presentation, community activity, or film that has clear educational merit.

Legal Reference: Neb. Rev. Stat. Sec. 79-526

Neb. Rev. Stat. Sec. 79-8,100

Date of Adoption: Monday, September 14, 2026

Policy No. 1070 - Publications, Radio, and Television

Community Relations

The Board of Education welcomes the active participation of the media in promoting the educational programs of the School District.

All radio and television broadcasts of any school activity originating from the District's facilities should be coordinated through the Activities Director or designee. Any company interested in broadcasting an activity will be responsible for all necessary equipment, transmission lines, power sources, and accompanying expenses, and will be solely responsible for any financial and legal liabilities pertaining to its equipment and personnel.

Legal Reference: Neb. Rev. Stat. Sec. 79-526

Neb. Rev. Stat. Sec. 79-1312 et. seq.

Date of Adoption: Monday, September 14, 2026

Policy No. 1080 - School Directory

Community Relations

A school directory may be developed and distributed only by authorization of the Principal or Superintendent. Under no circumstances may a school directory be distributed for political or commercial purposes. Directory information for purposes of the school directory shall consist of the information that is considered to be "directory information" in the School District's annual FERPA notice. Parents who do not wish to have their child's information included in the directory may request that their students' information be excluded from the directory.

Legal Reference: Neb. Rev. Stat. Sections 79-2,104 & 79-2,105; Neb. Rev. Stat. Sec. 79-539,

Neb. Rev. Stat. Sections 84-1201, to 84-1220,

Family Educational Rights and Privacy Act, 20 U.S.C. §1232g

Date of Adoption: Monday, September 14, 2026

Policy No. 1100 - Community Use of School Facilities

Community Relations

School facilities are primarily intended for the District's educational and extracurricular activity programs. School facilities may, however, be made available for use by outside groups to further the interests of the District and the community. Use by non-school groups is only allowed pursuant to an application process, subject to the terms and conditions set forth in this policy.

1. Application for Use

Outside groups that wish to use school facilities must submit a completed Application for Use form signed by a representative of the outside group who has authority to commit the outside group to the terms and conditions of the Application. The outside group shall specify the nature of the intended use, the dates and times of the requested use, and the facilities for which use is requested.

The form shall be developed and may be modified by the Superintendent or designee. The form shall include the statement that:

This application is subject to the terms of the Board's "Community Use of School Facilities" policy. The terms and conditions of that policy are incorporated into this application by this reference. Applicant accepts all such terms and conditions.

2. Acceptance of Application for Use.

Acceptance or rejection of applications shall be the responsibility of the Superintendent or designee.

Applications shall not be rejected for any unlawful reason, including unlawful discrimination on the basis of any protected class, including the applicant's legally protected exercise of constitutional or statutory rights.

The District's facilities are designated as nonpublic forums. Accordingly, applications shall not be accepted for:

- a. Uses that may conflict with or that disrupt the District's educational or extracurricular activity programs.
- b. Uses inconsistent with the mission of the District.
- c. Uses that present an unacceptable risk that the conditions of use set forth in this policy will not be adhered to; either due to the nature of the requested use or the character of the group or individuals within the group.
- d. Uses that present an unacceptable risk of damage or unacceptable wear and tear to facilities or equipment.

e. Uses for outside commercial activities except with approval of the Board; and except for camps and other activities for high school students subject to and consistent with Bylaws of the Nebraska School Activities Association.

f. Uses that involves gambling or games of chance.

g. Uses that involves a group or activity which advocates or condones the violent overthrow of the Constitution or of the government.

h. Personal uses that is inconsistent with or unrelated to the District's mission and its goals.

Applications for use of facilities may be denied based on unsuitability of the date or time of the requested use. Facilities will generally not be available for community use at times when school staff are not available to monitor the Applicant's use, such as on legal holidays.

Applications may be denied based on the determination of the Superintendent or the Superintendent's designee that the Applicant does not have the financial ability or financial responsibility to pay fees or expenses or to reimburse the District for any damages that may be sustained to facilities or equipment or any liability that may be created by the use.

When an Application conflicts with another Application, the Applications will be accepted according to the following priority order:

a. Events or activities that are designed to service students of the District or which are related to any function of the District, including approved school-community associations and school-affiliated non-profit groups.

b. Tax-supported agencies such as educational entities or units of city, county or state government.

c. Nonprofit community agencies such as private educational agencies.

d. Groups where the majority of the members reside within the District.

For conflicts within each group, priority will be given to the first to submit their Application; provided that the Superintendent or the Superintendent's designee may approve an Application that is not first-filed if the other Applicant's use could be feasibly changed to a non-conflicting time or area.

Applications that are accepted may not be assigned or transferred to another outside group.

Applications that are accepted are subject to cancellation by the Superintendent or the Superintendent's designee. Cancellation will occur in the event the administration reasonably determines:

- a. Any of the reasons for non-acceptance of an application exist.
- b. The Applicant fails to meet any term or condition required prior to the use. This includes but is not limited to failure of the Applicant to pay required fees or deposits or failure to show evidence that any required insurance is in place.
- c. Circumstances make the use unsuitable. This includes but is not limited to:
 - i. The condition of the facilities being unsafe. For example, the presence of snow, ice, fallen limbs or other potential hazards that the school would not otherwise clear prior to the activity or event. The Applicant may request that the District clear the hazards such that it may proceed with its activity or event. If the District agrees to do so, the Applicant shall be responsible for all costs incurred by the District in clearing the hazard.
 - ii. School staff being unavailable to monitor the use or to provide set-up or clean-up services where the District has accepted responsibility for such.
 - iii. The need to use the facilities for a school activity or purpose.

The Applicant shall remain responsible for fees or expenses, and any deposit that has been received by the District shall be forfeited and be kept by the District, if cancellation occurs because of the fault of the Applicant. Otherwise, the District may return any deposit that has been received by the District. The District will, in no event, be responsible for any damages, expenses, or losses incurred by the Applicant or any person arising from the cancellation.

An Applicant may withdraw its Application at any time prior to acceptance.

3. Conditions of Use.

The conditions for use are as follows:

- a. Compliance. Applicant agrees to:
 - i. Comply with all local, state and federal laws, including health and fire codes.
 - ii. Comply with Board policies concerning non-discrimination and the use of school facilities.
 - iii. Comply with reasonable administrative directives related to use of facilities and the requests of school officials related to the Applicant's use of the facility.
- b. Disclaim School Sponsorship. The District does not sponsor or endorse the Applicant or the activity or event conducted by the Applicant. To ensure that the public understands this fact, the Applicant agrees to not make any statements suggesting such sponsorship and to publish statements of non-school sponsorship in such form and manner as the administration may request.

c. Supervision. Applicant agrees to provide appropriate supervision of the activity or event in all respects, including supervision reasonably necessary to ensure that no person participating in or attending the activity or event:

- i. Is presented with conditions that pose an unreasonable risk of personal injury or damage to personal property.
- ii. Enters any area of the school facilities that the Applicant has not been given permission to use, or accesses any school records.
- iii. Engages in the use of tobacco, alcohol, or illegal drugs, or is under the influence of alcohol or illegal drugs.
- iv. Possesses a firearm or a weapon.
- v. Engages in disorderly, lewd, or lascivious conduct.
- vi. Engages in any criminal behavior.

Applicant shall remove any person from the activity or event who engages in any of the above listed conduct. Applicant shall report to the school administration by the close of the next business day the identity of any person who engaged in any of the above listed conduct and the details of the conduct. If the offending person is a student, the report shall be made as soon as practical.

Applicant agrees to ensure that all persons attending its activity or event are off school grounds at the end of its time of permitted use, except for students or school staff who are authorized to remain for a school-related purpose.

d. Condition of Premises. Applicant agrees to:

- i. Conduct a reasonable inspection of the premises prior to the activity or event to ensure that the premises are safe for the intended use. In the event of any unsafe condition, Applicant shall promptly notify an administrator. In the event the unsafe condition is not corrected prior to the activity or event, the Applicant shall postpone or cancel the activity or event.
- ii. Not use or allow any school equipment to be used without express approval of school administration.
- iii. Not bring or allow others to bring food or beverages on to school grounds without express approval of school administration.
- iv. Not bring or allow others to bring or use any flammable items (including candles or incense) or any volatile chemical or any explosive.
- v. Not use any electrical equipment that has been brought onto the premises without express approval of school administration.

vi. Not park or allow others to park in fire lanes or reserved spaces or in any manner inconsistent with the school's parking rules.

vii. Not cause or allow others to cause damage to school facilities or equipment.

1. In the event damages are sustained, Applicant accepts responsibility for reimbursing the District for the cost of repair or replacement.

2. Applicant agrees that the school administration's determination that damage was sustained in connection with the Applicant's use, and of the cost of repair or replacement, is controlling.

3. Applicant shall immediately report to the school administration any damage to school facilities or equipment that occurs during the Applicant's use of school facilities that may present a risk of injury to students or any subsequent users. Any other damage shall be reported by the close of the next business day.

viii. Return the facilities in as good a condition as it was prior to use. This includes, without limitation, cleaning, removal of trash, and returning tables and chairs and other school property to their proper location. The clean-up shall be promptly completed. In the event the District provides the clean-up service, Applicant agrees to reimburse the District for the cost of such clean-up.

ix. Remove any property brought in by the Applicant and by any person attending the activity or event. The District is not responsible for any personal property that is left on the premises.

e. Financial Responsibility. Applicant agrees to:

i. Procure, at its own expense, a Comprehensive General Liability insurance policy naming the District as an additional insured. This policy shall be written with a minimum of \$1,000,000 Combined Single Limit per occurrence. A Certificate of Insurance evidencing coverage must be submitted prior to the Applicant's use.

ii. The insurance requirement is subject to waiver by the Superintendent or designee only in circumstances where the intended use presents very little potential for injury or damage and the activity or event is designed to serve the District's students or staff.

iii. Indemnify and hold the District, the Board, school employees and agents of the District harmless from any and all claims, demands, causes of action, or lawsuits for any death or personal injury or damage to property sustained during, caused by or arising out of the Applicant's use of school facilities.

4. Fees for Use.

The Superintendent or designee may establish a daily use fee schedule that establishes rates for specific parts of the school facilities (including the kitchen, auditorium, gymnasium, athletic field, classrooms, meeting rooms). The rates may be reviewed on a periodic basis.

The fee schedule shall be applied evenly to all Applicants, with two exceptions:

- a. A different fee may be assessed where the Superintendent or designee reasonably determines that the Applicant's use will require staff time or cause direct costs different than those used in establishing the fee schedule.
- b. A fee waiver or reduced fee rate shall be given for use where the activity or event is designed to serve students of the District or children; such as approved school-community associations and school-affiliated non-profit groups and summertime sports leagues, sports camps, etc., that are subject to NSAA regulations.

5. Use Consistent with NSAA Bylaws.

Use of school facilities for activities that are subject to the Bylaws of the Nebraska School Activities Association (NSAA) shall be permitted subject to and in accordance with the NSAA Bylaws. Such use shall be consistent with this policy for non-school groups.

Date of Adoption: Monday, September 14, 2026

Date of Review: Monday, September 14, 2026

APPLICATION FOR USE OF SCHOOL FACILITIES

Sandhills Public Schools

Name of Organization Making Request:

Date: _____

Type of Organization and Type of Activity or Event

_____ Event or activity that is designed to service students of the District or which is related to any function of the District, including approved school-community associations and school-affiliated non-profit groups. *Describe:* _____

_____ Tax-supported agency such as educational entity or unit of city, county or state government. *Describe:* _____

_____ Nonprofit community agency such as a private educational agency. *Describe:* _____

_____ Group in which the majority of the members reside within the District. *Describe:* _____

____ Other. *Describe:*

Facilities Requested. Building: _____ **Areas:**

Dates & Times Requested:

<u>Dates (From - To)</u>	<u>Time (From - To)</u>	<u>Repeating</u>	<u># Wks.</u>
_____	_____	Yes No	_____
_____	_____	Yes No	_____
_____	_____	Yes No	_____

Details of Use (Attach an additional explanation if needed)

Describe the Type of Activity or Event:

No. of Anticipated Users and Spectators: _____ Concessions/Food

Served: Yes No Describe: _____

Set Up or Tear Down Required by District:

Type of Cleaning Required During and Afterwards:

Special Equipment to be Used (District & Organization):

Fees (To Be Completed by Superintendent or Designee)

<u>Type</u>	<u>Amount</u>
Processing	_____
Access	_____
Custodial	_____
Kitchen	_____

Special Equipment	_____
Monitoring	_____
Security	_____
Total	_____
Advance Deposit	\$ _____
Date Deposit Due	_____

Applicant shall procure, at its own expense, a Comprehensive General Liability insurance policy naming the District as an additional insured. This policy shall be written with a minimum of \$1,000,000 Combined Single Limit per occurrence. A Certificate of Insurance evidencing coverage must be submitted prior to the Applicant's use.

Insurance requirement waived: ☐ Yes ☐ No (for school official to complete)

Policy Compliance and Acceptance of Liability

This application is subject to the terms of the Board's "Community Use of School Facilities" policy. The terms and conditions of that policy are incorporated into this application by this reference. Applicant accepts all such terms and conditions.

We have read, understand and agree to abide by the policies, rules and conditions on the use of these facilities on this form and in Board Policy. We understand that we are accepting the use of the facility from the Sandhills Public Schools with no assurances or guarantees relative to their condition. It shall be our responsibility to check the facility to see that it is safe for our intended use. We take full responsibility for the facilities while they are being used by our group and will make full restitution for any and all damages which may occur while our group is using the facility. We agree to indemnify and hold the school district harmless for any and all accidents and injuries to ourselves or others while we are using the facility regardless of the negligence of the school district or its personnel. We assume full responsibility and liability for any injuries.

Name, Position

Signature

Date

Name, Position

Signature

Date

Policy No. 1101 - Use of School Facilities: Student Groups

Community Relations

1. Access by Youth Organizations. The District will allow, upon request, a representative of a recognized youth organization to provide: (1) oral or written information to students regarding the youth organization and how such youth organization furthers the educational interests and civic involvement of students in a manner consistent with good citizenship; and (2) services and activities to any student who is a member of such youth organization. A "recognized youth organization" is limited to those group listed in 36 U.S.C. Subtitle II, Part B. Each requesting youth organization will be permitted to provide information at school at least once during each school year. The administration will make a good faith effort to find a mutually agreeable date, time, and location for each requesting youth organization, though the administration shall have the ultimate authority to select the date, time, and location for any requesting youth organization. Under no circumstances will any requesting youth organization be permitted to provide oral information to students during instructional time, unless previously approved by the Superintendent or designee. Every representative from a requesting youth organization must submit to, at the organization's cost, a background check. The Superintendent designee may refuse to allow an individual to be on school grounds if the individual's background check discloses a prior felony conviction or if, in the Superintendent's discretion, the background check otherwise reveals concerns about student safety. Nothing in this Paragraph preempts or undermines any provision of the District's Parental Involvement Policy.

2. Equal Access to Student Groups. In the event any of the secondary schools (grades 6-12) permits a limited open forum as defined in the Equal Access Act, such school(s) shall not deny equal access or a fair opportunity to, or discriminate against, any students who wish to conduct a meeting within that limited open forum on the basis of the religious, political, philosophical, or other content of the speech at such meetings. A limited open forum for this purpose exists if the secondary school grants an offering to or opportunity for one or more non-curriculum related student groups to meet on school premises during noninstructional time.

All such student meetings at school are subject to the following requirements:

- a. the meeting must be voluntary and student-initiated;
- b. the meeting must not materially and substantially interfere with the orderly conduct of educational activities within the school; and
- c. non-school persons may not direct, conduct, control, or regularly attend activities of the student group.

The administration shall in all respects maintain the District in compliance with the Equal Access Act.

3. Equal Access to Outside Groups Meeting at School. If the District provides an opportunity for one or more outside youth or community groups to meet on school premises or in school facilities before or after school hours, the District shall make that opportunity available to other similarly situated groups. The administration shall in all respects maintain the District in compliance with the Equal Access Act.

Legal Reference: 20 U.S.C. Section 4071-4074 (Equal Access Act)

20 U.S.C. Sec. 7905 (Boy Scouts of America Equal Access Act) & 34 CFR Part 108

Neb. Rev. Stat. Sec. 79-297

Date of Adoption: Monday, September 14, 2026

Policy No. 1102 - Recording of Others

Community Relations

To ensure the privacy and confidentiality of student information, no person is authorized to record or transmit any sound or image of any person (including themselves) without the prior consent or authorization of either (1) the person or persons being recorded or whose image or sound is being transmitted, (2) by authorized staff for purposes of child welfare (for example, to record images of injuries to students caused or believed to be caused by another person), or (3) the Superintendent or designee. This prohibition applies to all persons, including staff, students and community members, regardless of the content or context of the image or sound; however, this provision shall not apply to District-sponsored athletic or activity events where the focus of the recording or transmission is on the student performances or activity. Nothing in this provision shall prohibit the recording of an Individualized Education Program meeting if the recording is necessary to ensure that the parent understands the IEP or the IEP process or to implement other parental rights guaranteed by the Individuals with Disabilities Education Act.

The Superintendent or designee is authorized to implement consequences for any person who violates this Policy, which may include preventing such person from attending school events or being on school grounds.

Legal Reference: Neb. Rev. Stat. Sec. 86-290

Letter to Anonymous, 40 IDELR 70 (OSEP 2003)

Date of Adoption: Monday, September 14, 2026

Policy No. 1120 - Tobacco Policy

Community Relations

The use of tobacco products is prohibited in all school buildings and all school vehicles. Smoking on school grounds shall be strictly prohibited.

For purposes of this policy, "tobacco" means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. This Policy does not preclude individuals from wearing non-visible nicotine patches, or using nicotine gum without displaying the product container, as part of a smoking cessation program.

Legal Reference: Neb. Rev. Stat. Sections 71-5716, to 5734 (Nebraska Clean Indoor Air Act)

Date of Adoption: Monday, September 14, 2026

Policy No. 2100 - The Superintendent of Schools

Administration

The Superintendent of Schools shall be the chief executive officer of the Sandhills Public Schools. As chief executive officer, the Superintendent shall have general oversight of the school system. The Superintendent shall be responsible for the efficient operation of the system in all its divisions. The Superintendent shall also exercise those duties which are mandated by the statutes and those which are specifically designated in the Policies and Regulations of the [Name] Public Schools as duties of the Superintendent.

Date of Adoption: Monday, September 14, 2026

Regulation No. 2110A - Job Description for Superintendent

Sandhills Public Schools

Superintendent of Schools Job Description

It is the policy of Sandhills Public Schools to not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for positions are asked to make their request to the Superintendent.

A. Job Title: Superintendent of Schools

B. Department: Administration

C. Education Level and Certification: Master's degree or equivalent required. Must possess a Nebraska Administrative and Supervisory Certificate (or equivalent) at all times during employment with all endorsements required by NDE Rule 10.

D. Reports To: Board of Education

E. Performance Responsibilities and Job Tasks

The Superintendent is the chief executive officer of the school district and serves in both a leadership and management role. The responsibilities of the Superintendent extend to all activities of the school district. The Superintendent may delegate performance of management duties. Such delegation does not relieve the Superintendent from ultimate responsibility or accountability.

1. Educational Leadership

- a. Administer, as chief school executive officer, the development and maintenance of a positive educational program designed to meet the needs of all students and to carry out the policies of the Board of Education.
- b. Set or recommend educational standards and goals, including the minimum goal of maintaining accreditation, and recommend and implement policies and procedures to carry them out.
- c. Evaluate curricula, teaching methods, and programs to determine their effectiveness, efficiency and utilization and to ensure that school activities comply with federal and state laws and regulations and Board policy or directives, and implement changes as appropriate.

- d. Determine the scope of educational program offerings and the staffing and facility required to provide the educational program.
- e. Plan and develop instructional methods and content for educational programs.
- f. Review and approve new programs, or recommend modifications to existing programs, submitting program proposals for Board approval as necessary.
- g. Recommend personnel actions related to programs and services.
- h. Review and interpret government codes, and develop programs to ensure adherence to codes and facility safety, security, and maintenance.
- i. Collect and analyze survey data, regulatory information, and data on demographic and employment trends to forecast enrollment patterns and curriculum change needs.
- j. Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning problems.
- k. Organize and direct committees of specialists, volunteers, and staff to provide technical and advisory assistance for programs.
- l. Teach classes or courses to students when necessary in the absence of teachers.
- m. Ensure completion of student assessments in accordance with Board policy and state and federal laws and regulations. Initiate program changes in light of such assessments.
- n. Ensure that the mission and goals of the school district are adequately reflected in its educational program and operations.
- o. Ensure implementation of all Board-approved curriculum and inclusion of state-mandated programs and curriculum content standards.
- p. Develop strategies to promote parental involvement in their children's education and provide opportunities for parent-teacher interaction.
- q. Develop and maintain a positive, professional rapport with students and parents.

2. Relationship with Board of Education

- a. Attend and participate in all Board meetings and its committees.
- b. Prepare and give public notice of Board meetings, including agenda for the meetings, in compliance with Board policies and the open meetings law.

- c. Deliver to each of the members of the Board, a reasonable time in advance of each Board meeting (on the Friday preceding a Monday meeting), an information packet to include the notice and agenda for the meeting, minutes of the prior meeting, and reports or materials related to agenda items.
- d. Prepare and submit to the Board recommendations relative to all matters requiring Board action, placing before the Board such necessary and helpful facts, information, and reports as are needed to ensure the making of informed decisions.
- e. Keep informed of current curricular and educational trends and practices, as well as proposed legislation impacting the school district, and inform the Board of significant developments in these areas.
- f. Provide long term planning to guide the Board in policy development, present recommendations for the adoption or revision of Board policies, communicate Board policies to members of the Board, personnel, students, and the public, and ensure through delegation to staff that all policies of the Board are implemented.

3. School/Community Relations

- a. Prepare and make available to the school community an annual report, in accordance with law.
- b. Develop and maintain relationships with community members and stakeholders, including banking, insurance, and non-organizational accounting personnel to facilitate financial activities.
- c. Confer periodically with professional and lay groups and transmit to the Board suggestions gained from such conferences.

F. FLSA Status: Exempt.

- 1. Professional exemption: The employee has a primary duty of performing work requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study or has a primary duty of teaching, tutoring, instructing, or lecturing in the activity of imparting knowledge and is employed and engaged in this activity as a teacher.
- 2. Executive exemption: The primary duty of the employee is the management of a department or subdivision. The employee customarily and regularly directs the work of two or more other employees and has authority to hire or fire other employees or the employee's recommendations as to hiring, firing, promotion or other change of status of other employees are given particular weight.
- 3. Administrative exemption: The employee has the primary duty of performing office or non-manual work directly related to the management of general business

operations of the school district. The employee customarily and regularly exercises discretion and independent judgment or has a primary duty of performing administrative functions directly related to academic instruction or training in the school district or a department or subdivision.

G. Essential Functions: The essential functions of the Superintendent of Schools' position include (1) regular, dependable, in-person attendance on the job; (2) the ability to perform the identified tasks and to possess and utilize the identified knowledge, skills, and abilities and to perform the identified work activities; and (3) the ability to perform the following identified physical requirements:

Physical Requirements	NE	N
Superintendent		
E = Essential		
NE = Non-Essential		
Stamina		
1. Sitting		
2. Walking		
3. Standing		X
4. Sprinting/Running	X	
Flexibility		
5. Bending or twisting at the neck more than the average person		X
6. Bending or twisting at the trunk more than the average person		X
7. Squatting/Stooping/Kneeling		X
8. Reaching above the head		X
9. Reaching forward		X
10. Repeating the same hand, arm or finger motion many times (For example: typing, data entry, etc.)		X
Activities		
11. Climbing (on ladders, into large trucks/vehicles, etc.)	X	
12. Hand/grip strength	X	
13. Driving on the job		
14. Typing non-stop		X
Use of Arms and Hands		

15. Manual dexterity (using a wrench or screwing a lid on a jar)		X
16. Finger dexterity (typing or putting a nut on a bolt)		X
Lifting Requirements		
17. Lifting up to 10 pounds (Mark all that apply)		
Floor to waist		X
Waist to shoulder		X
Shoulder to overhead		X
18. Lifting 11 to 25 pounds (Mark all that apply)		
Floor to waist	X	
Waist to shoulder	X	
Shoulder to overhead	X	
19. Lifting 26 to 50 pounds (Mark all that apply)		
Floor to waist	X	
Waist to shoulder	X	
Shoulder to overhead	X	
20. Lifting 51 to 75 pounds (Mark all that apply)		
Floor to waist	X	
Waist to shoulder	X	
Shoulder to overhead	X	
21. Lifting 76 plus pounds (Mark all that apply)		
Floor to waist	X	
Waist to shoulder	X	
Shoulder to overhead	X	
22. Can load/items weighing over 50 pounds that are lifted or carried be shared, or reduced into smaller loads?	X	
Pushing/Pulling		
23. 25 to 50 pounds	X	
24. 51 to 75 pounds	X	
25. 76 to 90 pounds	X	
26. Over 90 pounds	X	

	Carrying		
	27. 10 to 25 pounds		X
	28. 26 to 50 pounds	X	
	29. 51 to 75 pounds	X	
	30. 76 to 90 pounds	X	
	31. Over 90 pounds	X	

Policy No. 2110 - Duties of the Superintendent of Schools

Administrative

1. The Superintendent is the chief executive officer of the Board of Education. The Superintendent shall perform such duties as are assigned by the Board and be subject to the directions given by the Board.
2. Serves as the educational leader of Sandhills Public Schools.
3. Administers the school in conformity with the adopted policies of the Board of Education, rules and regulations of the State Department of Education in accordance with state law, and all other laws and regulations.
4. Enforces the policies and regulations of the Board of Education, presents recommendations for Board policy, makes a continuous study of the development and needs of the schools, and prepare reports as appropriate to the Board of Education on the condition and development of the schools.
5. Provides long term planning to guide the Board in policy development.
6. Makes Board of Education policies accessible to Board members, school personnel, and the general public.
7. Informs the Board of Education concerning decisions that are made which are not covered in Board of education policies.
8. Attends all Board meetings unless excused at his or her request.
9. Prepares and sends out agenda, special reports and minutes for Board of Education meetings.
10. Prepares for monthly and special Board of education meetings.
11. Keeps the Board informed concerning the total school program.
12. Keeps up-to-date on trends and laws in education by attending relevant meetings or conferences.
13. Directs the annual audit of school district funds: General Fund, Depreciation Fund, Activity Fund, School Lunch Fund, Special Building Fund, Qualified Capital Purpose Undertaking Fund, Employee Benefit Fund, Bond Fund, Cooperative Fund, Student Fee Fund, all Federal Programs, and the Special Education Program.
14. Prepares the annual budget for the ensuing year with the assistance of the staff and the Board of Education. After adoption the Superintendent is to make every attempt possible to operate within the limits set forth by the budget.

15. Is in charge of all financial matters of the district.
16. Oversees and coordinates the orders of all supplies, textbooks, library material, equipment furniture, and the like, when covered by the budget or by specific order of the Board of Education.
17. Oversees an up-to-date inventory of textbooks, library books, moveable equipment, athletic equipment, music equipment, uniforms, computers, and other District property.
18. With Board of Education approval, advertises, interviews and offers contracts to teachers.
19. Hires, replaces, and supervises all non-certified employees.
20. Assigns or transfers all school personnel to their particular school, jobs, and responsibilities as deemed best for the school system.
21. Develops, maintains and operates a constructive program of staff development for all employees of the school system, and for this service the Superintendent shall have power under budget control to employ lecturers, grant temporary leaves from work, and develop professional library facilities.
22. Stresses the importance of public relations that will provide for good school-community relations. Provides the community with adequate information about the activities of the school.
23. Develops the school calendar and presents it to the Board for approval.
24. Completes, or oversees the completion of, all forms required by the State Department of Education and ensures that they are submitted before the due date.
25. Is responsible for the overall upkeep and maintenance of the school facilities, grounds, and equipment and sees to their maintenance and safety.
26. Is responsible for all long-range and short-term planning concerning school facilities.
27. Shall have a census taken each year of all people under the age of twenty-one whose parents or guardians live within the boundaries of the School District.
28. Adheres to the ethical and professional standards developed and approved by the Nebraska Department of Education and Board policy.
29. Delegate duties or work to subordinate officers or employees as required for the effective administration of the school system except in such matters as when the statutes or resolutions of the Board of Education prohibit the delegation of such authority. Work completed upon delegation of the Superintendent shall be deemed as having been done by the Superintendent.

30. All reports or recommendations to the Board from any officer or employee under the direction of the Superintendent shall be made to the office of the Superintendent unless otherwise directed by the Board of Education.

31. A job description for the Superintendent will be adopted from time to time by the Board of Education which the Superintendent shall be expected to adhere to.

Date of Adoption: Monday, September 14, 2026

Policy No. 2230 - Evaluation of Principals and Other Certificated Administrative Personnel

Administration

1. Objectives

The Board recognizes that the roles of a school Superintendent, principal, assistant principal, and other certificated administrative personnel of the School District (hereinafter collectively referred to as "Administrators") are varied and complex requiring an appraisal process that accurately measures performance and provides support for the continued growth and improvement of the Administrator. The general job description and an evaluation instrument with performance standards for each administrative position shall be promulgated under the direction of the Superintendent of Schools and approved by the Board of Education, and provided to the affected Administrator. The District will train and continue to provide training and support to its evaluators by encouraging and sponsoring evaluators to attend professional training opportunities, such as those opportunities offered through professional organizations and associations. The appraisal process for each Administrator and administrative position shall serve these purposes:

- a. To raise the quality of administration and educational service to the students of the School District.
- b. Clarify for the Administrators their respective role in the school system as seen by the Board.
- c. Clarify for all Board members the role of the administration and the immediate priorities among each Administrator's responsibilities.
- d. Develop harmonious working relationships between the Board and administrative supervisors and each Administrator.
- e. Aid the individual Administrator to grow professionally.

The evaluation of administrative performance is intended to be a cooperative and continuing process designed to improve the quality of the educational program.

2. General Procedures

The formal Administrator appraisal is based primarily upon the procedures and processes defined below. The procedures provide for a consistent and equitable appraisal of important aspects of the Administrator's duties and responsibilities. They do not, however, specifically include the total range of expectations of the effective performance of the administrative duties of each administrative position or the Administrator assigned to such position. As a result, additional data and information related to the respective administrative role may be utilized to generate a comprehensive appraisal.

3. Appraisal Cycle

Probationary Administrators shall be observed and evaluated at least once each semester, except the Superintendent, who shall be observed and evaluated by the Board of Education once each semester in the first contract year of employment, and once per year each contract year thereafter. Permanent (tenured) Administrators shall be evaluated at least once each school year. Observations and evaluations of greater frequency or number than required may be conducted and made at the request of the Administrator or in the discretion of the appraiser. Administrators who will be evaluated shall receive a copy of the evaluation procedure at least annually and prior to their evaluation.

The appraisal cycle and appraisal process for a permanent Administrator is intended for the direction of the responsible appraiser. A failure to complete evaluations within the designated cycle or in the manner directed by this policy shall not give the permanent Administrator rights, but may be addressed in evaluating the responsible appraiser's performance.

The entire instructional period for Administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of an Administrator's work for no less than fifty (50) minutes (cumulative) during the time periods being evaluated. It is understood and anticipated that, over the course of a semester, the Administrator's immediate supervisor (or, in the case of the Superintendent, the Board of Education) will continually observe the Administrator for at least an instructional period in the handling of day-to-day functions.

4. Appraisal Process

The Administrator's immediate supervisor—designated by the Board of Education or the Superintendent—has responsibility for conducting the appraisal process. The Board of Education serves as the Superintendent's supervisor. If the responsible appraiser does not initiate the appraisal within the required time or manner, the Board may take appropriate action to ensure the process is completed.

The performance standard categories contained in the Board-approved evaluation instrument for each administrative position form the basis for both the informal, job-target formative appraisal and the formal summative appraisal. During the summative appraisal, the supervisor collects the data needed to evaluate each performance category. Data may include, but is not limited to, surveys or other feedback from staff, students, parents, community members, or other administrators; routinely reported statistics; data generated specifically for evaluation purposes; review of written materials produced by the Administrator (such as a Principal's teacher evaluations); and direct observations of performance. These criteria also include personal and professional conduct. The Administrator may be asked to assist in gathering data and must provide such assistance when requested.

The final appraisal report is based on the collected data and the professional judgment of the responsible appraiser.

5. Final Formal Summative Evaluation

The appraisal process culminates in a final formal summative evaluation. The final formal summative evaluation consists of a rating of each performance category identified in the evaluation instrument, identification of whether the Administrator's performance meets or does not meet district standards of performance, a list of deficiencies in the Administrator's performance, suggestions and plans for improvement to assist the Administrator in overcoming such deficiencies, and follow-up evaluations as appropriate in order to correct performance below district standards. As a professional, the Administrator may be assigned responsibility to provide suggestions for improvement plans or similar job growth strategies and shall have the duty of complying with such requests. Further, in the event improvement plans or other similar performance measures are implemented, the Administrator shall have the duty to comply with such plans. The timeline for implementing any suggested improvements will depend on the situation and should be discussed and agreed upon with the Administrator. However, in any event, the timeline for implanting suggested improvements shall occur as soon as necessary to remedy any of the Administrator's noted deficiencies. The Administrator is expected to be cooperative, professional, and to exhibit a willingness to improve performance and to accept the constructive criticisms and suggestions of the appraiser.

Date of Adoption: Monday, September 14, 2026

Regulation No. 2231 - Evaluation Instrument of Superintendent

https://drive.google.com/file/d/1XfbinhUaKnrUR4XFRk611Ia_ELMIHb7x/view?usp=drive_link

Policy No. 5417 - School Wellness Policy

Students

A mission of Sandhills Public Schools ("District") is to provide curriculum, instruction, and experiences in a health-promoting school environment to instill habits of lifelong learning and health. Therefore, the Board adopts the following School Wellness Policy.

1. District Wellness Committee

Committee Role and Membership

The District will convene a representative District Wellness Committee ("DWC") or work within an existing school health committee that meets at least four times per year to establish goals for and oversee school health and safety policies and programs, including development, implementation and periodic review and update of this District wellness policy.

The DWC membership will represent all school levels and include (to the extent possible), but not be limited to: parents and caregivers; students; representatives of the school nutrition program; physical education teachers; health education teachers; school health professionals or staff; mental health and social services staff; school administrators; school Board members; and the general public. When possible, membership will also include Supplemental Nutrition Assistance Program Education coordinators. To the extent possible, the DWC will include representatives from each school building and reflect the diversity of the community.

Leadership

The Superintendent or designee(s) will convene the DWC and facilitate development of and updates to the wellness policy, and will ensure each school's compliance with the policy.

Each school will designate a school wellness policy coordinator, who will ensure compliance with the policy.

2. Wellness Policy Implementation, Monitoring, Accountability and Community Engagement

Implementation Plan

The District will develop and maintain a plan for implementation to manage and coordinate the execution of this wellness policy. The plan delineates roles, responsibilities, actions and timelines specific to each school; and includes information about who will be responsible to make what change, by how much, where and when; as well as specific goals and objectives for nutrition standards for all foods and beverages available on the school campus, food and beverage marketing, nutrition promotion and

education, physical activity, physical education and other school-based activities that promote student wellness. It is recommended that the school use the Healthy Schools Program online tools to complete a school-level assessment based on the Centers for Disease Control and Prevention's School Health Index, create an action plan that fosters implementation and generate an annual progress report.

This wellness policy and the progress reports can be found at the District's website.

Recordkeeping

The District will retain records to document compliance with the requirements of the wellness policy at the Superintendent's office and/or on the District's computer network. Documentation maintained in this location will include but will not be limited to:

- § The written wellness policy;

- § Documentation demonstrating that the policy has been made available to the public;

- § Documentation of efforts to review and update the Local Schools Wellness Policy; including an indication of who is involved in the update and methods the district uses to make stakeholders aware of their ability to participate on the DWC;

- § Documentation to demonstrate compliance with the annual public notification requirements;

- § The most recent assessment on the implementation of the local school wellness policy;

- § Documentation demonstrating the most recent assessment on the implementation of the Local School Wellness Policy has been made available to the public.

Annual Notification of Policy

The District will actively inform families and the public each year of basic information about this policy, including its content, any updates to the policy and implementation status. The District will make this information available via the District website and/or district-wide communications. The District will provide as much information as possible about the school nutrition environment. This will include a summary of the District's events or activities related to wellness policy implementation. Annually, the District will also publicize the name and contact information of the District officials leading and coordinating the committee, as well as information on how the public can get involved with the school wellness committee.

Triennial Progress Assessments

At least once every three years, the District will evaluate compliance with the wellness policy to assess the implementation of the policy and include:

§ The extent to which the District's schools are in compliance with the wellness policy;

§ The extent to which the District's wellness policy compares to [a] the Alliance for a Healthier Generation's model wellness policy; and

§ A description of the progress made in attaining the goals of the District's wellness policy.

The position/person responsible for managing the triennial assessment and contact information is the Superintendent or the Superintendent's designee.

The DWC, in collaboration with individual schools, will monitor schools' compliance with this wellness policy.

The District will actively notify households/families of the availability of the triennial progress report.

Revisions and Updating the Policy

The DWC will update or modify the wellness policy based on the results of the annual School Health Index and triennial assessments and/or as District priorities change; community needs change; wellness goals are met; new health science, information, and technology emerges; and new Federal or state guidance or standards are issued. The wellness policy will be assessed and updated as indicated at least every three years, following the triennial assessment.

Community Involvement, Outreach and Communications

The District is committed to being responsive to community input, which begins with awareness of the wellness policy. The District will actively communicate ways in which representatives of DWC and others can participate in the development, implementation and periodic review and update of the wellness policy through a variety of means appropriate for that district. The District will also inform parents of the improvements that have been made to school meals and compliance with school meal standards, availability of child nutrition programs and how to apply, and a description of and compliance with Smart Snacks in School nutrition standards. The District will use electronic mechanisms, such as email or displaying notices on the District's website, as well as non-electronic mechanisms, such as newsletters, presentations to parents, or sending information home to parents, to ensure that all families are actively notified of the content of, implementation of, and updates to the wellness policy, as well as how to get involved and support the policy. The District will ensure that communications are culturally and linguistically appropriate to the community, and accomplished through means similar to other ways that the District and individual schools are communicating important school information with parents.

The District will actively notify the public about the content of or any updates to the wellness policy annually, at a minimum. The District will also use these mechanisms to inform the community about the availability of the annual and triennial reports.

3. Nutrition

School Meals

The District is committed to serving healthy meals to children, with plenty of fruits, vegetables, whole grains, and fat-free and low-fat milk; that are moderate in sodium, low in saturated fat, and have zero grams *trans* fat per serving (nutrition label or manufacturer's specification); and to meeting the nutrition needs of school children within their calorie requirements. The school meal programs aim to improve the diet and health of school children, help mitigate childhood obesity, model healthy eating to support the development of lifelong healthy eating patterns and support healthy choices while accommodating cultural food preferences and special dietary needs.

All schools within the District that participate in USDA child nutrition programs, including the National School Lunch Program (NSLP), the School Breakfast Program (SBP), and any additional Federal child nutrition programs will meet the nutrition requirements of such programs. The District may also operate additional nutrition-related programs and activities. All schools within the District are committed to offering school meals through the NSLP and SBP programs, and other applicable Federal child nutrition programs, that:

- § Are accessible to all students;

- § Are appealing and attractive to children;

- § Are served in clean and pleasant settings;

- § Meet or exceed current nutrition requirements established by local, state, and Federal statutes and regulations. (The District offers reimbursable school meals that meet USDA nutrition standards.)

- § Promote healthy food and beverage choices using at least ten of the following Smarter Lunchroom techniques:

- Whole fruit options are displayed in attractive bowls or baskets (instead of chaffing dishes or hotel pans).
- Sliced or cut fruit is available daily.
- Daily fruit options are displayed in a location in the line of sight and reach of students.
- All available vegetable options have been given creative or descriptive names.

- Daily vegetable options are bundled into all grab-and-go meals available to students.
- All staff members, especially those serving, have been trained to politely prompt students to select and consume the daily vegetable options with their meal.
- White milk is placed in front of other beverages in all coolers.
- Alternative entrée options (e.g., salad bar, yogurt parfaits, etc.) are highlighted on posters or signs within all service and dining areas.
- A reimbursable meal can be created in any service area available to students (e.g., salad bars, snack rooms, etc.).
- Student surveys and taste testing opportunities are used to inform menu development, dining space decor and promotional ideas.
- Student artwork is displayed in the service and/or dining areas.
- Daily announcements are used to promote and market menu options.

Staff Qualifications and Professional Development

All school nutrition program directors, managers and staff will meet or exceed hiring and annual continuing education/training requirements in the USDA professional standards for child nutrition professionals. These school nutrition personnel will refer to USDA's Professional Standards for School Nutrition Standards website to search for training that meets their learning needs.

Water

To promote hydration, free, safe, unflavored drinking water will be available to all students throughout the school day and throughout every school campus ("school campus" and "school day" are defined in the glossary). The District will make drinking water available where school meals are served during mealtimes.

Competitive Foods and Beverages

The District is committed to ensuring that all foods and beverages available to students on the school campus during the school day support healthy eating. The foods and beverages sold and served outside of the school meal programs (e.g., "competitive" foods and beverages) will meet the USDA Smart Snacks in School nutrition standards, at a minimum. Smart Snacks aim to improve student health and well-being, increase consumption of healthful foods during the school day and create an environment that reinforces the development of healthy eating habits. A summary of the standards and information, as well as a Guide to Smart Snacks in Schools are available at: <http://www.fns.usda.gov/healthierschoolday/tools-schools-smart-snacks>. The Alliance for

a Healthier Generation provides a set of tools to assist with implementation of Smart Snacks available at www.foodplanner.healthiergeneration.org.

To support healthy food choices and improve student health and well-being, all foods and beverages outside the reimbursable school meal programs that are sold to students on the school campus during the school day will meet or exceed the USDA Smart Snacks nutrition standards or, if the state policy is stronger, will meet or exceed state nutrition standards. These standards will apply in all locations and through all services where foods and beverages are sold, which may include, but are not limited to, à la carte options in cafeterias, vending machines, school stores and snack or food carts.

Celebrations and Rewards

All foods offered on the school campus will meet or exceed the USDA Smart Snacks in School nutrition standards or, if the state policy is stronger, will meet or exceed state nutrition standards, including through:

1. Celebrations and parties. The District will provide a list of healthy party ideas to parents and teachers, including non-food celebration ideas.
2. Classroom snacks brought by parents. The District will provide or make available to parents a list of foods and beverages that meet Smart Snacks nutrition standards.
3. Rewards and incentives. The District will provide teachers and other relevant school staff a list of alternative ways to reward children or other comparable resources. Foods and beverages will not be used as a reward, or withheld as punishment for any reason, such as for performance or behavior.

Fundraising

Foods and beverages that meet or exceed the USDA Smart Snacks in Schools nutrition standards may be sold through fundraisers on the school campus during the school day. The District will make available to parents and teachers a list of healthy fundraising ideas or comparable resources.

Nutrition Promotion

Nutrition promotion and education positively influence lifelong eating behaviors by using evidence-based techniques and nutrition messages, and by creating food environments that encourage healthy nutrition choices and encourage participation in school meal programs. Students and staff will receive consistent nutrition messages throughout schools, classrooms, gymnasiums, and cafeterias. Nutrition promotion also includes marketing and advertising nutritious foods and beverages to students and is most effective when implemented consistently through a comprehensive and multi-channel approach by school staff, teachers, parents, students and the community.

The District will promote healthy food and beverage choices for all students throughout the school campus, as well as encourage participation in school meal programs. This promotion will occur through:

- § Implementing at least ten or more evidence-based healthy food promotion techniques through the school meal programs using Smarter Lunchroom techniques; and
- § Ensuring 100% of foods and beverages promoted to students meet the USDA Smart Snacks in School nutrition standards.

Nutrition Education

The District will teach, model, encourage and support healthy eating by all students. Schools will provide nutrition education and engage in nutrition promotion that:

- § Is designed to provide students with the knowledge and skills necessary to promote and protect their health;
- § Is part of not only health education classes, but also integrated into other classroom instruction through subjects such as math, science, language arts, social sciences and elective subjects;
- § Includes enjoyable, developmentally-appropriate, culturally-relevant and participatory activities, such as cooking demonstrations or lessons, promotions, taste-testing, farm visits and school gardens;
- § Promotes fruits, vegetables, whole-grain products, low-fat and fat-free dairy products and healthy food preparation methods;
- § Emphasizes caloric balance between food intake and energy expenditure (promotes physical activity/exercise);
- § Links with school meal programs, cafeteria nutrition promotion activities, school gardens, Farm to School programs, other school foods and nutrition-related community services;
- § Teaches media literacy with an emphasis on food and beverage marketing; and
- § Includes nutrition education training for teachers and other staff.

Essential Healthy Eating Topics in Health Education

The District will include in the health education curriculum a minimum of 12 of the following essential topics on healthy eating:

- § Relationship between healthy eating and personal health and disease prevention
- § Food guidance from MyPlate

- § Reading and using FDA's nutrition fact labels
- § Eating a variety of foods every day
- § Balancing food intake and physical activity
- § Eating more fruits, vegetables and whole grain products
- § Choosing foods that are low in fat, saturated fat, and cholesterol and do not contain *trans* fat
- § Choosing foods and beverages with little added sugars
- § Eating more calcium-rich foods
- § Preparing healthy meals and snacks
- § Risks of unhealthy weight control practices
- § Accepting body size differences
- § Food safety
- § Importance of water consumption
- § Importance of eating breakfast
- § Making healthy choices when eating at restaurants
- § Eating disorders
- § The Dietary Guidelines for Americans
- § Reducing sodium intake
- § Social influences on healthy eating, including media, family, peers and culture
- § How to find valid information or services related to nutrition and dietary behavior
- § How to develop a plan and track progress toward achieving a personal goal to eat healthfully
- § Resisting peer pressure related to unhealthy dietary behavior
- § Influencing, supporting, or advocating for others' healthy dietary behavior

Food and Beverage Marketing in Schools

The District is committed to providing a school environment that ensures opportunities for all students to practice healthy eating and physical activity behaviors throughout the school day while minimizing commercial distractions. The District strives to teach students how to make informed choices about nutrition, health and physical activity. These efforts will be weakened if students are subjected to advertising on District property that contains messages inconsistent with the health information the District is imparting through nutrition education and health promotion efforts. It is the intent of the District to protect and promote student's health by permitting advertising and marketing for only those foods and beverages that are permitted to be sold on the school campus, consistent with the District's wellness policy.

Any foods and beverages marketed or promoted to students on the school campus during the school day will meet or exceed the USDA Smart Snacks in School nutrition standards or, if stronger, state nutrition standards, such that only those foods that comply with or exceed those nutrition standards are permitted to be marketed or promoted to students.

Food and beverage marketing is defined as advertising and other promotions in schools. Food and beverage marketing often includes oral, written, or graphic statements made for the purpose of promoting the sale of a food or beverage product made by the producer, manufacturer, seller or any other entity with a commercial interest in the product. This term includes, but is not limited to the following:

- § Brand names, trademarks, logos or tags, except when placed on a physically present food or beverage product or its container.

- § Displays, such as on vending machine exteriors

- § Corporate brand, logo, name or trademark on school equipment, such as marquees, message boards, scoreboards or backboards (Note: immediate replacement of these items are not required; however, districts will replace or update scoreboards or other durable equipment when existing contracts are up for renewal or to the extent that it is financially possible over time so that items are in compliance with the marketing policy.)

- § Corporate brand, logo, name or trademark on cups used for beverage dispensing, menu boards, coolers, trash cans and other food service equipment; as well as on posters, book covers, pupil assignment books or school supplies displayed, distributed, offered or sold by the District.

- § Advertisements in school publications or school mailings.

- § Free product samples, taste tests or coupons of a product, or free samples displaying advertising of a product.

As the District/school nutrition services/Athletics Department/PTA/PTO reviews existing contracts and considers new contracts, equipment and product purchasing (and replacement) decisions should reflect the applicable marketing guidelines established by the District wellness policy.

4. Physical Activity

Children and adolescents should participate in at least 60 minutes of physical activity every day. A substantial percentage of students' physical activity can be provided through a comprehensive school physical activity program (CSPAP). A CSPAP reflects strong coordination and synergy across all of the components: quality physical education as the foundation; physical activity before, during and after school; staff involvement and family and community engagement and the District is committed to providing these opportunities. Schools will ensure that these varied physical activity opportunities are in addition to, and not as a substitute for, physical education (addressed in "Physical Education" subsection). All schools in the District will be encouraged to participate in *Let's Move! Active Schools* (www.letsmoveschools.org), or comparable program, in order to successfully address all CSPAP areas.

Physical activity during the school day (including but not limited to recess, classroom physical activity breaks or physical education) will not be withheld as punishment. The District will provide teachers and other school staff with a list of ideas or resources for alternative ways to discipline students.

To the extent practicable, the District will ensure that its grounds and facilities are safe and that equipment is available to students to be active. The District will conduct necessary inspections and repairs.

Physical Education

The District will provide students with physical education, using an age-appropriate, sequential physical education curriculum consistent with national and state standards for physical education. The physical education curriculum will promote the benefits of a physically active lifestyle and will help students develop skills to engage in lifelong healthy habits, as well as incorporate essential health education concepts (discussed in the *"Essential Physical Activity Topics in Health Education"* subsection). The curriculum will support the essential components of physical education.

All students will be provided equal opportunity to participate in physical education classes. The District will make appropriate accommodations to allow for equitable participation for all students and will adapt physical education classes and equipment as necessary.

All elementary students in each grade will receive physical education for at least 60-89 minutes per week throughout the school year.

All secondary students (middle and high school) are required to take the equivalent of one academic year of physical education.

The District's physical education program will promote student physical fitness through individualized fitness and activity assessments (via the Presidential Youth Fitness Program or other appropriate assessment tool) and will use criterion-based reporting for each student.

Essential Physical Activity Topics in Health Education

Health education will be required in all elementary grades and the District will require middle and high school students to take and pass at least one health education course. The District will include in the health education curriculum a minimum of 12 of the following essential topics on physical activity:

- § The physical, psychological, or social benefits of physical activity
- § How physical activity can contribute to a healthy weight
- § How physical activity can contribute to the academic learning process
- § How an inactive lifestyle contributes to chronic disease
- § Health-related fitness, that is, cardiovascular endurance, muscular endurance, muscular strength, flexibility, and body composition
- § Differences between physical activity, exercise and fitness
- § Phases of an exercise session, that is, warm up, workout and cool down
- § Overcoming barriers to physical activity
- § Decreasing sedentary activities, such as TV watching
- § Opportunities for physical activity in the community
- § Preventing injury during physical activity
- § Weather-related safety, for example, avoiding heat stroke, hypothermia and sunburn while being physically active
- § How much physical activity is enough, that is, determining frequency, intensity, time and type of physical activity
- § Developing an individualized physical activity and fitness plan
- § Monitoring progress toward reaching goals in an individualized physical activity plan
- § Dangers of using performance-enhancing drugs, such as steroids
- § Social influences on physical activity, including media, family, peers and culture
- § How to find valid information or services related to physical activity and fitness
- § How to influence, support, or advocate for others to engage in physical activity

§ How to resist peer pressure that discourages physical activity.

Recess (Elementary)

All elementary schools will offer at least 20 minutes of recess on all days during the school year. Exceptions may be made as appropriate, such as on early dismissal or late arrival days. If recess is offered before lunch, schools will have appropriate hand-washing facilities and/or hand-sanitizing mechanisms located just inside/outside the cafeteria to ensure proper hygiene prior to eating and students are required to use these mechanisms before eating. Hand-washing time, as well as time to put away coats/hats/gloves, will be built in to the recess transition period/timeframe before students enter the cafeteria.

Outdoor recess will be offered when weather and other conditions make it feasible for outdoor play.

In the event that recess must be held indoors, teachers and staff will follow the indoor recess guidelines that promote physical activity for students, to the extent practicable.

Recess will complement, not substitute, physical education class. Recess monitors or teachers will encourage students to be active, and will serve as role models by being physically active alongside the students whenever feasible.

Classroom Physical Activity Breaks (Elementary and Secondary)

Students will be offered periodic opportunities to be active or to stretch throughout the day on all or most days during a typical school week. The District recommends teachers provide short (3-5-minute) physical activity breaks to students during and between classroom time at least three days per week. These physical activity breaks will complement, not substitute, for physical education class, recess, and class transition periods.

The District will provide resources and links to resources, tools, and technology with ideas for classroom physical activity breaks. Resources and ideas are available through the USDA and the Alliance for a Healthier Generation.

Active Academics

Teachers will incorporate movement and kinesthetic learning approaches into "core" subject instruction when possible (e.g., science, math, language arts, social studies and others) and do their part to limit sedentary behavior during the school day.

The District will support classroom teachers incorporating physical activity and employing kinesthetic learning approaches into core subjects by providing annual professional development opportunities and resources, including information on leading activities, activity options, as well as making available background material on the connections between learning and movement.

Teachers will serve as role models by being physically active alongside the students whenever feasible.

Before and After School Activities

The District offers opportunities for students to participate in physical activity either before and/or after the school day through a variety of methods. The District will encourage students to be physically active before and after school by sponsoring or permitting: physical activity clubs and physical activity in aftercare, intramurals or interscholastic sports.

Active Transport

The District will support active transport to and from school, such as walking or biking. The District will encourage this behavior by requiring that its schools engage in six or more of the activities below, to be selected by each school administration; including but not limited to:

- § Designate safe or preferred routes to school
- § Promote activities such as participation in International Walk to School Week and National Walk and Bike to School Week
- § Secure storage facilities for bicycles and helmets (e.g., shed, cage, fenced area)
- § Instruction on walking/bicycling safety provided to students
- § Promote safe routes program to students, staff, and parents via newsletters, websites, local newspaper
- § Use crossing guards
- § Use crosswalks on streets leading to schools
- § Use walking school buses
- § Document the number of children walking and or biking to and from school
- § Create and distribute maps of school environment (e.g., sidewalks, crosswalks, roads, pathways, bike racks, etc.)

5. Other Activities that Promote Student Wellness

The District will integrate wellness activities across the entire school setting, not just in the cafeteria, other food and beverage venues and physical activity facilities. The District will coordinate and integrate other initiatives related to physical activity, physical education, nutrition and other wellness components so all efforts are complementary, not duplicative, and work towards the same set of goals and objectives promoting student well-being, optimal development and strong educational outcomes.

Schools in the District are encouraged to coordinate content across curricular areas that promote student health, such as teaching nutrition concepts in mathematics, with consultation provided by either the school or the District's curriculum experts.

All efforts related to obtaining federal, state or association recognition for efforts, or grants/funding opportunities for healthy school environments will be coordinated with and complementary of the wellness policy, including but not limited to ensuring the involvement of the DWC.

All school-sponsored events will adhere to the wellness policy guidelines. All school-sponsored wellness events will include physical activity and healthy eating opportunities when appropriate.

Community Partnerships

The District will develop, enhance, or continue relationships with community partners (e.g., hospitals, universities/colleges, local businesses, SNAP-Ed providers and coordinators, etc.) in support of this wellness policy's implementation. Existing and new community partnerships and sponsorships will be evaluated to ensure that they are consistent with the wellness policy and its goals.

Community Health Promotion and Family Engagement

The District will promote to parents/caregivers, families, and the general community the benefits of and approaches for healthy eating and physical activity throughout the school year. Families will be informed and invited to participate in school-sponsored activities and will receive information about health promotion efforts.

As described in the "Community Involvement, Outreach, and Communications" subsection, the District will use electronic mechanisms (e.g., email or displaying notices on the District's website), as well as non-electronic mechanisms, (e.g., newsletters, presentations to parents or sending information home to parents), to ensure that all families are actively notified of opportunities to participate in school-sponsored activities and receive information about health promotion efforts.

Staff Wellness and Health Promotion

The DWC will have a staff wellness subcommittee that focuses on staff wellness issues, identifies and disseminates wellness resources and performs other functions that support staff wellness in coordination with human resources staff.

Schools in the District will implement strategies to support staff in actively promoting and modeling healthy eating and physical activity behaviors. The District promotes staff member participation in health promotion programs and will support programs for staff members on healthy eating/weight management that are accessible and free or low-cost.

Professional Learning

When feasible, the District will offer annual professional learning opportunities and resources for staff to increase knowledge and skills about promoting healthy behaviors in the classroom and school (e.g., increasing the use of kinesthetic teaching approaches or incorporating nutrition lessons into math class). Professional learning will help District staff understand the connections between academics and health and the ways in which health and wellness are integrated into ongoing district reform or academic improvement plans/efforts.

Glossary

School Campus: areas that are owned or leased by the school and used at any time for school-related activities, including on the outside of the school building, school buses or other vehicles used to transport students, athletic fields and stadiums (e.g., on scoreboards, coolers, cups, and water bottles), or parking lots.

School Day: the time between midnight the night before to 30 minutes after the end of the instructional day.

Triennial - recurring every three years.

Legal Reference: Healthy, Hunger-Free Kids Act of 2010, 42 U.S.C. Section 1758b; 7 CFR Sections 210.11 and 210.30; National School Lunch Program, 42 U.S.C Sections 1751-1760, 1770; Regulations and Procedures for Accreditation of Schools, NDE Rule 10

Date of Adoption: Monday, September 14, 2026

AR 5417 - Additional Wellness Goals, Nutrition Guidelines and Implementation Plan

Administrative Regulation for School Wellness Policy

The School Wellness Policy establishes a mission of providing a curriculum, instruction, and experiences in the environment of a health-promoting school community, to instill habits of lifelong learning and health. The School Wellness Policy authorizes the Superintendent to establish such further goals and nutrition guidelines as are determined appropriate to meet the stated mission. This regulation sets forth additional goals and nutrition guidelines as appropriate to meet the District's school wellness mission and implement the School Wellness Policy.

Nutrition Education Activities to Promote Student Wellness

The base goal is to implement a curriculum that meets or exceeds the health and nutrition education objectives established by the Nebraska Department of Education. The administration establishes the following additional goals and actions to achieve such goals:

1. Curriculum: Nutrition education will be integrated into other subjects to complement, but not replace, the health and nutrition education curriculum that is provided in accordance with NDE Rule 10. Educators are to incorporate the promotion of healthy eating nutrition lifestyles in all subject areas as appropriate.
2. Display Nutrition Education Materials: The cafeteria shall display posters or other communications suitable to the ages of students served that promote healthy nutrition choices (e.g., display food pyramid). Educators are encouraged to incorporate such communications in their classrooms as well.
3. Nutrition Health Events: Educators are encouraged to search for and take advantage of events that promote nutrition education. Activities may include:
 - a. health fairs
 - b. traveling health exhibits
 - c. field trips to farm or food production facilities
 - d. school gardens
 - e. health speakers (school assemblies or class speakers on nutrition)
4. Family:
 - a. Parents are to be welcomed to join their children at school lunch as appropriate.
 - b. School communications to parents will include information about healthy nutrition; such as by including information about healthy snacks for children.

5. Staff: Our employees are encouraged to be healthy role models for students. It is important for students to receive consistent messages. Staff is discouraged from eating foods or drinking beverages of minimal nutritional value during the school day in the presence of students.

Physical Activities to Promote Student Wellness

The established goal is to implement a curriculum that meets or exceeds the health and physical education objectives established by the Nebraska Department of Education. The administration establishes the following additional goals and actions to achieve such goals:

1. Curriculum: Health and physical education will be integrated into other subjects to complement, but not replace, the health and physical education curriculum provided in accordance with NDE Rule 10. Educators are to incorporate physical activity promotion and non-sedentary lifestyles in all subject areas as appropriate.

2. Physical Activity During the School Day:

a. Recess:

i. Elementary students will have the opportunity for daily recess. Weather and other conditions permitting, recess will be outdoors. Students who are idle during recess are to be encouraged by supervising staff to engage in physical activity. Daily minimums are as follows: Pre-school: 30 minutes; Grades K-3: 50 minutes (15 for ½ day Kindergarten); Grades 4-6: 35 minutes. Minimums include lunch recess. Minimums are set for "ordinary" days and are subject to modification in the judgment of the educator when events such as field trips, testing, etc. occur during the day.

ii. Middle School and High School students will have the opportunity for physical activity during their lunch period. The gym or outside facilities will be open to use during lunch when possible.

b. Class Time: Physical activity within class periods (e.g. stretching breaks when students are at task for more than 50 minutes) will be encouraged.

3. Physical Activity To/From School:

a. To encourage biking or walking to school, the administration will work with law enforcement and as appropriate volunteer parent safety monitors to provide safe routes to school. Bike racks will be established commensurate with need.

b. In establishing bus pick up/drop off sites, the fact that students will have to walk farther from a particular site will not necessarily be considered as a negative factor.

4. As Punishment: Physical activity will not be used as punishment and will not be withheld as punishment. This guideline shall not apply to extra-curricular activities. Educators may use appropriate professional discretion to make exceptions to this

guideline. In no event, however, will physical activity be used as a form of corporal punishment.

5. Display Physical Activity Educational Materials: The cafeteria, gym and health classrooms shall display posters or other communications suitable to the ages of students served that promote physical activity and non-sedentary lifestyles (e.g., display sports posters, walking fitness posters). Educators are encouraged to incorporate such communications in their classrooms as well.

6. Physical Activity Health Events: Educators are encouraged to search for and take advantage of events that promote physical activity education. Activities may include:

- a. health fairs
- b. traveling health exhibits
- c. field trips to physical activity centers
- d. physical activity speakers (school assemblies or class speakers representing sports figures, medical people)

7. Family:

- a. The school's physical activity facilities (playground, gym) will be made available to use by parents with their children outside the normal school day, subject to priority use being for children and subject to other competing uses and safety and risk management considerations.
- b. School communications to parents will include information that promotes physical activity. Such communications may include information about the benefits of physical activity to children and the distribution of information about youth sports programs.

8. Staff: Our employees are encouraged to be healthy role models for students. It is important for students to receive consistent messages. Staff is encouraged to be seen engaging in non-sedentary lifestyles. For example, staff is encouraged to walk or bike to work; use stairs even if an elevator is available; and share as appropriate personal information about physical activities they engage in to remain fit.

Other School Activities to Promote Student Wellness

The established goal is to offer other suitable opportunities to students to engage in health-promoting activities. The administration establishes the following additional goals and actions to achieve such goals:

1. Extracurricular Programs: The District will offer athletic and other activity programs subject to and in compliance with the bylaws of the Nebraska School Activities

Association. Secondary school students will be offered the opportunity to participate in intramural sports activities commensurate with their interests and school resources.

2. After-School Facility Uses: The school's physical activity facilities (playground, gym) will be made available to use by students outside the normal school day, subject to other competing uses and safety and risk management considerations.

3. Advertising: The administration will monitor advertising that occurs in the school and endeavor to limit messages that promote foods of minimal nutritional value.

4. Staff Development:

a. Professional staff members will be provided with professional development and guidance on appropriate practices and procedures to implement the school wellness goals and recommendations. Professional development activities will include activities each year related to the integration of physical activities and nutrition education into the academic curriculum, use of food as rewards and denial of physical activities as a disciplinary consequence, and other wellness goals and activities.

b. The District will provide ongoing training and development for food service staff related to nutrition and wellness goals and activities.

5. Community Resources: The administration will coordinate the school wellness program efforts with those available from medical and other community organizations.

Nutrition Guidelines

The established nutrition guidelines for foods available in each school building during the school day are as follows: (1) school breakfast and lunch programs will be offered which meet or exceed the requirements of federal and state law and regulatory authorities and (2) no foods in competition with the school lunch or breakfast program shall be sold or otherwise made available to students anywhere on school premises during the period of one-half hour prior to the serving period for breakfast and lunch and lasting until one-half hour after the serving of breakfast and lunch.

The administration establishes the following additional nutrition guidelines and actions to meet the guidelines:

1. Conditions for School Meals:

a. Scheduling meals. Lunch periods will be scheduled at times when students are in need of nutrition (e.g., in the middle of their school day). Students will be provided adequate time to eat. In general students will, upon arrival in the cafeteria, have at least 10 minutes to eat breakfast and 15 minutes to eat lunch.

b. Conditions for meals. Efforts shall be made to establish comfortable and relaxed eating conditions. The factors to promote these conditions will be a clean, orderly

environment, pleasant food services staff, adequate seating, enforcement of student conduct rules and adequate supervision.

2. Selection of School Meals:

a. School Meals: School meals shall at a minimum meet nutrition requirements established by state and federal law. The school food service staff is to offer meals that are of a nutritional value higher than that required. Emphasis is to be on good menu planning principles that offer healthy food choices including lean meats, a variety of fruits and non-fried vegetables daily, whole grains once each week, and low-fat or nonfat milk daily. Locate these choices where they are readily accessible to students. Limit portion sizes of desserts and fried foods.

b. Ala carte selections: Elementary students are to be offered balanced meals. Elementary students are not to be sold individual food or beverage selections except for limited portions of low-fat foods, no-fat milk, fruits, and non-fried vegetables. Middle School and High School students may be sold foods and beverage ala carte provided the ala carte items not include foods of minimal nutritional value and that the offerings include fruits, non-fried vegetables, and healthy beverages (waters and 100% fruit juices).

3. Student's Meals From Home: Students will be discouraged from sharing food and be prohibited from sharing foods brought from home. Parents will be encouraged via health promotional materials to make healthy choices for student lunches.

4. Closed Campus. To encourage students to eat a nutritious lunch, students will not be permitted to leave school during the school day for the purpose of lunch. Exceptions: Students may leave at lunch time if they will be eating lunch at home, with parent permission. Juniors and Seniors may leave campus for lunch, even if they will not be eating lunch at home, with parent permission. Students who leave campus for lunch may not bring any purchased meals or other food back to school. The administration may grant special exceptions to the closed campus rule as needed (e.g., for students with special dietary needs).

5. Vending machines:

a. Vending machines will not be available for student use at any school for the period of ½ hour before and ½ hour after breakfast and lunch periods.

b. Elementary school students: Vending machines with foods of minimal nutritional value will not be available to use by elementary school students at any time during the school day.

c. Middle school students: Vending machines with foods of minimal nutritional value will not be available to use by middle school students for the period of 1 hour before and 1 hour after breakfast and lunch periods.

d. High school students: Vending machines with foods of minimal nutritional value will not be available to use by high school students for the period of 1 hour before and 1 hour after breakfast and lunch periods.

e. Promotion of Healthy Choices: At least one vending machine in each school building shall include healthy choices (e.g., water, 100% fruit juices, low-fat/non-fat milk, animal crackers, granola bars, whole-grain fruit bars, pretzels, nuts, plain trail mix).

6. Foods available during the school day:

a. Water: Students will be allowed access to water during the school day. Water fountains are available. Educators may in their discretion allow students to bring water bottles to classes. Students will not be permitted to bring soda pop or other drinks or food to class.

b. Food rewards. Food will not be used as rewards. No foods are to be provided by the school or school staff during instructional time except: healthy foods, foods provided for instructional purposes (e.g., cultural programs, FCS classes, and foods given in accordance with a special education student's IEP).

c. Classroom Celebrations:

i. Staff is not to offer students foods of minimal nutritional value for classroom celebrations.

ii. Parents are to be encouraged to bring healthy foods for classroom celebrations.

7. Fund-raising:

a. School clubs are not to sell food for the period of ½ hour before and ½ hour after breakfast and lunch periods.

b. Student clubs are encouraged to not sell foods of minimal nutritional value as part of fund-raising efforts.

c. Each activity sponsor shall report to the Principal the percentage of total fund-raising receipts from sales of foods of minimal nutritional value as of the end of the each school year.

8. School activities/events:

a. Athletes: Student athletes serve as role models. Coaches are to encourage healthy eating by student athletes. The coaches' conduct rules may limit consumption of foods of minimal nutritional value by their athletes during their sport season.

b. Concessions: Concession stands will include healthy food choices. Efforts will be made to reduce offerings of foods of minimal nutritional value.

9. Definition of Foods of Minimal Nutritional Value: For purposes of this regulation, "foods of minimal nutritional value" has the same meaning as in the federal regulations for the National School Lunch program. Foods of minimal nutritional value are as follows:

Food of minimal nutritional value means: (i) In the case of artificially sweetened foods, a food which provides less than five percent of the Reference Daily Intakes (RDI) for each of eight specified nutrients per serving; and (ii) in the case of all other foods, a food which provides less than five percent of the RDI for each of 8 specified nutrients per 100 calories and less than 5% of the RDI for each of eight specified nutrients per serving. The 8 nutrients to be assessed for this purpose are -- protein, vitamin A, vitamin C, niacin, riboflavin, thiamine, calcium, and iron.

Specific foods of minimal nutritional value are:

(1) Soda Water.

(2) Water Ices (except those which contain fruit or fruit juices).

(3) Chewing Gum.

(4) Certain Candies -- Processed foods made predominantly from sweeteners or artificial sweeteners with a variety of minor ingredients which characterize the following types:

(i) Hard Candy -- A product made predominantly from sugar (sucrose) and corn syrup which may be flavored and colored, is characterized by a hard, brittle texture, and includes such items as sour balls, fruit balls, candy sticks, lollipops, starlight mints, after dinner mints, sugar wafers, rock candy, cinnamon candies, breath mints, jaw breakers and cough drops.

(ii) Jellies and Gums -- A mixture of carbohydrates which are combined to form a stable gelatinous system of jelly-like character, and are generally flavored and colored, and include gum drops, jelly beans, jellied and fruit-flavored slices.

(iii) Marshmallow Candies -- An aerated confection composed as sugar, corn syrup, invert sugar, 20 percent water and gelatin or egg white to which flavors and colors may be added.

(iv) Fondant -- A product consisting of microscopic-sized sugar crystals which are separated by thin film of sugar and/or invert sugar in solution such as candy corn, soft mints.

(v) Licorice -- A product made predominantly from sugar and corn syrup which is flavored with an extract made from the licorice root.

(vi) Spun Candy -- A product that is made from sugar that has been boiled at high temperature and spun at a high speed in a special machine.

(vii) Candy Coated Popcorn. -- Popcorn which is coated with a mixture made predominantly from sugar and corn syrup.

10. Definition of Healthy Foods: For purposes of this regulation, "healthy foods" means foods that are not foods of minimal nutritional value, and that are low in fats, sodium and sugars, and high per serving in the nutrients which are needed to meet Reference Daily Intakes.

Evaluation Form Instructions

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

from NDE 9/24

Superintendent Evaluation

Superintendent

Evaluator

Date

Rating Scale

<u>Category</u>	<u>Points</u>
Outstanding	4
Commendable	3
Satisfactory	2
Needs Improvement	1
Don't Know	0

JOB CATEGORY

RATING

AVERAGE

Board/Superintendent Relations

1. Adequately plans for board meetings
2. Provides adequate information to make informed decisions
3. Communicates with board on an as needed basis
4. Provides competent recommendations to the board
5. Provides timely policy review and updates

Comments: _____

Business and Finance

1. Provides adequate and timely financial information
2. Provides for the maintenance of accurate financial records
3. Prepares annual budget of revenues and expenditures
4. Establishes and maintains the school census
5. Prepares and presents the school calendar to the board
6. Closes school when adverse mechanical or environmental conditions occur

Comments: _____

School and Community Relations

1. Makes an effort to be part of the community
2. Establishes a cooperative relationship between the school and community
3. Maintains accessibility and visibility in the community

Comments: _____

JOB CATEGORYRATINGAVERAGE

Personnel Administration

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

Comments:

Personal Qualities

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

Comments:

Goal Attainment

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

Comments:

INDIVIDUAL RATING SUMMARY

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

GROUP SUMMARY WORKSHEET

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

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

SUMMARY TOTALS

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

SUPERINTENDENT EVALUATION

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

The formal evaluation will be based upon the following principles:

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

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

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

Legal Reference: Neb. Statute 79-828

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

Approved June 10, 2003 Reviewed _____ Revised _____

September 14, 2026

TO: Sandhills Public Schools Board of Education

FROM: Jamie Isom, Superintendent

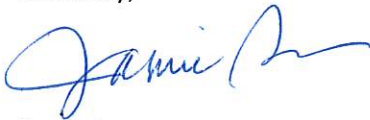
RE: Resignation

Please accept my resignation as Superintendent of Schools with Sandhills Public Schools, effective June 30, 2027. I have had the great fortune of working in education for many years, most of those years serving in the role of Superintendent and I am thankful that I was able to spend these past few years doing what I enjoy as part of the Sandhills district.

Please know that I will do my best to assist as the district transitions to a new administrator. I would be honored to help with the selection process if so desired.

Thank you all for your thoughtfulness and caring over the last three years and I wish the district well.

Sincerely,



Jamie Isom