Board of Education Regular Meeting
Monday, October 13, 2025 6:00 PM
Media Center at the Palmyra District OR-1 Public Schools
425 F Street
Palmyra, NE 68418

District OR-1 Strategic Plan (2026-2031): Updated April 2026

District Mission:
"Together we prepare our students to successfully meet the challenges of the future."

Strategic Goal #1: Instructional Leadership:

- *All students will be given the opportunity to engage in quality learning.*

Strategic Goal #2: Community Partnerships and Communication:

- *All students will benefit from strong partnerships between the school and the community built on clear communication.*

Strategic Goal #3: School Safety and Student Supports:

- *All students will feel safe, supported, and have a sense of belonging.*

Strategic Goal #4: Technology, Facilities, and Operations:

- All students will have access to quality facilities for all activities and technology to maximize student potential.

Attendance Taken at 6:00 PM.

Dean Busch:	Present
Jaimi Calfee:	Present
Tim Cheney:	Present
Brandon Desh:	Present
Dee Moore:	Present
Josh Penterman:	Present

This information was posted in the following public formats:
The Voice News (weekly area newspaper)
Farmers' Merchants Bank - Palmyra
Palmyra Post Office
Palmyra High School
Bennet Post Office
Bennet Elementary School
District OR-1 Website - https://www.districtor1.org/

1. Call to Order and Pledge of Allegiance
    - Board President Desh called the meeting to order at **6:00 p.m.**
    - Board President Desh led the board members and patrons in attendance at the meeting in the Pledge of Allegiance.
        - Special thanks to our senior social studies students in attendance at the meeting!
2. Announcement of the Open Meetings Act Posting
    - Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.
        - ***The changes are reflected in the currently posted materials*, revised as of June 2025.**
            - **Special note:** Copies of the updated (**2025**) Open Meetings Act documents were available at the meeting.
3. Staff and Student Presentations
    - **Mrs. Becky Hall** (Teammates Board Member and Retired Elementary School Educator) and **Mr. Austin Lahmon** (Bennet Elementary School Counselor) presented information about our Teammates program here in the district.
    - **Ms. Linde Walter, Director of Student Services, presented information related to the following student and district programs:**
        - Special Education, Student Programs, Curriculum, HAL, Title 1, and MAPS Assessments Update.
4. Consent Agenda Motion to approve the consent agenda as presented. This motion, made by Dee Moore and seconded by Josh Penterman, Passed.
   Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea
    - No further discussion.

4.1. Approval of Board Agenda
4.2. Approval of minutes of previous meetings
4.3. Approval of Claims/Payment of Bills and Payroll
4.4. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)
4.5. Financial Reports

5. Public Comment
    - No public comment was presented during the meeting.
6. Administrative Reports

6.1. Superintendent's Report

Superintendent Hart presented information relative to the following areas:

- **Project Updates**:
    - PHS Locker Rooms and Restrooms
    - Olson Complex
    - Bennet Elementary
- **AI Workshop for Educators: October 27th in Auburn at ESU#4**.
    - See attached flyer.
- **Bennet Area "Safe Streets" Update:**
    - An Open House is scheduled for **Tuesday, October 14th,** at Bennet Elementary School **from 4:30-6:30 p.m.** to learn more about this project.
- **Bennet Early Childhood Center Update**

- **Accessibility For Websites Memo:**
  - **From NDE: October 6th, 2025**
    - Please see the attached documents.
- **Kiewit Luminarium Field Trip Grant:**
  - Bennet Elementary 2nd graders are planning to visit the Kiewit Luminarium in Omaha later this month.
  - Our district has received a grant that will help cover admission and transportation.
  - The grant also provides memberships for **20** elementary teachers at Bennet.
- **Instructional Model Update**
- **NEE Teacher Evaluation Tool Update**
- **Student Attendance and Chronic Absenteeism**
  - Please see the attached document.
- **Instructional Model Presentation for Staff**:
  - See the attached documents for more details.
- **CTE Newsletter for September 2025** :
  - Please see the attached document for more details.
  - Congratulations to our outstanding CTE teachers for their contributions to this informative newsletter.
- **Safety and Security Audit Summary**:
  - On September 23rd, Lang Safety Consulting conducted our annual required Rule 10 Safety and Security Audit.
  - A summary of these reports was shared at the meeting.
- **NDE Rule 10 Report:**
  - The NDE District Assurance Statement is due November 1st.
- **Fall Membership Report Update:**
  - This report is due to NDE on or before November 1st.
- **Highway #2 Traffic Safety Project Update**:
  - NDOT initial design phase has wrapped up on the Palmyra RCUTs.
  - NDOT is finishing negotiations/purchase of a few small slivers of land.
  - NDOT is on track to start the project in December and begin construction in the spring.
  - The contract will be awarded to a contractor in late December /early January.
- **Community Open Houses**:
  - We want to schedule other opportunities for our community patrons to visit our schools and see the additions and renovations at both buildings.
  - Discussion about possible dates for Open Houses will be communicated later this month through our district website and social media channels.
- **Trophy Case Artifacts**
  - Discussion about how to rotate student awards occurred during the meeting.
  - This topic will be discussed in more detail at the November 10th regular board meeting.
- **Superintendent Evaluation Timeline:**
  - The Nebraska Association of School Boards (NASB) Superintendent Evaluation tool will again be utilized this year. The projected timeline for evaluation is listed below.
    - **Friday, October 31st — Thursday. November 6th**: Superintendent completes the self-evaluation
    - **Monday. November. 10th**
      - NASB sends the board the superintendent's self-evaluation results.
    - **Monday. November 10th -Wednesday. November 19th:**
      - Board members complete their evaluations
    - **Monday, December 1st:**
      - Final Report & Executive Summary will be emailed and mailed to the board president.
- **Artificial Intelligence Policy Discussion Update**
- **Student and Staff Kudos**

- **Personnel Update**

6.1.1. Strategic Planning Update

- An updated multi-year cycle of District Strategic Planning is being considered for the spring of **2026.**
- More information and discussions are scheduled for future board meetings.
- Our current District Goals are listed at the beginning of this board meeting agenda and on our school website at www.districtor1.org

6.2. Administrative Team Report The following topics were discussed and presented during this section of the meeting:

- **High School Graduation:**
  - **Graduation** is **Saturday, May 9th, 2026, at 2:00 p.m.**
- **Staff Professional Development:**
  - The next certified staff work day is scheduled for **Thursday, October 16th.**
- **First quarter**
  - Ends on **Friday, October 10th.**
- **Report cards:**
  - Sent home on **Monday, October 20th.**
- **October is National Bullying Prevention Month and Red Ribbon Week.**
- **Fire Safety Week**
- **Nebraska MTSS conference**
- **Bluez Festival**
- **Homecoming**
- **Kindergarten commemorative coin ceremony**
- **Parent-Teacher conferences**
- **Bennet Boosters Book Fair**

7. Discussion Items- Committee Reports

- Committee reports are designed to summarize committee meetings conducted since the last regular board meeting.

7.1. Budget Committee Update

- The **2025-2026** Budget and Tax Request was approved at last month's board meeting.
- The district also attended the Joint Public Hearing for Otoe County on **Thursday, September 18th,** in Syracuse.
- The Budget Committee will meet again in November.

7.2. Curriculum, Committee on American Civics

- The next meeting of this committee is scheduled for **Wednesday, October 15th, 2025, at noon at Palmyra High School.**

7.3. Negotiations Committee Update

- Committee members provided a summary of the Negotiations Committee meeting that was held on **Monday, October 13th, 2025 at 5:00 p.m.** at Palmyra High School.
- The committee will meet again in October.

7.4. Technology Committee Update

- The Technology Committee began meeting this fall to discuss technology usage and effectiveness in the district.
- The committee will meet in September, October, and November to discuss progress in this area.
  - The first meeting was on **Thursday, September 25th.**

    - The next Technology Committee meeting is scheduled for **Wednesday, October 22nd.**
  - A board report of the committee meetings and summary will be presented at the December board meeting.
8. Transportation and Facilities Committee
  - The next Transportation and Facilities Committee meeting is scheduled for **Wednesday, October 22nd, 2025, at 8:30 a.m.** at Palmyra Junior/ Senior High School.
9. Policy Review
  - The Policy Committee will meet again before the November 10th regular board meeting.
  - **Series 6000** (Instruction) and **Series 7000** (New Construction) will be reviewed at the **Monday, November 10th** regular board meeting.
10. Action Items
11. Discuss, consider, and take action to appoint one Board member to serve as our district voting delegate at the Nebraska Association of School Board's Assembly Delegate coming up on **Friday, November 21st, 2025** at the State Education Conference in Omaha. Motion to appoint Board Member Brandon Desh as Voting Delegate for the 2025 State Education Conference. This motion, made by Tim Cheney and seconded by Jaimi Calfee, Passed. Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea
  - Brandon Desh was selected as the district voting delegate for the State Education Conference in November.
12. Board of Education Development
  - Board members interested in attending the State Education Conference should contact Mr. Hart as soon as possible.
  - No further discussion.
13. Closed Session
  - No closed session is scheduled for this meeting.
14. Topics for Next Month's Agenda
  - The next regular board meeting is **Monday, November 10th, at Palmyra Junior Senior High School, beginning at 6:00 p.m.** in the media center.
  - No further discussion.
15. Adjournment
  - The meeting was adjourned at: **7:58 p.m.**

_____
Chairperson

_____
Superintendent

Nebraska Open Meetings Act

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

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

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

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

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

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

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

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

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

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

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

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

(c) Investigative proceedings regarding allegations of criminal misconduct;

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

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

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

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

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

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

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

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

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

(1)(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 as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

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

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and

(III) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

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

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

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

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

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

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

(iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) 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 (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting pursuant to subdivision (1)(b)(iv)(A) and (C) of this section and a written record of the request to the newspaper pursuant to subdivision (1)(b)(iv)(B) 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.

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

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

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

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

(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.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Revised 06/2025

High Ability Plan for the 2025-26

3rd grade:
Reading and Math Enrichment groups taught by classroom teachers during WINN time.

4th grade:
Reading and Math Enrichment groups taught by classroom teachers during WINN time.

5th grade: Jen Hanger (teacher) will meet with students who are eligible for 30-40 minutes a week.
Activities include: Novels, Quiz Bowls (2-3 a year), coding, STEM activities and field trips a year.

6th Grade:
2-3 Quiz Bowls
Fall Field Trip
Reading Bowl
Spring Field Trip
Enrichment Class

6th-8th grade:
Quiz Bowl starting in November 1x week for those who qualify and also take to Quiz bowl meets.
Fall Field Trip to Gifford Farms
Rube Goldberg and/or Golden Sowers
Enrichment Class

9th-12th grade:
Dual credits and college level classes through SCC.
Quiz Bowl

Summer Opportunities:
STEM and Robotics
Professional Development for staff who teach HAL.

TeamMates Mentoring Program: Transforming Student Lives Through Mentorship

Program Overview

TEAMMATES MENTORING

Program Overview

- Founded in 1991 by Tom and Nancy Osborne
- School-based mentoring program
- One-to-one mentoring approach
- Meeting once per week during school year
- Focus on building meaningful relationships

TEAMMATES MENTORING

Academic Achievement Impact

- Improved school attendance rates
- Enhanced classroom engagement
- Better homework completion rates
- Increased academic confidence
- Higher graduation rates among mentored students

TEAMMATES MENTORING

Social-Emotional Benefits

- Decreased behavioral incidents
- Improved self-confidence
- Enhanced decision-making skills
- Stronger peer relationships
- Better stress management abilities

TEAMMATES MENTORING

Career Development Opportunities

- Career exploration guidance
- Professional networking connections
- Resume building support
- Interview skills development

TEAMMATES
MENTORING

Scholarship Program

- Post-secondary education support
- TeamMates+ continuing support through college (2 PBD students active)
- Partnership with multiple universities
- Merit-based opportunities
- Need-based scholarship options

TEAMMATES
MENTORING

Program Success Metrics

- 95% of seniors graduate high school
- 84% pursue post-secondary education
- 90% report improved self-confidence
- 87% better school attendance
- 80% improved academic performance

TEAMMATES
MENTORING

Literacy Initiative

- READ Grant - Partnership with Linked 2 Literacy
- One-on-one reading opportunities
- Free books for each mentee
- Vocabulary development & comprehension
- Many free STEM/Literacy based materials
- Book Vending Machine
- Free books for vending machine

TEAMMATES MENTORING



TEAMMATES
MENTORING



TEAMMATES
MENTORING

Palmyra-Bennet-Douglas Chapter

- 22 years of serving youth
- 17-24 matches a year
- New Literacy program (2024-2025)
- Chapter is being highlighted via a media day in November

TEAMMATES MENTORING

Investment in Our Future

- Cost-effective student support
- Long-term community benefits
- Proven return on investment
- Sustainable mentoring model
- Opportunity to transform young lives

Call to action: Support TeamMates in our district

We need board members!

TEAMMATES
MENTORING

Student Services Report
Monday, October 13th, 2025

1. NSCAS reports were sent home with all students in grades 4-9.

2. All districts have to submit for compliance with Rule 10 what plan they will follow for NSCAS statewide testing this year. District OR1 has decided to follow the Connected Model- MAPS in fall and winter and in the spring we will administer the Summative NSCAS test.

3. HAL:
    a. Sixteen 5th-8th grade HAL students went to Gifford Farms in Bellevue for an enrichment opportunity focusing on Science Olympiad. A lot of ribbons were won by our students.
    b. See plan for other opportunities. Paperwork has been submitted to the state.
4. Title Services have started at the Elementary for Reading and Math. Reading Plans for the Reading Act have been completed.

5. ACT will be offered at PHS in the Spring for all juniors. There are several changes this year for the test and staff will be provided updates on these changes at upcoming PD days. All Sophomores will also take the Pre-ACT on the same day.

6. Each year the district gets a scorecard with scores on how we have improved on our Targeted Improvement Plan with efforts in improving our outcomes for children with disabilities (TIP)
    a. Growth in the areas of Chronic Absenteeism
        i. District OR-1 at 9% and the State of Nebraska is at 25.6%
    b. Continue to meet or exceed state rates on graduation, drop out rates, suspension/expulsions, educational environments, preschool outcomes, evaluation timelines, student participation in State Assessments, maintenance of effort (budget), and completion rate for all indicators.
    c. Areas to improve on are:
        i. Parent survey participation

ii. Secondary transitions
iii. Math proficiency at all grades levels

7. Curriculum Update
    a. Digital Design
    b. Meteorology
    c. CTE
    d. Foreign Language
    e. Social Studies




NATURAL RESOURCES STATION # 3
PAPIO
NRD


EMERGENCY EXIT
1st PLACE
3rd PLACE



2026 AQuESTT Classification Explanations

v.05.22.25

The table below shows a grade-band breakdown of the indicator weights used in the 2026 AQuESTT classification system. Following that are simple explanations of how each score is determined. Complete explanations are provided in the 2026 AQuESTT Classification Business Rules at aquestt.com/resources.

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

Status:

- The **Status** score is based on the percentage of eligible students who scored On-Track or higher in the current year's statewide Math and English Language Arts assessments.

Proficiency Improvement

- The **Proficiency Improvement Rate** is calculated by dividing the number of eligible ELA/Math assessments with scores in the highest two performance ranges by the total number of eligible ELA/Math assessments for the current year and the previous three years, and then combined into a proficiency trend line. A school/district's Proficiency Improvement Rate is the slope of the line representing the trend in the rate of proficient statewide assessments over recent years.

Student Growth

- The **Growth** indicator is the percentage of NSCAS/NSCAS-Alt assessment scores within a school/district that showed maintenance or an increase compared to the same individual's percentile ranking in the previous year within the same subject area. Only ELA and Math assessments are used in Growth rate calculations, since Science assessments are not taken in consecutive grades.

Combined Graduation Rate

- The **Combined Graduation Rate** is calculated by adding the 4-year and Extended (7-year) Graduation Rates from the previous year together at the weights of 51% and 49% respectively. Students who continued their secondary school education due to IEP team decisions are excluded from the 4-year cohort.
- A school/district's **Combined Graduation Rate Improvement** classification level is based on the year-to-year improvement of combined graduation rates.

Postsecondary Readiness

- The **Postsecondary Readiness Rate** is the percentage students in school/district meeting one or more of five menu items: Successfully complete two or more AP/IB/Dual Credit courses; earn the Seal of Biliteracy; successfully complete two intermediate or capstone course in a single CTE cluster program; successfully complete a work-based learning experience; or Meet/Exceed the Advanced Threshold on ACT in ELA, Math, and Science.
- A school/district's **Postsecondary Readiness Improvement** classification level is based on the year-to-year improvement of Postsecondary Readiness rates.

Science Proficiency

- **Science Proficiency** is defined by the percentage of eligible statewide assessments scored at a proficient level or above when compared to school's/district's total valid NSCAS/NSCAS-Alt/ACT Science assessments.
- A school/district's **Science Proficiency Improvement** is based on the year-to-year improvement in science proficiency rates.

English Language Proficiency

- The **English Language Proficiency** rate is defined as the percent of English learner students who tested as proficient on the ELPA21 or ALT-ELPA assessment.
- A school/district's **Progress Toward English Language Proficiency** is based on the percentage of English Learner students who are on track in their progress towards English language proficiency as measured by the ELPA21 or ALT-ELPA assessment.

Chronic Absenteeism Reduction

- The **Chronic Absenteeism Rate** is defined as the percent of eligible students at a school or district that are categorized as chronically absent.
- A school/district's **Chronic Absenteeism Reduction** is based on the difference in year-to-year improvement in chronic absenteeism rate and by the difference between the chronic absenteeism rate and their target rate, a 5% improvement on the baseline rate for each year after 2022. The reduction goal score is calculated by subtracting the current year rate from the target rate.

Participation:

- The **Participation** classification level for each school/district is based on the percentage of eligible students that completed a statewide assessment.
- A school/district's **Participation Improvement** classification level is based on the year-to-year improvement of participation scores.

Student Discipline Rate

- The **Student Discipline Rate** is defined as the unduplicated percent of students who did not receive an out-of-school suspension or expulsion is used to determine the student discipline indicator for each school/district.
- A school/district's **Student Discipline Rate Improvement** classification level is based on the year-to-year improvement in student discipline rates.

Board of Education Budget Hearing
Wednesday, September 17, 2025 5:45 PM
Media Center at the Palmyra District OR-1 Public Schools
425 F Street
Palmyra, NE 68418

District Mission:
"Together we prepare our students to successfully meet the challenges of the future."

Strategic Goal 1: District OR-1 Public Schools will provide the facilities needed to be competitive with other area schools in athletics and fine arts programs.

Strategic Goal 2: District OR-1 Public Schools will foster a unified community.

Strategic Goal 3: District OR-1 Public Schools will continuously implement (academic) programs and the curriculum needed to remain competitive with other area schools.

Attendance Taken at 5:48 PM.

Dean Busch:	Present
Jaimi Calfee:	Present
Tim Cheney:	Present
Brandon Desh:	Present
Dee Moore:	Present
Josh Penterman:	Present

This information was posted in the following public formats:

- The Voice News (weekly area newspaper)
- Farmers' Merchants Bank - Palmyra
- Palmyra Post Office
- Palmyra High School
- Bennet Post Office
- Bennet Elementary School
- District OR-1 Website - https://www.districtor1.org/

1. Call to Order and Pledge of Allegiance

- Board President Desh called the meeting to order at **5:47 p.m.**

2. Announcement of the Open Meetings Act Posting

- Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.
    - ***The changes are reflected in the currently posted materials:*** **revised June 2025.**
        - Special note: The Open Meetings Act Poster was being updated with a new picture frame, and copies of the newly updated (2025) Open Meetings Act documents will be available at the meeting.

3. **2025-2026** District OR-1: Budget Public Hearing

- The hearing was opened at: **5:49 p.m.**

3.1. In compliance with the current provisions of state requirements, the Board of Education provides this time for the purpose of hearing support, opposition, criticism, suggestions, or observations regarding the proposed district budget for the **2025-2026** school year.

- Patrons had an opportunity to provide input regarding the 2025-2026 budget hearing.

4. Close Public Hearing on District Budget

- The public hearing was closed at: **5:58 p.m.**

5. Next Regular Meeting

- The meeting was adjourned at:**5:58 p.m.**

_____
Chairperson

_____
Superintendent

Board of Education Tax Request Hearing
Wednesday, September 17, 2025 5:55 PM
Media Center at the Palmyra District OR-1 Public Schools
425 F Street
Palmyra, NE 68418

District Mission:
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Strategic Goal 1: District OR-1 Public Schools will provide the facilities needed to be competitive with other area schools in athletics and fine arts programs.

Strategic Goal 2: District OR-1 Public Schools will foster a unified community.

Strategic Goal 3: District OR-1 Public Schools will continuously implement (academic) programs and the curriculum needed to remain competitive with other area schools.

Attendance Taken at 5:59 PM.

Dean Busch:	Present
Jaimi Calfee:	Present
Tim Cheney:	Present
Brandon Desh:	Present
Dee Moore:	Present
Josh Penterman:	Present

This information was posted in the following public formats:

- The Voice News (weekly area newspaper)
- Farmers' Merchants Bank - Palmyra
- Palmyra Post Office
- Palmyra High School
- Bennet Post Office
- Bennet Elementary School
- District OR-1 Website - https://www.districtor1.org/

1. Call to Order and Pledge of Allegiance

- Board President Desh called the meeting to order at **5:59 p.m.**

2. Announcement of the Open Meetings Act Posting

- Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.

- ***The changes are reflected in the currently posted materials:*** **revised June 2025.**
  - Special note: The Open Meetings Act Poster was updated with a new picture frame, and copies of the newly updated (2025) Open Meetings Act documents will be available at the meeting.

3. **2025-2026** District Tax Request Public Hearing

- The public hearing on the **2025-2026** district tax request was opened at **5:59 p.m.**

3.1. In compliance with the current provisions of state requirements, the Board of Education provides this time for the purpose of hearing support, opposition, criticism, suggestions, or observations regarding the proposed District Tax Request for the **2025-2026** school year.

- The public was provided an opportunity to support, oppose, and/ or provide suggestions regarding the proposed tax request.

4. Close Public Hearing on District Tax Request

- The tax request hearing was closed at: **6:02 p.m.**

5. Next Regular Meeting

6. Adjournment

- The meeting was adjourned at **6:02 p.m.**

_____
Chairperson

_____
Superintendent

Board of Education Regular Meeting
Wednesday, September 17, 2025 6:00 PM
Media Center at the Palmyra District OR-1 Public Schools
425 F Street
Palmyra, NE 68418

District Mission:
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Strategic Goal 1: District OR-1 Public Schools will provide the facilities needed to be competitive with other area schools in athletics and fine arts programs.

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This information was posted in the following public formats:

- The Voice News (weekly area newspaper)
- Farmers' Merchants Bank - Palmyra
- Palmyra Post Office
- Palmyra High School
- Bennet Post Office
- Bennet Elementary School
- District OR-1 Website - https://www.districtor1.org/

1. Call to Order and Pledge of Allegiance

- Board President Desh called the meeting to order at **6:02 p.m.**
- Board President Desh led the board members and patrons in attendance at the meeting in the Pledge of Allegiance.

2. Announcement of the Open Meetings Act Posting

- Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.
    - ***The changes are reflected in the currently posted materials:*** **revised June 2025.**
        - **Special note:** Copies of the updated (**2025**) Open Meetings Act documents were available at the meeting.

3. Staff and Student Presentations

- The Board of Education group (and individual board members) had their pictures taken after the board meeting. These will be updated on the district website.
- **Mr. John Furrow, District Instrumental Music Teacher**, presented all board members with invitations to the Music Educators Conference coming up later this fall.
- **Career Technical Education (CTE Programs Update)**
    - **Mr. Heath Johnson:** High School Building Principal
    - **Mrs. Elizabeth Beach:** Not available to attend the meeting, but provided information.
    - **Mr. Grant Fritsch:** Industrial Technology at PHS.
    - **Mrs. Michelle Paxton:** Family Consumer Science and FCCLA Sponsor at PHS.
        - Highlights were provided on CTE Programs, Career Pathways, Curriculum, Local Business Partnerships, and student class offerings and activities.
- **ALIGN: Strategic Planning Presentation:**
    - Dr. Matt Dominy from Seward Public Schools was in attendance to provide information on a possible Strategic Planning process to be used in the future**.**
        - See the document attached below for more information.

4. Consent Agenda Motion to approve the consent agenda as presented. This motion, made by Dee Moore and seconded by Josh Penterman, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion.

4.1. Approval of Board Agenda

4.2. Approval of minutes of previous meetings

4.3. Approval of Claims/Payment of Bills and Payroll

4.4. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)

4.5. Financial Reports

5. Public Comment

- Susan Royal from Palmyra provided Public Comment.

6. Administrative Reports

6.1. Superintendent's Report Superintendent Hart shared information relative to the following topics:

- **Highway #2 Traffic Safety Project Update**:
    - Design has been completed on the Palmyra RCUTs, and the project is on track to begin construction in the spring.
- **Community Open Houses**:

    - Discussed additional opportunities for our community patrons to visit our schools and see the additions and renovations at both buildings.
    - Possible dates for Open Houses will be shared with the public in the near future.
- **Trophy Case Artifacts**
    - Discussion took place regarding the rotation of trophies in the various trophy cases at the high school and procedures for where awards are displayed and for how long. This topic is scheduled to be discussed again at the October 13th regular board meeting.
- **2025-2026 Calendar Changes Discussion:**
    - An adjusted **2025-2025** school calendar was recommended with some minor changes reflective of our district hosting NSAA district events at the high school.
- **Superintendent Evaluation Timeline:**
    - **Friday, October 31st—Thursday, November 6th:** Superintendent completes the self-evaluation
    - **Monday, November 10th**: NASB sends the board the superintendent's self-evaluation results.
    - **Monday, November 10th — Wednesday, November 19th**: Board members complete their evaluations
    - **Monday, December 1st**: Final Report & Executive Summary will be emailed and mailed to the board president.
- **Panther Den Update:**
- **Option Enrollment:**
- **School Lunch Update:**
- **Bennet Safety Action Planning:**
    - The City of Bennet is underway with its first-ever Safety Action Plan, a proactive initiative supported by the Safe Streets and Roads for All (SS4A) grant.
    - This plan is designed to enhance roadway safety for all users by identifying risks and creating projects that reflect the community's needs.
    - An Open House for this plan will be held on **Tuesday, October 14th, from 4:30–6:30 p.m.** at Bennet Elementary School.
- **2025-2026 Beginning of School Update:**
    - The NDE District Student Membership Report *is due on **October 15.***
- **Strategic Planning:**
    - *Discussion from the presentation shown earlier in the meeting.*
- **Review Collective Bargaining Timeline:**
- **High School Guidance Information:**
- **Student and Staff Kudos:**
- **Proactive Coaching Assembly Feedback**:
- **Douglas Fire and Rescue: Thank You Note:**
- **District's Base Growth Percentage Resolution:**

6.1.1. Strategic Planning Update

- More information was discussed regarding the possibility of considering a new strategic planning process to begin in the spring of **2026.**

6.1.2. **2025 -2026:** District Budget Presentation

- Superintendent Hart presented a summary of this year's proposed budget and tax request.
- More details about the **2025-2026** budget are listed on our school website.

6.2. Administrative Team Report

- Bennet Elementary had a two-week fundraiser to raise funds for purchasing books for our library.
- Parent-Teacher conferences are scheduled for **Wednesday, September 24th, from 2-8 PM.**
- Bennet completed MAPS testing for 1st-5th grades. Data will be shared with parents at elementary parent-teacher conferences.
- NSCAS results from the spring of 2025 will also be provided to parents at parent-teacher conferences.
- The ACT and Pre-ACT will be given on **March 24th, 2026** at PHS for sophomores and juniors.
- The Elementary High Ability Learner (HAL) program will look different moving forward due to new scheduling options and curriculum.
- The new Language Arts curriculum has been implemented in K-12, and students and teachers are doing well with it.

7. Discussion Items- Committee Reports

7.1. Budget Committee Update

- No further discussion.

7.2. Curriculum, Committee on American Civics

- The next meeting of this committee is scheduled for **Wednesday, October 15th, 2025.**

7.3. Negotiations Committee Update

- The first Negotiations Committee meeting is scheduled for **Monday, October 13th, 2025.**

7.4. Transportation and Facilities Committee

- The next Facilities Committee meeting is scheduled for **Wednesday, October 22nd, 2025.**

7.5. Technology Committee Update

- The next Technology Committee meeting is **Thursday, September 25th, 2025.**

8. Policy Review

- **Policy # 3132 (Internal Controls)** was reviewed for additional clarification on "reasonable" travel expenses.
- **The 6000 Series** (Instruction) and **7000 Series (**New Construction) policies will be reviewed on **Monday, November 10th, 2025.**

8.1. Review and Update Policy #3132 Internal Controls

- **Policy # 3132 (Internal Controls)** was reviewed for additional clarification on "reasonable" travel expenses.

9. Action Items

9.1. Presentation, discussion, and or official action to approve the revision update to Policy # 3132 Internal Controls Motion to approve the NDE update to Policy #3132: Internal Controls. This motion, made by Tim Cheney and seconded by Dee Moore, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion as this topic was covered earlier in the meeting.

9.2. Discuss, consider, and take all necessary action to approve the Resolution to increase in the district's base growth percentage by up to an additional six percent or other maximum amount as permitted by law Motion to approve as discussed. This motion, made by Dean Busch and seconded by Tim Cheney, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion as this topic was covered earlier in the meeting.

9.3. Discuss, consider, and take action on the update of the Option Enrollment Appendix for the **2025-2026** school year. Motion to approve the option enrollment Appendix for the 2025-2026 school year as discussed. This motion, made by Dee Moore and seconded by Tim Cheney, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- Discussion included capacity for special education programs, option enrollment costs and numbers, and current legislative guidelines regarding option enrollment for students.

9.4. Discuss, consider, and take action on changes to the 2025-2026 Master Calendar. Motion to approve the changes to the 2025-2026 school district calendar as discussed. This motion, made by Tim Cheney and seconded by Josh Penterman, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea
Motion to approve changes as discussed. This motion, made by Tim Cheney and seconded by Josh Penterman, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- Please note that the calendar changes mostly impact the high school due to our district now hosting NSAA district-level events.
- The updated calendar will be posted on the school website and social media channels as soon as possible.

9.5. Presentation, discussion, and or official action to approve the purchase of two handicap accessible mini buses. Motion to approve the purchase of two mini buses as discussed. This motion, made by Dean Busch and seconded by Tim Cheney, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- These vehicles allow added flexibility to transport students with accessibility needs and utilize more options for drivers as needed.

10. Board of Education Development

- Board President Desh discussed upcoming board member professional development opportunities, provided a summary of the recent Area Membership meeting in Nebraska City, and congratulated current board members for earning NASB service awards.

11. Closed Session

- No closed session occurred during the meeting.

12. Topics for Next Month's Agenda

- The next board meeting is a Special Board meeting scheduled for **Wednesday, September 24th, beginning at 8:00 p.m. at Palmyra High School in the media center**.
    - The purpose of this meeting will be to approve the **2025-2026** District Tax Request and District Budget.
- The next **regular** board meeting is scheduled for **Monday, October 13th, 2025, at Palmyra High School, beginning at 6:00 p.m. in the media center.**

13. Adjournment

- The meeting was adjourned at **7:44 p.m.**

_____
Chairperson

_____
Superintendent

Board of Education Special Meeting
Wednesday, September 24, 2025 8:00 PM
Media Center at the Palmyra District OR-1 Public Schools
425 F Street
Palmyra, NE 68418

District Mission:
"Together we prepare our students to successfully meet the challenges of the future."

Strategic Goal 1: District OR-1 Public Schools will provide the facilities needed to be competitive with other area schools in athletics and fine arts programs.

Strategic Goal 2: District OR-1 Public Schools will foster a unified community.

Strategic Goal 3: District OR-1 Public Schools will continuously implement (academic) programs and the curriculum needed to remain competitive with other area schools.

Attendance Taken at 8:00 PM.

Dean Busch:	Present
Jaimi Calfee:	Present
Tim Cheney:	Present
Brandon Desh:	Present
Dee Moore:	Present
Josh Penterman:	Present

This information was posted in the following public formats:

- The Voice News (weekly area newspaper)
- Farmers' Merchants Bank - Palmyra
- Palmyra Post Office
- Palmyra High School
- Bennet Post Office
- Bennet Elementary School
- District OR-1 Website - https://www.districtor1.org/

1. Call to Order and Pledge of Allegiance

- Board President Desh called the meeting to order at **8:00 p.m.**
- Board President Desh led the board members and patrons in attendance at the meeting in the Pledge of Allegiance.

2. Announcement of the Open Meetings Act Posting

- Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.
    - ***The changes are reflected in the currently posted materials:*** **revised June 2025.**
        - **Special note**: The Open Meetings Act Poster has been updated with a new picture frame, and copies of the newly updated (**2025**) Open Meetings Act documents were available at the meeting.

3. Public Comment

- Craig Bolz of Palmyra provided Public Comment.

4. Action Items

4.1. Presentation, discussion, and or official action to approve the 2025-2026 District Budget Motion to approve the 2025-2026 district budget as discussed. This motion, made by Tim Cheney and seconded by Dean Busch, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion.

4.2. Presentation, discussion, and or official action to approve the 2025-2026 district tax request Motion to approve the 2025-2026 district tax request as discussed. This motion, made by Tim Cheney and seconded by Josh Penterman, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion.

5. Closed Session

- No closed session occurred during this special meeting.

6. Adjournment

- The meeting was adjourned at **8:08 p.m.**

_____
Chairperson

_____
Superintendent

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	6,200,838.58	649,766.80	649,766.80	10.93	5,551,071.78	0.00	27,945.14	5,523,126.64
1160	PROVERTY PROGRAMS	155,844.20	13,218.56	13,218.56	8.48	142,625.64	0.00	0.00	142,625.64
1190	EARLY CHILDHOOD ED PROGRAMS	209,311.08	22,621.05	22,621.05	10.84	186,690.03	0.00	70.86	186,619.17
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	1,297,720.64	101,500.78	101,500.78	7.93	1,196,219.86	0.00	1,447.95	1,194,771.91
1212	SPECIAL EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1291	SPECIAL EDUCATION AGES 3-5	88,259.08	6,046.34	6,046.34	6.85	82,212.74	0.00	0.00	82,212.74
1292	SPED AGE 0-2	540.80	0.00	0.00	0.00	540.80	0.00	0.00	540.80
1300	SUMMER SCHOOL	11,180.00	0.00	0.00	0.00	11,180.00	0.00	0.00	11,180.00
1400	ADULT EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2120	GUIDANCE SERVICES	213,586.58	18,327.73	18,327.73	8.58	195,258.85	0.00	0.00	195,258.85
2130	HEALTH SERVICES	11,744.00	2,434.45	2,434.45	33.17	9,309.55	0.00	1,461.51	7,848.04
2131	SPED NURSING SERVICES	96,000.00	8,446.98	8,446.98	8.80	87,553.02	0.00	0.00	87,553.02
2140	PSYCHOLOGICAL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2141	SPED PSYCHOLOGY SERVICES	138,312.52	20,969.52	20,969.52	15.16	117,343.00	0.00	0.00	117,343.00
2151	SPED SPEECH PATHOLOGY AND AUDIOLOGY SERV	156,456.01	12,232.34	12,232.34	7.82	144,223.67	0.00	0.00	144,223.67
2152	SPED SPEECH AGE 3-5	9,627.92	781.55	781.55	8.12	8,846.37	0.00	0.00	8,846.37
2153	SPED SPEECH AGE 0-2	9,627.56	781.55	781.55	8.12	8,846.01	0.00	0.00	8,846.01
2161	SPED OCCUPATIONAL THERAPY SERVICES	84,367.08	8,229.12	8,229.12	9.75	76,137.96	0.00	0.00	76,137.96
2162	OCCUPATIONAL THERAPY AGE 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2163	OCCUPATIONAL THERAPY AGE 0-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2171	PHYSCIAL THERAPY SCHOOL AGE	54,600.00	4,119.83	4,119.83	7.55	50,480.17	0.00	0.00	50,480.17
2172	PHYSICAL THERAPY AGE 3-5	1,040.00	987.60	987.60	94.96	52.40	0.00	0.00	52.40
2173	PHYSICAL THERAPY AGE 0-2	3,120.00	493.81	493.81	15.83	2,626.19	0.00	0.00	2,626.19
2181	VISUALLY IMPAIRED	11,252.80	0.00	0.00	0.00	11,252.80	0.00	0.00	11,252.80
2211	SCHOOL IMPROVEMENT	2,080.00	0.00	0.00	0.00	2,080.00	0.00	0.00	2,080.00
2212	INST STAFF TRNG AND CURR DEV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2220	LIBRARY/MEDIA SERVICES	167,720.56	12,716.19	12,716.19	8.63	155,004.37	0.00	1,763.48	153,240.89
2224	EDUCATIONAL TELEVISION SERVICES	18,387.20	599.78	599.78	3.26	17,787.42	0.00	0.00	17,787.42
2230	INSTRUCTION-RELATED TECHNOLOGY	167,280.41	27,955.20	27,955.20	16.71	139,325.21	0.00	0.00	139,325.21
2310	BOARD OF EDUCATION	260,405.60	28,588.86	28,588.86	10.98	231,816.74	0.00	0.00	231,816.74
2320	EXECUTIVE ADMINISTRATION	218,250.00	18,085.90	18,085.90	8.29	200,164.10	0.00	0.00	200,164.10
2330	DISTRICT LEGAL SERVICES	0.00	828.00	828.00	0.00	(828.00)	0.00	0.00	(828.00)
2410	OFFICE OF THE PRINCIPAL	402,122.74	38,803.73	38,803.73	9.65	363,319.01	0.00	0.00	363,319.01
2490	SCHOOL ADMIN - OTHER	754.00	0.00	0.00	0.00	754.00	0.00	0.00	754.00
2510	GENERAL ADMIN-BUSINESS SERVICE	189,381.92	16,177.25	16,177.25	8.54	173,204.67	0.00	0.00	173,204.67
2610	MAINTENANCE	975,880.80	189,471.54	189,471.54	19.42	786,409.26	0.00	0.00	786,409.26
2620	MAINTENANCE	378,428.00	27,276.69	27,276.69	7.21	351,151.31	0.00	0.00	351,151.31
2630	Care & Upkeep of Grounds	150,000.00	4,135.00	4,135.00	2.76	145,865.00	0.00	0.00	145,865.00
2650	VEHICLE OPERATION AND MAINTENANCE	27,776.00	10,113.33	10,113.33	36.41	17,662.67	0.00	0.00	17,662.67
2660	SECURITY/SAFETY	2,080.00	932.94	932.94	44.85	1,147.06	0.00	0.00	1,147.06
2710	BUS DRIVER REGULAR EDUCATION	395,449.60	47,423.05	47,423.05	11.99	348,026.55	0.00	0.00	348,026.55
2712	BUS DRIVER SPED	61,735.20	4,398.28	4,398.28	7.12	57,336.92	0.00	0.00	57,336.92
2713	PreK Bus Driver	0.00	1,054.00	1,054.00	0.00	(1,054.00)	0.00	0.00	(1,054.00)
2720	Transportation Director	104.00	459.77	459.77	442.09	(355.77)	0.00	0.00	(355.77)
2730	BUS & VEHICLE SERVICING & MAINTENANCE	162,240.00	6,702.44	6,702.44	4.13	155,537.56	0.00	0.00	155,537.56
2900	OTHER STUDENT SUPPORT SERVICES	19,518.40	5,700.00	5,700.00	29.20	13,818.40	0.00	0.00	13,818.40
3100	FOOD SERVICE OPERATIONS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3300	REC PROGRAM	58,136.00	5,908.44	5,908.44	10.16	52,227.56	0.00	0.00	52,227.56
3535	HAL - HIGH ABILITY LEARNERS	6,645.60	609.03	609.03	9.16	6,036.57	0.00	0.00	6,036.57
3540	STATE EARLY CHILDHOOD	66,133.90	3,626.15	3,626.15	5.48	62,507.75	0.00	0.00	62,507.75
3551	CAREER EDUCATION	2,500.00	485.44	485.44	139.58	2,014.56	0.00	3,004.17	(989.61)
3552	SCHOOL SAFETY AND SECURITY ACT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4400	IDEA SPECIAL ED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
4410	IDEA ENROLLMENT/POVERTY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4455	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4590	ARRA: STATE FISCAL STAB FUNDS NON-SPEC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4610	ARRA: IDEA PART B(611) ENROLL/POV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4690	OTHER FED NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6200	TITLE 1 IMPROVING PROGRAMS FEDERAL SERVI	69,836.62	5,394.22	5,394.22	7.72	64,442.40	0.00	0.00	64,442.40
6310	NCLB TITLE II PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6330	REAP GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6406	IDEA PRESCHOOL	6,240.00	542.48	542.48	8.69	5,697.52	0.00	0.00	5,697.52
6408	IDEA ENROLLMENT/POVERTY	193,628.56	11,969.76	11,969.76	6.18	181,658.80	0.00	0.00	181,658.80
6411	IDEA EARLY INTERVENING SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6412	IDEA PART B PORPORTIONATE SHARE	5,482.43	449.90	449.90	8.21	5,032.53	0.00	0.00	5,032.53
6418	IDEA Part B PEAK Projects	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6421	ESU SCHOOL PSYCHOLOGY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6422	IDEA ARP AGES 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6423	NONPUBLIC IDEA ARP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6690	OTHER FEDERAL NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6700	CARL PERKINS FED VOCATIONAL&APPLIED TECH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6810	TITLE 1, ESSA ACCOUNTABILITY IMPROVING	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6969	TITLE IV PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6990	OTHER FEDERAL CATEGORY PROGRAMS	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	COVID-19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6997	CRRSA/ESSER II	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6998	ESSER III	2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00	2,000.00
8000	TRANSFERS (OUTGOING)	435,000.00	2,904.45	2,904.45	0.67	432,095.55	0.00	0.00	432,095.55
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	GENERAL FUND	13,198,626.39	1,344,269.83	1,344,269.83	10.46	11,854,356.56	0.00	35,693.11	11,818,663.45

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:	13,198,626.39	1,344,269.83	1,344,269.83	10.46	11,854,356.56	0.00	35,693.11	11,818,663.45

PO Number / Account Number	Invoice Num	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
Checking Account ID		Fund Number	GENERAL FUND		
	PSI815872	1ST AYD CORPORATION		10/13/2025	322.38
01 2610 610 001		HS Custodian Supplies	322.38		
	PSI816253	1ST AYD CORPORATION		10/13/2025	67.36
01 2610 610 003		Elem Custodian Supplies	67.36		
	PSI818604	1ST AYD CORPORATION		10/13/2025	2,392.52
01 2610 610 003		Elem Custodian Supplies	2,392.52		
Total 1ST AYD CORPORATION			2,782.26		
	40216255	Access Systems Leasing		10/13/2025	7,378.55
01 1100 440 001		HS Copier Lease	3,689.28		
01 1100 440 003		Elem Copier Lease	3,689.27		
Total Access Systems Leasing			7,378.55		
	OCTOBER 2 DN026	CASEY'S BUSINESS MASTERCARD		10/13/2025	2,041.78
01 2710 626 000		Bus Gas and Oil	2,041.78		
Total CASEY'S BUSINESS MASTERCARD			2,041.78		
	102025 DOT EXAM MM	COMPLETE CHIROPRACTIC & WELLNESS CENTER		10/13/2025	80.00
01 2710 890 000		Bus Misc. Expenses	80.00		
Total COMPLETE CHIROPRACTIC & WELLNESS CENTER			80.00		
	688642 01	CORNHUSKER WINNELSON CO		10/13/2025	432.72
01 2610 610 001		HS Custodian Supplies	432.72		
Total CORNHUSKER WINNELSON CO			432.72		
	7-15670-07	CRAIG RESOURCES INC		10/13/2025	4,260.96
01 2131 320 002		MS SPED CONTRACED NURSING SERVICES	4,260.96		
	7-16298-00	CRAIG RESOURCES INC		10/13/2025	3,729.66
01 2131 320 002		MS SPED CONTRACED NURSING SERVICES	3,729.66		
Total CRAIG RESOURCES INC			7,990.62		
	092025 - SUPPLIES	DFC Inc. Decker's Food Center		10/13/2025	43.19
01 1100 610 001		HS General Supplies	15.14		
01 1100 610 001		HS General Supplies	11.37		
01 1100 610 001		HS General Supplies	16.68		
Total DFC Inc. Decker's Food Center			43.19		
	000774DQ	DIVERSIFIED DRUG TESTING LLC		10/13/2025	218.00
01 2710 890 000		Bus Misc. Expenses	218.00		
	001027DQ	DIVERSIFIED DRUG TESTING LLC		10/13/2025	218.00
01 2710 890 000		Bus Misc. Expenses	218.00		
	001249CH	DIVERSIFIED DRUG TESTING LLC		10/13/2025	65.00
01 2710 890 000		Bus Misc. Expenses	65.00		
	25127-02	DIVERSIFIED DRUG TESTING LLC		10/13/2025	290.00
01 1100 320 001		HS Services/Assessments	290.00		
	25580	DIVERSIFIED DRUG TESTING LLC		10/13/2025	85.00
01 2710 890 000		Bus Misc. Expenses	85.00		
	25581	DIVERSIFIED DRUG TESTING LLC		10/13/2025	290.00

PO Number	Invoice Num	Vendor Name		Invoice Date	Amount
Account Number		Detail Description	Amount	Cost Center ID	
01 1100 320 001		HS Services/Assessments	290.00		
Total DIVERSIFIED DRUG TESTING LLC			1,166.00		
KV092025	INV3264330	EDMENTUM		10/13/2025	5,250.00
01 2120 610 001		Counselor HS Supplies	5,250.00		
Total EDMENTUM			5,250.00		
	092025 REII	EDUCATIONAL SERVICE UNIT #4		10/13/2025	202.13
01 2210		ESU RECEIPTS	202.13		
	10396	EDUCATIONAL SERVICE UNIT #4		10/13/2025	30.00
01 2230 330 000		TECH PROFESSIONAL DEVELOPMENT	30.00		
	11283	EDUCATIONAL SERVICE UNIT #4		10/13/2025	30.00
01 2230 330 000		TECH PROFESSIONAL DEVELOPMENT	30.00		
Total EDUCATIONAL SERVICE UNIT #4			262.13		
	3930	EDUCATIONAL SERVICE UNIT #5		10/13/2025	20.00
01 2320 330 000		Superintendent Professional Development	20.00		
Total EDUCATIONAL SERVICE UNIT #5			20.00		
	21635	EDUCATIONAL SERVICE UNIT #6		10/13/2025	599.78
01 2224 530 000		Internet Service	599.78		
Total EDUCATIONAL SERVICE UNIT #6			599.78		
	406031	EGAN SUPPLY CO		10/13/2025	1,377.63
01 2610 610 001		HS Custodian Supplies	1,377.63		
	406725	EGAN SUPPLY CO		10/13/2025	190.48
01 2610 610 001		HS Custodian Supplies	190.48		
Total EGAN SUPPLY CO			1,568.11		
	78128	ELECTRONIC CONTRACTING COMPANY		10/13/2025	91.35
01 2620 431 003		Elem Repairs & Maintenance	91.35		
	78129	ELECTRONIC CONTRACTING COMPANY		10/13/2025	91.35
01 2620 431 001		HS Repairs & Maintenance	91.35		
Total ELECTRONIC CONTRACTING COMPANY			182.70		
EB082925	10012025 G	FIRST STATE BANK - VISA CREDIT CARD		10/01/2025	49.95
01 3551 610 001		Chicken Odor Refresh	49.95		
	102025 CC - GENERAL	FIRST STATE BANK - VISA CREDIT CARD		10/01/2025	1,819.11
01 2320 610 000		SUPERINTENDENT OFFICE SUPPLIES	15.00		
01 2610 610 001		HS Custodian Supplies	1,774.13		
01 2320 610 000		SUPERINTENDENT OFFICE SUPPLIES	29.98		
GF082025-2	102025 GRA 2	FIRST STATE BANK - VISA CREDIT CARD		10/01/2025	603.90
01 3551 610 001		ICON 11 in. Long Reach Needle Nose Plier	21.99		
01 3551 610 001		HERCULES 20V Brushless Cordless Variable	59.99		
01 3551 610 001		HERCULES 20V Brushless Cordless, 3/8 in.	89.99		

PO Number / Account Number	Invoice Num	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
01 3551 610 001		DAYTONA 3 Ton Professional Floor Jack wi	149.99		
01 3551 610 001		DAYTONA 3 Ton Heavy Duty Ratcheting Jack	49.99		
01 3551 610 001		HERCULES 20V 5 Ah Extended-Performance L	199.98		
01 3551 610 001		ICON 11 in. Long-Reach Pistol-Grip Needl	19.99		
01 3551 610 001		PITTSBURGH 4 In. End Nipper Pliers	3.99		
01 3551 610 001		QUINN 7 in. Diagonal Cutters	7.99		
Total FIRST STATE BANK - VISA CREDIT CARD			2,472.96		
	73605	FORTICALL		10/13/2025	138.37
01 2510 382 001		HS Telephone	69.19		
01 2510 382 003		Elem Telephone	69.18		
Total FORTICALL			138.37		
	3917	GROWING GREAT LEADERS INC		10/13/2025	3,398.00
01 2120 610 001		Counselor HS Supplies	3,398.00		
Total GROWING GREAT LEADERS INC			3,398.00		
	102025 PAR CONFE	HART, MICHAEL		10/13/2025	10.50
01 2320 580 000		Superintendent Travel	10.50		
Total HART, MICHAEL			10.50		
	894384692	HOME DEPOT PRO, THE		10/13/2025	299.00
01 2610 610 001		HS Custodian Supplies	299.00		
Total HOME DEPOT PRO, THE			299.00		
	62767051	HQWNE, INC		10/13/2025	242.75
01 2610 431 003		Elem Upkeep of Building	242.75		
Total HQWNE, INC			242.75		
BM0725-4	68418P 260:	Instrumentalist, The		10/13/2025	169.00
01 1100 610 001 2 103		National Choral Award Add -On Plaque	82.00		
01 1100 610 001 2 103		Directors Award - Student Plaque	65.00		
01 1100 610 001 2 103		Shipping	22.00		
Total Instrumentalist, The			169.00		
JF0725-6	367773286	J.W. PEPPER & SON INC.		10/13/2025	232.99
01 1100 610 001 2 102		Winter Concert Music (Grades 5-12)	232.99		
JF0725-6	367792922	J.W. PEPPER & SON INC.		10/13/2025	270.00
01 1100 610 001 2 102		Fall Pep Band Music (Grades 7-12)	200.00		
01 1100 610 001 2 102		Winter Pep Band Music (Grades 7-12)	70.00		
JF0725-6	367794577	J.W. PEPPER & SON INC.		10/13/2025	57.99
01 1100 610 001 2 102		Winter Concert Music (Grades 5-12)	57.99		
BM0725-8	367813255	J.W. PEPPER & SON INC.		10/13/2025	107.99
01 1100 610 001 2 103		Music for concerts	107.99		
BM0725-8	367846216	J.W. PEPPER & SON INC.		10/13/2025	32.20

PO Number / Account Number	Invoice Num	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
01 1100 610 001 2 103		Music for concerts	32.20		
Total J.W. PEPPER & SON INC.			701.17		
	10572700	JourneyEd.com, Inc.		10/13/2025	275.00
01 1100 643 000		WEB/CLOUD BASED SOFTWARE	275.00		
Total JourneyEd.com, Inc.			275.00		
LB0725-4	TG01-12816	JUICE PLUS COMPANY LLC, THE		10/13/2025	66.00
01 1100 610 001		Seeding Starter Kit	31.00		
01 1100 610 001		Net PotRockwool Combo	35.00		
Total JUICE PLUS COMPANY LLC, THE			66.00		
	281927	Kidwell Inc		10/13/2025	306.25
01 2610 431 003		Elem Upkeep of Building	306.25		
Total Kidwell Inc			306.25		
	1709	KP EQUIPMENT INC.		10/13/2025	150.00
01 2620 440 001		HS Rentals of land, building, equip	150.00		
Total KP EQUIPMENT INC.			150.00		
	INV921568	KURITA AMERICA INC		10/13/2025	445.51
01 2610 431 003		Elem Upkeep of Building	445.51		
Total KURITA AMERICA INC			445.51		
	2025/2026 S PHS&BEN	LANG SAFETY CONSULTING		10/13/2025	550.00
01 2660 340 000		Security Service	550.00		
Total LANG SAFETY CONSULTING			550.00		
BE082725	INV241354	LEARNING WITHOUT TEARS		10/13/2025	970.00
01 1190 610 003		LWT License	720.00		
01 1190 610 003		LWT License	250.00		
Total LEARNING WITHOUT TEARS			970.00		
CW0725-1	19764	LIFEGUARD MD, INC.		10/13/2025	474.00
01 2130 610 001		pediatric AED pads	375.00		
01 2130 610 001		adult AED pad	89.00		
01 2130 610 001		shipping & handling	10.00		
Total LIFEGUARD MD, INC.			474.00		
	52563895	MATHESON-TRI-GAS INC		10/13/2025	122.63
01 1100 610 001		HS General Supplies	122.63		
Total MATHESON-TRI-GAS INC			122.63		
	1375347380	McGraw Hill LLC		10/13/2025	218.26
01 1100 640 001		HS Textbooks	218.26		
Total McGraw Hill LLC			218.26		
	61121	MENARDS		10/13/2025	175.50
01 2610 610 003		Elem Custodian Supplies	175.50		
	61213	MENARDS		10/13/2025	198.62
01 1100 610 001 2 102		HS INSTRUMENTAL SUPPLIES	198.62		

PO Number	Invoice Num	Vendor Name		Invoice Date	Amount
Account Number		Detail Description	Amount	Cost Center ID	
GF082025-3	61214	MENARDS		10/13/2025	259.82
01 3551 610 001		Performax® Drive Bit Set - 80 Piece	44.92		
01 3551 610 001		PreviousNext Minwax® Wood Finish™ Interi	42.98		
01 3551 610 001		PreviousNext Minwax® Wood Finish™ Interi	42.98		
01 3551 610 001		PreviousNext Minwax® Wood Finish™ Interi	42.98		
01 3551 610 001		Minwax® Wood Finish™ Interior Oil-Base C	42.98		
01 3551 610 001		Minwax® Wood Finish™ Interior Oil-Base N	42.98		
	61370	MENARDS		10/13/2025	52.68
01 2610 610 001		HS Custodian Supplies	52.68		
	61608	MENARDS		10/13/2025	41.03
01 2610 610 001		HS Custodian Supplies	41.03		
	61751	MENARDS		10/13/2025	242.38
01 1100 610 001		HS General Supplies	242.38		
	61808	MENARDS		10/13/2025	99.95
01 2630 431 001		CARE & UPKEEP OF FB FIELD	99.95		
	61927	MENARDS		10/13/2025	240.15
01 2610 610 001		HS Custodian Supplies	240.15		
	61988	MENARDS		10/13/2025	42.73
01 2610 610 001		HS Custodian Supplies	42.73		
	62009	MENARDS		10/13/2025	184.70
01 2610 610 001		HS Custodian Supplies	184.70		
	62216	MENARDS		10/13/2025	78.93
01 2610 610 001		HS Custodian Supplies	78.93		
	62349	MENARDS		10/13/2025	91.25
01 2610 610 001		HS Custodian Supplies	91.25		
Total MENARDS			1,707.74		
	INV-624000	Midwest Bus Repair		10/13/2025	416.97
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	416.97		
	INV-624000	Midwest Bus Repair		10/13/2025	1,996.18
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	1,996.18		
	INV-624000	Midwest Bus Repair		10/13/2025	312.50
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	312.50		
	INV-624000	Midwest Bus Repair		10/13/2025	187.50
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	187.50		
	INV-624000	Midwest Bus Repair		10/13/2025	125.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	125.00		
	INV-624000	Midwest Bus Repair		10/13/2025	478.54
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	478.54		
	INV-624000	Midwest Bus Repair		10/13/2025	75.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	75.00		
	INV-624000	Midwest Bus Repair		10/13/2025	75.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	75.00		
	INV-624000	Midwest Bus Repair		10/13/2025	75.00

PO Number / Account Number	Invoice Num	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	75.00		
	INV-624000	Midwest Bus Repair		10/13/2025	75.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	75.00		
	INV-624000	Midwest Bus Repair		10/13/2025	75.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	75.00		
	INV-624000	Midwest Bus Repair		10/13/2025	75.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	75.00		
	INV-624000	Midwest Bus Repair		10/13/2025	75.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	75.00		
	INV-624000	Midwest Bus Repair		10/13/2025	75.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	75.00		
	INV-624000	Midwest Bus Repair		10/13/2025	75.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	75.00		
	INV-624000	Midwest Bus Repair		10/13/2025	75.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	75.00		
	INV-624000	Midwest Bus Repair		10/13/2025	75.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	75.00		
Total Midwest Bus Repair			4,416.69		
	102025 MEMBERSH	NASPA - NEBRASKA ASSOCIATION OF SCHOOL PERSONNEL ADMINISTRATORS		10/13/2025	40.00
01 2320 810 000		Superintendent Dues and Fees	40.00		
Total NASPA - NEBRASKA ASSOCIATION OF SCHOOL PERSONNEL ADMINISTRATORS			40.00		
KL072025-8	176790	NCS PEARSON, INC		10/13/2025	900.00
01 2141 610 003		Q-I SLP Content Only	900.00		
KL072025-8	29095565	NCS PEARSON, INC		10/13/2025	63.00
01 2141 610 003		Q-G BASC-3	63.00		
Total NCS PEARSON, INC			963.00		
	N-53931	NE ASSOCIATION OF SCHOOL BOARDS		10/13/2025	65.00
01 2510 810 000		DUES AND FEES	65.00		
	N-53932	NE ASSOCIATION OF SCHOOL BOARDS		10/13/2025	65.00
01 2510 810 000		DUES AND FEES	65.00		
	N-54229	NE ASSOCIATION OF SCHOOL BOARDS		10/13/2025	89.00
01 2310 330 000		BOARD PROFESSIONAL DEVELOPMENT	89.00		
	N-54321	NE ASSOCIATION OF SCHOOL BOARDS		10/13/2025	178.00
01 2320 330 000		Superintendent Professional Development	89.00		
01 2310 330 000		BOARD PROFESSIONAL DEVELOPMENT	89.00		
Total NE ASSOCIATION OF SCHOOL BOARDS			397.00		
	1546 - SEPT	NEBRASKA CITY UTILITIES		10/13/2025	95.84

PO Number / Account Number	Invoice Num	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
01 2610 621 001		HS Utilities	95.84		
	3273 - SEPT	NEBRASKA CITY UTILITIES		10/13/2025	10,248.45
01 2610 621 003		Elem Utilities	10,248.45		
	3321 - SEPT	NEBRASKA CITY UTILITIES		10/13/2025	14,822.00
01 2610 621 001		HS Utilities	14,822.00		
	39368 - SEP 2025	NEBRASKA CITY UTILITIES		10/13/2025	30.45
01 2610 621 001		HS Utilities	30.45		
	43577 - SEP 2025	NEBRASKA CITY UTILITIES		10/13/2025	43.56
01 2610 621 001		HS Utilities	43.56		
	43679 - SEP 2025	NEBRASKA CITY UTILITIES		10/13/2025	114.64
01 2610 621 001		HS Utilities	114.64		
	44277 - SEP 2025	NEBRASKA CITY UTILITIES		10/13/2025	48.00
01 2610 621 001		HS Utilities	48.00		
	44718 - SEP 2025	NEBRASKA CITY UTILITIES		10/13/2025	1,064.89
01 2610 621 001		HS Utilities	1,064.89		
	96622 - SEP 2025	NEBRASKA CITY UTILITIES		10/13/2025	42.99
01 2610 621 001		HS Utilities	42.99		
Total NEBRASKA CITY UTILITIES			26,510.82		
	88633	NEBRASKA COUNCIL OF SCHOOL ADMIN.		10/13/2025	140.00
01 2320 330 000		Superintendent Professional Development	140.00		
	88668	NEBRASKA COUNCIL OF SCHOOL ADMIN.		10/13/2025	480.00
01 2320 330 000		Superintendent Professional Development	160.00		
01 2320 330 000		Superintendent Professional Development	80.00		
01 2510 330 000		EMPLOYEE TRAINING & DEVELOPMENT SERVICES	80.00		
01 2510 330 000		EMPLOYEE TRAINING & DEVELOPMENT SERVICES	160.00		
Total NEBRASKA COUNCIL OF SCHOOL ADMIN.			620.00		
	2025/08-NOCATC-PALMY	NEBRASKA ORTHOPAEDIC CENTER, PC		10/13/2025	3,810.00
01 1100 320 001		HS Services/Assessments	3,810.00		
Total NEBRASKA ORTHOPAEDIC CENTER, PC			3,810.00		
	135862	NEBRASKA STATE FIRE MARSHAL AGENCY		10/13/2025	36.00
01 2610 431 003		Elem Upkeep of Building	36.00		
Total NEBRASKA STATE FIRE MARSHAL AGENCY			36.00		
	INVOICE-23	NOTABLE, INC		10/13/2025	2,250.00
01 1100 643 000		WEB/CLOUD BASED SOFTWARE	2,250.00		
Total NOTABLE, INC			2,250.00		
	848885	NWEA		10/13/2025	3,050.00
01 1100 320 001		HS Services/Assessments	1,525.00		
01 1100 320 003		ELEM PROFESSIONAL EDUCATIONAL SERVICES	1,525.00		

PO Number	Invoice Num	Vendor Name		Invoice Date	Amount
Account Number		Detail Description	Amount	Cost Center ID	
Total NWEA			3,050.00		
EB082725	251719	ONE LESS THING		10/13/2025	1,270.00
01 3551 610 001		Meat Judging Handbook	125.00		
01 3551 610 001		Meat Cut ID Book	120.00		
01 3551 610 001		Floral ID PowerPoint	125.00		
01 3551 610 001		Horticulture Tool ID PowerPoint	50.00		
01 3551 610 001		Vet Science Tool Posters	30.00		
01 3551 610 001		Landscape Disorder PowerPoint	50.00		
01 3551 610 001		Animal Science Curriculum	750.00		
01 3551 610 001		SHIPPING	20.00		
Total ONE LESS THING			1,270.00		
	2022189415	ONE SOURCE THE BACKGROUND CHECK COMPANY		10/13/2025	1,243.00
01 2510 890 000		Superintendent Secretary Misc. Expenses	1,243.00		
Total ONE SOURCE THE BACKGROUND CHECK COMPANY			1,243.00		
	092025 ASP	PALMYRA LUNCH FUND		10/13/2025	85.80
01 8000 912 000		FUND TRANSFERS TO LUNCH FUND	85.80		
	092025 PRE	PALMYRA LUNCH FUND		10/13/2025	2,560.50
01 8000 912 000		FUND TRANSFERS TO LUNCH FUND	2,560.50		
Total PALMYRA LUNCH FUND			2,646.30		
	117	Perry, Guthery, Hasse & Gessford, P.C., L.L.O.		10/13/2025	964.00
01 2330 317 000		District Legal Services	964.00		
Total Perry, Guthery, Hasse & Gessford, P.C., L.L.O.			964.00		
	3531	PIONEER CLEANING, LLC		10/13/2025	20,864.00
01 2620 420 003		Elem Cleaning Service	9,280.00		
01 2620 420 003		Elem Cleaning Service	639.00		
01 2620 420 001		HS Cleaning Service	8,745.00		
01 2620 420 001		HS Cleaning Service	2,200.00		
Total PIONEER CLEANING, LLC			20,864.00		
	3321287411	PITNEY BOWS GLOBAL FINANCIAL SERVICES LL		10/13/2025	142.53
01 2510 440 000		Superintendent Copier/Mail Lease	142.53		
Total PITNEY BOWS GLOBAL FINANCIAL SERVICES LL			142.53		
	1005980	PLANBOOK		10/13/2025	450.00
01 1100 643 000		WEB/CLOUD BASED SOFTWARE	450.00		
Total PLANBOOK			450.00		
	3099331	PRO-ED		10/08/2025	45.10
01 1200 610 001		Sped HS Supplies	45.10		
Total PRO-ED			45.10		
	102025 ELE POSTAGE	PURCHASE POWER		10/13/2025	514.85
01 2510 531 003		Elem Postage	514.85		

PO Number / Account Number	Invoice Num	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
Total PURCHASE POWER			514.85		
	45502722	QUILL		10/13/2025	9.35
01 2120 610 001		Counselor HS Supplies	9.35		
Total QUILL			9.35		
MP082025	71794	Realityworks		10/13/2025	850.95
01 3551 610 001		Reality Works Knife Skills Set	799.00		
01 3551 610 001		SHIPPING	51.95		
Total Realityworks			850.95		
MP82025	INV-661771	RESTAURANT SUPPLY		10/13/2025	375.57
01 3551 610 001		Waring WSG30 Stainless Steel 1-Cup Capac	277.00		
01 3551 610 001		SHIPPING	98.57		
MP92925	INV-670334	RESTAURANT SUPPLY		10/13/2025	35.71
01 1100 610 001		Winco PST-5B Economy Pastry Blender with	18.72		
01 1100 610 001		SHIPPING	16.99		
Total RESTAURANT SUPPLY			411.28		
SPED0725-1	2081363722	SCHOOL SPECIALTY, LLC		10/13/2025	14.29
01 1200 610 001		Dry Erase Boards-Unlined	14.29		
JB072025	2081363725	SCHOOL SPECIALTY, LLC		10/13/2025	41.53
01 1100 610 003		double sided dry erase marker boards	41.53		
Total SCHOOL SPECIALTY, LLC			55.82		
	956487	SECURITY EQUIPMENT, INC		10/13/2025	2,646.00
01 2230 352 001		Network Wiring	1,323.00		
01 2230 352 003		Network Wiring	1,323.00		
	958555	SECURITY EQUIPMENT, INC		10/13/2025	274.50
01 2620 431 001		HS Repairs & Maintenance	274.50		
Total SECURITY EQUIPMENT, INC			2,920.50		
	SI-25-04399	SEGRA		10/13/2025	859.16
01 2230 382 001		HS Distant Learning Connection	429.58		
01 2230 382 003		Elem Distant Learning Connection	429.58		
Total SEGRA			859.16		
	25-1032	SHAFFER COMMUNICATIONS		10/13/2025	22.00
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	22.00		
Total SHAFFER COMMUNICATIONS			22.00		
	5835-3	SHERWIN-WILLIAMS COMPANY, THE		10/13/2025	(108.21)
01 2610 610 001		HS Custodian Supplies	(108.21)		
	5965-8	SHERWIN-WILLIAMS COMPANY, THE		10/13/2025	319.60
01 2610 610 001		HS Custodian Supplies	319.60		
Total SHERWIN-WILLIAMS COMPANY, THE			211.39		
	3512541	SUMMIT FIRE PROTECTION		10/13/2025	1,886.01
01 2610 431 001		HS Upkeep of Building	1,886.01		
Total SUMMIT FIRE PROTECTION			1,886.01		

PO Number	Invoice Num	Vendor Name		Invoice Date	Amount
Account Number		Detail Description	Amount	Cost Center	
			1,886.01	ID	
	INV227488	Teaching Strategies for Early Childhood		10/13/2025	1,076.00
01 1190 610 003		ECEP GENERAL SUPPLIES	1,076.00		
Total Teaching Strategies for Early Childhood			1,076.00		
	INV0044038	TIMECLOCK PLUS, LLC		10/13/2025	77.00
01 2510 643 000		WEB/CLOUD BASED SOFTWARE	77.00		
Total TIMECLOCK PLUS, LLC			77.00		
	1738	UNIVERSITY OF NE-LINCOLN		10/13/2025	180.00
01 2120 890 001		Counselor HS Misc. Expenses	180.00		
Total UNIVERSITY OF NE-LINCOLN			180.00		
	1395987	Uribe Refuse Services, Inc.		10/13/2025	420.00
01 2610 431 003		Elem Upkeep of Building	420.00		
Total Uribe Refuse Services, Inc.			420.00		
	90461	VILLAGE OF BENNET		10/13/2025	3,542.77
01 2610 621 003		Elem Utilities	36.56		
01 2610 410 003		Elem Water & Sewer	28.50		
01 2610 621 003		Elem Water & Sewer	1,809.09		
01 2610 621 003		Elem Water & Sewer	24.00		
01 2610 621 003		Elem Water & Sewer	1,644.62		
	90911	VILLAGE OF BENNET		10/13/2025	2,871.01
01 2610 621 003		Elem Utilities	36.56		
01 2610 410 003		Elem Water & Sewer	28.50		
01 2610 410 003		Elem Water & Sewer	1,457.21		
01 2610 410 003		Elem Water & Sewer	24.00		
01 2610 410 003		Elem Water & Sewer	1,324.74		
Total VILLAGE OF BENNET			6,413.78		
	107003 - 10	VILLAGE OF PALMYRA		10/13/2025	26.00
01 2610 410 001		HS Water & Sewer	26.00		
	230001 - 10	VILLAGE OF PALMYRA		10/13/2025	77.46
01 2610 410 001		HS Water & Sewer	77.46		
	257001 - 10	VILLAGE OF PALMYRA		10/13/2025	466.50
01 2610 410 001		HS Water & Sewer	466.50		
	274001 - 10	VILLAGE OF PALMYRA		10/13/2025	59.90
01 2610 410 001		HS Water & Sewer	59.90		
	286002 - 10	VILLAGE OF PALMYRA		10/13/2025	6,758.70
01 2610 410 001		HS Water & Sewer	6,758.70		
Total VILLAGE OF PALMYRA			7,388.56		
	533	VINSON AC & MAINTENANCE		10/13/2025	175.00
01 2620 431 001		HS Repairs & Maintenance	175.00		
	540	VINSON AC & MAINTENANCE		10/13/2025	342.00
01 2620 431 003		Elem Repairs & Maintenance	342.00		
	541	VINSON AC & MAINTENANCE		10/13/2025	2,242.30
01 2620 431 001		HS Repairs & Maintenance	2,242.30		
Total VINSON AC & MAINTENANCE			2,759.30		
	102025 2 YF	VOICE NEWS		10/13/2025	80.00

Palmyra District OR-1 66-0501 **Board Report - Detail**
10/09/2025 01:18 PM

PO Number / Account Number	Invoice Num / SUBSCR	Vendor Name / Detail Description	Amount	Invoice Date / Cost Center ID	Amount
01 2220 640 001		HS Library Books/Periodicals	80.00		
	38007178	VOICE NEWS		10/13/2025	10.48
01 2310 540 000		BOE Advertising	10.48		
	38007179	VOICE NEWS		10/13/2025	10.48
01 2310 540 000		BOE Advertising	10.48		
	38007180	VOICE NEWS		10/13/2025	11.48
01 2310 540 000		BOE Advertising	11.48		
	38007334	VOICE NEWS		10/13/2025	152.00
01 2310 540 000		BOE Advertising	152.00		
	38007357	VOICE NEWS		10/13/2025	232.50
01 2310 540 000		BOE Advertising	232.50		
	38007731	VOICE NEWS		10/13/2025	11.98
01 2310 540 000		BOE Advertising	11.98		
Total VOICE NEWS			508.92		
	1857461T05	WASTE CONNECTIONS OF NEBRASKA		10/13/2025	1,279.68
01 2610 431 001		HS Upkeep of Building	1,279.68		
Total WASTE CONNECTIONS OF NEBRASKA			1,279.68		
	INV-43477	WHITEHEAD OIL CO		10/13/2025	2,384.66
01 2710 626 000		Bus Gas and Oil	2,384.66		
	INV-43864	WHITEHEAD OIL CO		10/13/2025	2,193.56
01 2710 626 000		Bus Gas and Oil	2,193.56		
	INV-43865	WHITEHEAD OIL CO		10/13/2025	1,685.04
01 2710 626 000		Bus Gas and Oil	1,685.04		
Total WHITEHEAD OIL CO			6,263.26		
	102025 - 091969071	WINDSTREAM		10/13/2025	202.88
01 2510 382 001		HS Telephone	202.88		
Total WINDSTREAM			202.88		
Fund Number			146,544.11		
Checking Account ID			146,544.11		

October Bills:	$ 146,544.11
September Payroll:	$ 773,894.80
	$ 920,438.91

AIA® Document G702® – 1992

Application and Certificate for Payment

TO OWNER:	OR-1 School District 425 F Street Palmyra, NE 68418	**PROJECT:**	District OR-1 Locker Room, Restroom & Site Improvements-Job #2510 425 F Street Palmyra, NE 68418	**APPLICATION NO:**	005
				PERIOD TO:	September 30, 2025
				CONTRACT FOR:	General Construction
FROM CONTRACTOR:	BIC Construction LLC 245 South 84th Street #316 Lincoln, NE 68510	**VIA ARCHITECT:**	Clark & Enersen 1010 Lincoln Mall Suite #200 Lincoln, NE 68508	**CONTRACT DATE:**	June 30, 2025
				PROJECT NOS:	Clark & Enersen / BIC / #2510

Distribution to:
OWNER [ ]
ARCHITECT [ ]
CONTRACTOR [ ]
FIELD [ ]
OTHER [ ]

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract.
AIA Document G703®, Continuation Sheet, is attached.

1. ORIGINAL CONTRACT SUM		1,334,000.00
2. NET CHANGE BY CHANGE ORDERS		52,936.00
3. CONTRACT SUM TO DATE (Line 1 ± 2)		1,386,936.00
4. TOTAL COMPLETED & STORED TO DATE (Column G on G703)		$1,386,065.00
5. RETAINAGE:		
a. 10.00% of Completed Work (Column D + E on G703: $1,386,065.00)=	$138,606.50	
b. 0.00% of Stored Material (Column F on G703: $0.00)=	$0.00	
Total Retainage (Lines 5a + 5b or Total in Column I of G703)		$138,606.50
6. TOTAL EARNED LESS RETAINAGE (Line 4 Less Line 5 Total)		$1,247,458.50
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT (Line 6 from prior Certificate)		1,080,000.00
8. CURRENT PAYMENT DUE		$167,458.50
9. BALANCE TO FINISH, INCLUDING RETAINAGE (Line 3 less Line 6)		139,477.50

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner	52,936.00	0.00
Total approved this Month	0.00	0.00
TOTALS	52,936.00	0.00
NET CHANGES by Change Order		52,936.00

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.

CONTRACTOR:

By: _____ Date: October 1, 2025

State of: Nebraska
County of: Lancaster

Subscribed and sworn to before me this 1st day of October, 2025

Notary Public: Debra K Johnson

My Commission expires: 12/13/2028

GENERAL NOTARY-State of Nebraska
DEBRA K JOHNSON
My Comm. Exp. December 13, 2028

ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising this application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED $167,458.50

(Attach explanation if amount certified differs from the amount applied. Initial all figures on this Application and on the Continuation Sheet that are changed to conform with the amount certified.)

ARCHITECT:

By: _____ Date: 10/2/2025

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

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AIA® Document G703® – 1992

Continuation Sheet

AIA Document G702®, Application and Certification for Payment, or G732™, Application and Certificate for Payment, Construction Manager as Adviser Edition, containing Contractor's signed certification is attached.
Use Column I on Contracts where variable retainage for line items may apply.

District OR-1 Locker Room, Restroom & Site Improvements-Job #2510
425 F Street
Palmyra, NE 68418

APPLICATION NO: 005
APPLICATION DATE: September 30, 2025
PERIOD TO: September 30, 2025
ARCHITECT'S PROJECT NO: Clark & Enersen

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G÷C)	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
1	Site Grading	50,000.00	50,000.00	0.00	0.00	50,000.00	100.00%	0.00	0.00
2	Demo	45,000.00	45,000.00	0.00	0.00	45,000.00	100.00%	0.00	0.00
3	Landscape/Retaining Wall	12,000.00	0.00	12,000.00	0.00	12,000.00	100.00%	0.00	0.00
4	Fence	15,000.00	0.00	15,000.00	0.00	15,000.00	100.00%	0.00	0.00
5	Paving/Sidewalk	55,000.00	55,000.00	0.00	0.00	55,000.00	100.00%	0.00	0.00
6	Slabs	15,000.00	15,000.00	0.00	0.00	15,000.00	100.00%	0.00	0.00
7	Steel	12,000.00	12,000.00	0.00	0.00	12,000.00	100.00%	0.00	0.00
8	Carpentry	15,000.00	15,000.00	0.00	0.00	15,000.00	100.00%	0.00	0.00
9	Solids Surface	15,000.00	0.00	15,000.00	0.00	15,000.00	100.00%	0.00	0.00
10	Roof	8,000.00	8,000.00	0.00	0.00	8,000.00	100.00%	0.00	0.00
11	Doors/Windows	20,000.00	20,000.00	0.00	0.00	20,000.00	100.00%	0.00	0.00
12	Drywall	38,000.00	38,000.00	0.00	0.00	38,000.00	100.00%	0.00	0.00
13	Flooring	110,000.00	100,000.00	10,000.00	0.00	110,000.00	100.00%	0.00	0.00
14	Painting	30,000.00	30,000.00	0.00	0.00	30,000.00	100.00%	0.00	0.00
15	Toilet Partitions	35,000.00	30,000.00	5,000.00	0.00	35,000.00	100.00%	0.00	0.00
16	Toilet Access	15,000.00	15,000.00	0.00	0.00	15,000.00	100.00%	0.00	0.00
17	Lockers	80,000.00	70,000.00	10,000.00	0.00	80,000.00	100.00%	0.00	0.00
18	Grandstands	165,000.00	140,000.00	25,000.00	0.00	165,000.00	100.00%	0.00	0.00
19	Fire Sprinkler	20,000.00	20,000.00	0.00	0.00	20,000.00	100.00%	0.00	0.00
20	Mechanical	357,000.00	330,000.00	27,000.00	0.00	357,000.00	100.00%	0.00	0.00
21	Electrical	80,000.00	70,000.00	10,000.00	0.00	80,000.00	100.00%	0.00	0.00
22	G.C.	120,000.00	95,000.00	25,000.00	0.00	120,000.00	100.00%	0.00	0.00
23	Allowance	871.00	0.00	0.00	0.00	0.00	0.00%	871.00	0.00
24	Bond	12,000.00	12,000.00	0.00	0.00	12,000.00	100.00%	0.00	0.00
25	CO #1	52,936.00	30,000.00	22,936.00	0.00	52,936.00	100.00%	0.00	0.00
26	CFA 001	9,129.00	0.00	9,129.00	0.00	9,129.00	100.00%	0.00	0.00
	GRAND TOTAL	**1,386,936.00**	**1,200,000.00**	**186,065.00**	**0.00**	**1,386,065.00**	**99.94%**	**871.00**	**0.00**

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CLARK & ENERSEN

Architecture \ Engineering \ Planning \ Landscape Architecture \ Commissioning

Michael Hart
District OR-1 Public Schools
PO Box 130
Palmyra, NE 68418

September 29, 2025
Project No: 845-005-25
Invoice No: 7

Project 845-005-25 District OR-1 Locker Room Restrooms & Site

For professional services rendered for the period August 02, 2025 to August 29, 2025 for the referenced project.

Phase 01 Locker Room

Fee Earned:

Total Fee	95,000.00			
Percent Complete	91.8421	Total Earned	87,250.00	
		Previous Fee Billing	83,250.00	
		Current Fee Billing	4,000.00	
		Total Fee		**4,000.00**

Reimbursable Expenses

Travel	38.50	
Total Reimbursable Expenses	**38.50**	**38.50**

Billing Limits	**Current**	**Prior**	**To-Date**
Fees	4,000.00	83,250.00	87,250.00
Limit			95,000.00
Remaining			7,750.00

Total this Phase **$4,038.50**

Phase 02 Chiller Replacement

Reimbursable Expenses

Printing	.40	
Total Reimbursable Expenses	**.40**	**.40**

Total this Phase **$.40**

Total this Invoice **$4,038.90**

Melanie D. Stover
Director of Business Administration

TAR

When you provide a check as payment, you authorize us either to use information from your check to make a one-time electronic fund transfer from your account or to process the payment as a check transaction.

Designated Bill Summary
Superintendent Report: Regular Board Meeting:
Date: Monday, October 13, 2025 at 6:00 pm

TO: Palmyra District OR-1 BOE
From: Michael Hart
Re: Designated Bill Summary Report for BOE Meeting

- Next month's ***regular*** board meeting is scheduled for **Monday, November 10, at 6:00 pm** at Palmyra High School in the media center.

A. Consent Agenda Expenditures
Construction Account Claims:

- *Please note: These claims are now included in the Consent Agenda of the regular board meeting due to the discontinuation of the CMAR special monthly meetings effective* ***September 9, 2024.***
- *Please see the itemized list below.*

Depreciation Fund Claims:

- None for this month

Bond Fund Claims:

- None for this month

Special Building Claims:

- **BIC Construction: $25,000 -** For Olson Complex Bleachers (part of the BIC Pay App #5).
- **Nebraska City Utilities: $6,397.29 and $795.96** - For Olson Complex Bleachers

2022 Construction Account Claims:

Construction Bills October, 2025		
Vendor	**Invoice Number**	**Amount**
BIC	2224-2025BE	$2,812.00
BIC	005	$142,458.50
Branding Inc. dba Al's Johns	109082	$105.00
Branding Inc. dba Al's Johns	110301	$105.00
Clark & Enersen	7	$4,038.90
CSI	1493939	$581.00
CSI	1493940	$3,989.00
DakTech	INV0349304	$3,658.00

Kaser Painting	33216	$3,985.00
	Total:	**$161,732.40**

General Fund Claims: *Amazon Bills for the month of October still need to be paid. That dollar amount will be identified in the November board documents.*

Total claims: Checks: $146,544.11 - this includes the credit card charges of $2,472.96

- **1st AYD Corp: $2,782.26 -** HS and Elem Custodial Supplies
- **Access Systems Leasing: $7,378.55** - Copiers at the elementary and high school
- **Craig Resources: $7,990.62-** Nursing contract
- **Diversified Drug Testing: $1,166.00 -** Bus Drive and Student Services
- **ESU#4: $262.13 -** Contracted services, and tech support
- **Menards: $1,707.74** - Elem and HS Supplies
- **Midwest Bus Repairs: $4,416.69 -** Bus Maintenance
- **NCS Pearson: $963.00 -** Testing for students
- **Nebraska City Utilities: $26,510.82** - Utilities
- **Nebraska Orthopaedic: $3,810.00** - Student Services
- **Notable: $2,250.00** - Software
- **NWEA: $3,050.00** - Testing
- **One Less Thing: $1,270.00** - CTE Grant Funded
- **Palmyra Lunch: $2,646.30** - ASPIRE and Prek Reimbursement
- **Pioneer Cleaning: $20,864.00** - Elem and Hs Cleaning
- **SEI: $2,920.50 -** Building Maintenance
- **Village of Bennet: $6,413.78** - Water, sewer and electricity - 2 months - we didn't receive a bill last month.
- **Village of Palmyra: $7,388.56** - Water and Sewer - Several months of catchup because the Village office was confused. We had an 8 digit meter and the village office had our bill put in as a 7 digit meter.
- **Vinson AC & Maintenance: $2,759.30 -** Elem and Hs Maintenance
- **Whitehead Oil: $6,263.26** - Bus Fuel

Fund: 01 GENERAL FUND

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
01 101		CASH IN BANK	3,880,594.69	921,877.85	1,378,113.48	3,424,359.06
01 900		Cash County Treasurer	920,015.69	0.00	0.00	920,015.69
Total:	Current Assets		4,800,610.38	921,877.85	1,378,113.48	4,344,374.75
Current Liabilities						
01 450		PAYROLL DEDUCTION PAYABLE	628.55	2,085.43	2,085.43	628.55
01 451		FICA PAYABLE	(1,401.84)	86,651.00	86,337.34	(1,715.50)
01 452		FIT PAYABLE	(132.77)	41,135.81	41,135.81	(132.77)
01 453		INSURANCE PAYABLE	11,748.93	133,064.75	132,099.92	10,784.10
01 454		RETIREMENT PAYABLE	(10,859.66)	85,897.78	85,897.78	(10,859.66)
01 455		SIT PAYABLE	16.79	18,955.53	18,938.74	0.00
Total:	Current Liabilities		0.00	367,790.30	366,495.02	(1,295.28)
Fund Balance						
01 704		Fund Balance - Regular Unspent	4,800,610.38	1,378,362.76	923,422.41	4,345,670.03
Total:	Fund Balance		4,800,610.38	1,378,362.76	923,422.41	4,345,670.03
Revenue						
01 1100		LOCAL PROPERTY TAXES	0.00	4,603.88	460,110.84	455,506.96
01 1115		CARLINE TAX	0.00	0.00	92.91	92.91
01 1125		MOTOR VEHICLE TAXES	0.00	0.00	36,670.68	36,670.68
01 1140		Interest Levied Tax	0.00	0.00	276.62	276.62
01 1370		PRESCHOOL TUITION & FEES	0.00	0.00	8,950.00	8,950.00
01 1510		INTEREST ON INVESTMENTS	0.00	0.00	331.36	331.36
01 1800		REC PROGRAM - COMMUNITY SERVICES	0.00	0.00	3,555.00	3,555.00
01 2110		COUNTY FINES & LICENSE FEES	0.00	0.00	1,319.22	1,319.22
01 2130		OTHER COUNTY RECEIPTS	0.00	0.00	115.55	115.55
01 2210		ESU RECEIPTS	0.00	0.00	0.00	0.00
01 3110		STATE AID	0.00	0.00	307,490.00	307,490.00
01 3559		OTHER STATE PROGRAMS	0.00	0.00	14,328.44	14,328.44
01 4505		TITLE 1 PART A - CARRY OVER	0.00	0.00	49,750.00	49,750.00
01 4708		MEDICAID REIMBURSEMENT SPED	0.00	0.00	942.74	942.74
01 4969		TITLE IV, PART A	0.00	0.00	10,000.00	10,000.00
Total:	Revenue		0.00	4,603.88	893,933.36	889,329.48
Expenditure						
01 1100 111 001		HS Teacher Salary	0.00	112,225.16	0.00	112,225.16
01 1100 111 002		MS TEACHER SALARIES	0.00	21,634.67	0.00	21,634.67
01 1100 111 003		Elem Teacher Salary	0.00	111,155.22	341.60	110,813.62
01 1100 112 001		HS Para	0.00	3,480.00	0.00	3,480.00
01 1100 112 003		Elem Para	0.00	3,342.09	0.00	3,342.09
01 1100 113 001		HS Sub Teacher Salary	0.00	4,834.00	0.00	4,834.00
01 1100 113 003		Elem Sub Teacher Salary	0.00	6,893.00	0.00	6,893.00
01 1100 120 001		HS COMMUNITY COACH/ACTIVITY SPONSOR	0.00	1,065.94	0.00	1,065.94
01 1100 120 002		MS COMMUNITY COACH/ACTIVITY SPONSOR	0.00	1,121.00	0.00	1,121.00
01 1100 130 003		Overtime - Classified	0.00	10.65	0.00	10.65
01 1100 150 001		Non-instructional	0.00	249.16	0.00	249.16
01 1100 151 001		HS Coach/Gate/Sponsor - Teacher/Prof. Staff	0.00	9,329.37	0.00	9,329.37
01 1100 151 002		MS Coach/Gate/Sponsor - Teacher/Prof. Staff	0.00	2,502.26	0.00	2,502.26
01 1100 151 003		ELEM Coach/Gate/Sponsor - Teacher/Prof. Staff	0.00	1,357.10	0.00	1,357.10
01 1100 152 001		HS PARA COACH/ACTIVITY SPONSOR	0.00	1,708.00	0.00	1,708.00

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 1100 152 002	PARA COACH/ACTIVITY SPONSOR	0.00	640.50	0.00	640.50
01 1100 153 001	HS Coach/Gate/Sponsor - Substitute Teacher	0.00	1,494.50	0.00	1,494.50
01 1100 210 001	HS CLERICAL/PARA INSURANCE	0.00	1.03	0.00	1.03
01 1100 211 001	HS Teacher, BCBS, Life, Vision, Dental	0.00	34,836.68	0.00	34,836.68
01 1100 211 002	MS TEACHER BCBS, LIFE, VISION, DENTAL INSRU	0.00	8,797.60	0.00	8,797.60
01 1100 211 003	Elem Teacher BCBS, Life, Vision, Dental	0.00	40,263.89	170.07	40,093.82
01 1100 212 003	Elem PARA INSURNCE	0.00	431.95	0.00	431.95
01 1100 213 001	HS SUBSTITUTE MEDICAL INS	0.00	67.85	0.00	67.85
01 1100 213 003	ELEM SUBSTITUTE MEDICAL INS	0.00	115.98	0.00	115.98
01 1100 220 001	HS Clerical FICA	0.00	100.69	0.00	100.69
01 1100 220 002	JH Community Coach FICA	0.00	85.75	0.00	85.75
01 1100 220 003	Elem Clerical FICA	0.00	0.83	0.00	0.83
01 1100 221 001	HS Teacher FICA	0.00	9,389.03	146.47	9,242.56
01 1100 221 002	MS TEACHER/PROFESSIONAL FICA	0.00	1,852.94	17.33	1,835.61
01 1100 221 003	Elem Teacher FICA/MEDICARE	0.00	8,689.68	179.23	8,510.45
01 1100 222 001	HS PARA FICA	0.00	396.89	0.00	396.89
01 1100 222 002	PARA FICA	0.00	49.00	0.00	49.00
01 1100 222 003	Elem Para FICA	0.00	255.66	19.74	235.92
01 1100 223 001	HS Substitute Teacher FICA	0.00	484.18	0.15	484.03
01 1100 223 003	Elem Substitute Teacher FICA	0.00	527.32	5.30	522.02
01 1100 230 001	HS CLERICAL/PARA RETIREMENT	0.00	18.32	0.00	18.32
01 1100 230 003	ELEM CLERICAL/PARA RETIREMENT	0.00	0.78	0.00	0.78
01 1100 231 001	HS Teacher Retirement	0.00	8,935.70	0.00	8,935.70
01 1100 231 002	HS Teacher Retirement	0.00	1,073.21	0.00	1,073.21
01 1100 231 003	Elem Teacher Retirement	0.00	8,196.12	25.11	8,171.01
01 1100 232 001	HS Para RETIREMENT	0.00	381.32	0.00	381.32
01 1100 232 002	Para RETIREMENT	0.00	47.08	0.00	47.08
01 1100 232 003	Elem PARAEDUCATOR RETIREMENT	0.00	245.63	0.00	245.63
01 1100 233 001	HS SUBSTITUTE TEACHER RETIREMENT	0.00	819.79	0.00	819.79
01 1100 233 003	Elem SUBSTITUTE TEACHER RETIREMENT	0.00	328.26	0.00	328.26
01 1100 237 001	HS Increase Retirement Contributions	0.00	1,008.61	0.00	1,008.61
01 1100 237 002	Increase Retirement Contributions	0.00	111.25	0.00	111.25
01 1100 237 003	ELEM Increase Retirement Contributions	0.00	871.06	2.49	868.57
01 1100 281 001	HS Teacher CASH-IN-LIEU MED Ins	0.00	750.00	0.00	750.00
01 1100 281 003	Elem Teacher CASH-IN-LIEU MED INSURANCE	0.00	675.00	0.00	675.00
01 1100 320 001	HS Services/Assessments	0.00	290.00	0.00	290.00
01 1100 320 003	ELEM PROFESSIONAL EDUCATIONAL SERVICES	0.00	0.00	0.00	0.00
01 1100 330 003	Elem Professional Development	0.00	13,359.82	0.00	13,359.82
01 1100 440 001	HS Copier Lease	0.00	1,599.43	0.00	1,599.43
01 1100 440 003	Elem Copier Lease	0.00	1,599.44	0.00	1,599.44
01 1100 610 001	HS General Supplies	0.00	28,346.61	5.99	28,340.62
01 1100 610 001 2 101	HS ART SUPPLIES	0.00	3,513.49	0.00	3,513.49
01 1100 610 001 2 102	HS INSTRUMENTAL SUPPLIES	0.00	9,458.23	0.00	9,458.23
01 1100 610 001 2 103	HS VOCAL SUPPLIES	0.00	973.63	0.00	973.63
01 1100 610 002	MS GENERAL SUPPLIES	0.00	223.93	10.60	213.33
01 1100 610 003	Elem General Supplies	0.00	15,889.64	9.15	15,880.49
01 1100 610 003 1 301	ELEM ART SUPPLIES	0.00	1,065.10	0.00	1,065.10
01 1100 610 003 1 302	ELEM MUSIC SUPPLIES	0.00	887.40	0.00	887.40
01 1100 640 001	HS Textbooks	0.00	2,760.67	0.00	2,760.67

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 1100 640 003	Elem Textbooks	0.00	156,232.44	0.00	156,232.44
01 1100 643 000	WEB/CLOUD BASED SOFTWARE	0.00	500.00	0.00	500.00
01 1100 643 003	WEB/CLOUD BASED SOFTWARE	0.00	355.00	0.00	355.00
01 1100 650 001	HS Technology Supplies	0.00	349.44	310.00	39.44
01 1100 650 002	TECHNOLOGY SUPPLIES	0.00	349.44	0.00	349.44
01 1100 650 003	Elem Technology Supplies	0.00	404.62	0.00	404.62
01 1160 111 001	SALARIES OF TEACHERS/PROFESSIONAL STAFF	0.00	1,486.60	0.00	1,486.60
01 1160 111 003	Poverty Grant Teacher/Prof. Salaries	0.00	1,111.79	0.00	1,111.79
01 1160 112 001	Para/Nurse Salary	0.00	2,611.53	0.00	2,611.53
01 1160 112 003	Poverty Grant Para/Nurse Salary	0.00	5,524.13	0.00	5,524.13
01 1160 211 001	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	0.00	489.83	0.00	489.83
01 1160 211 003	Poverty Grant Teacher/Prof Insurance	0.00	425.01	0.00	425.01
01 1160 221 001	TEACHER/PROFESSIONAL FICA	0.00	114.13	2.01	112.12
01 1160 221 003	Poverty Grant Teacher/Prof FICA	0.00	85.34	1.05	84.29
01 1160 222 001	Poverty Nurse FICA	0.00	199.79	0.00	199.79
01 1160 222 003	Elem PARA FICA	0.00	422.58	0.00	422.58
01 1160 231 001	TEACHER RETIREMENT	0.00	108.88	0.00	108.88
01 1160 231 003	Poverty Grant Teacher/Prof. Retirement	0.00	81.72	0.00	81.72
01 1160 232 001	Nurse Retirement	0.00	191.96	0.00	191.96
01 1160 232 003	Poverty Elem PARAEDUCATOR RETIREMENT	0.00	300.49	0.00	300.49
01 1160 237 001	Increase Retirement Contributions	0.00	29.88	0.00	29.88
01 1160 237 003	Increase Retirement Contributions	0.00	37.96	0.00	37.96
01 1190 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	0.00	4,455.04	124.94	4,330.10
01 1190 112 003	PARAEDUCATORS SALARY	0.00	10,744.30	0.00	10,744.30
01 1190 130 003	OVERTIME FOR NON-INSTRUCTIONAL	0.00	0.40	0.00	0.40
01 1190 211 003	ECEP TEACHER BCBS, LIFE, VISION, DENTAL INSRU	0.00	1,359.92	51.15	1,308.77
01 1190 212 003	PreK Para Insurance	0.00	435.16	0.00	435.16
01 1190 220 003	ECEP NON-INSTRUCTIONAL FICA	0.00	0.03	0.00	0.03
01 1190 221 003	ECEP TEACHER/PROFESSIONAL FICA	0.00	361.26	11.69	349.57
01 1190 222 003	ECEP PARA FICA	0.00	821.93	20.41	801.52
01 1190 230 003	ECEP NON-INSTRUCTIONAL RETIREMENT	0.00	0.03	0.00	0.03
01 1190 231 003	ECEP TEACHER RETIREMENT	0.00	327.44	9.18	318.26
01 1190 232 003	ECEP PARAEDUCATOR RETIREMENT	0.00	727.86	0.00	727.86
01 1190 237 003	ECEP Increase Retirement Contributions	0.00	104.83	0.91	103.92
01 1190 281 003	ECEP CASH-IN-LIEU MEDICAL INSURANCE	0.00	250.00	0.00	250.00
01 1190 410 003	UTILITIES	0.00	97.47	0.00	97.47
01 1190 610 003	ECEP GENERAL SUPPLIES	0.00	3,153.66	0.00	3,153.66
01 1200 110 000	SPED Classified	0.00	863.81	0.00	863.81
01 1200 111 000	Director of SS Salary	0.00	6,775.07	0.00	6,775.07
01 1200 111 001	Sped HS Teacher Salary	0.00	28,929.25	0.00	28,929.25
01 1200 111 003	Sped Elem Teacher Salary	0.00	12,952.34	83.09	12,869.25
01 1200 112 001	HS SPED PARAEDUCATORS SALARY	0.00	4,415.43	0.00	4,415.43
01 1200 112 002	PARAEDUCATORS SALARY	0.00	7,881.09	0.00	7,881.09
01 1200 112 003	Sped Elem Para Salary	0.00	5,522.10	0.00	5,522.10
01 1200 113 003	Sped Elem Substitute Teacher Salary	0.00	3,020.00	0.00	3,020.00
01 1200 130 001	Overtime - Sped Para	0.00	90.94	0.00	90.94
01 1200 130 002	Para OT	0.00	55.88	0.00	55.88

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 1200 210 000	SPED Clerical Insurance	0.00	3.59	0.00	3.59
01 1200 210 001	HS SPED CLERICAL INSURANCE	0.00	14.21	0.00	14.21
01 1200 211 000	Dir. SS BCBS, LIFE, VISION, DENTAL INSRU	0.00	650.58	0.00	650.58
01 1200 211 001	Sped HS Teacher Insurance	0.00	11,121.41	0.00	11,121.41
01 1200 211 003	Sped Elem Teacher Insurance	0.00	2,501.82	0.36	2,501.46
01 1200 212 001	SPED PARA INSURANCE	0.00	244.70	0.00	244.70
01 1200 212 003	Elem Sped Para INSURNCE	0.00	10.55	0.00	10.55
01 1200 213 003	SPED SUB MEDICAL INS	0.00	57.97	0.00	57.97
01 1200 220 000	SPED Clerical FICA	0.00	66.31	0.05	66.26
01 1200 220 001	HS Sped Clerical FICA	0.00	6.96	0.59	6.37
01 1200 220 002	MS SPED NON-INSTRUCTIONAL FICA	0.00	4.27	0.00	4.27
01 1200 221 000	SALARIES OF TEACHERS/PROFESSIONAL STAFF	0.00	520.11	0.23	519.88
01 1200 221 001	Sped HS Teacher FICA	0.00	2,220.84	56.68	2,164.16
01 1200 221 003	Sped Elem Teacher FICA	0.00	1,032.71	21.82	1,010.89
01 1200 222 001	Sped HS Para FICA	0.00	337.78	11.18	326.60
01 1200 222 002	JH SPED Para FICA	0.00	602.91	0.00	602.91
01 1200 222 003	Sped Elem Para FICA	0.00	422.45	0.00	422.45
01 1200 223 003	Sped Elem Sub Teacher FICA	0.00	231.02	2.61	228.41
01 1200 230 000	SPED Clerical Retirement	0.00	63.47	0.00	63.47
01 1200 230 001	Sped HS Clerical Retirement	0.00	6.68	0.00	6.68
01 1200 230 002	JH SPED Para Retirement	0.00	4.11	0.00	4.11
01 1200 231 000	TEACHER RETIREMENT	0.00	497.97	0.00	497.97
01 1200 231 001	Sped HS Teacher Retirement	0.00	2,126.30	0.00	2,126.30
01 1200 231 003	Sped Elem Teacher Retirement	0.00	952.00	6.11	945.89
01 1200 232 001	Sped HS Para Retirement	0.00	313.80	0.00	313.80
01 1200 232 002	JH SPED Para Retirement	0.00	579.26	0.00	579.26
01 1200 232 003	Sped Para Elem Retirement	0.00	395.14	0.00	395.14
01 1200 233 003	ELEM SPED SUB TEACHER RETIREMENT	0.00	29.79	0.00	29.79
01 1200 237 000	Increase Retirement Contributions	0.00	55.77	0.00	55.77
01 1200 237 001	SPED HSIncrease Retirement Contributions	0.00	243.01	0.00	243.01
01 1200 237 002	JH SPED Para Increase Retirement	0.00	57.94	0.00	57.94
01 1200 237 003	SPED ELIncrease Retirement Contributions	0.00	136.78	0.61	136.17
01 1200 281 003	ELEM SPED CASH-IN-LIEU MEDICAL INSURANCE	0.00	500.00	0.00	500.00
01 1200 610 001	Sped HS Supplies	0.00	970.58	0.00	970.58
01 1200 610 001 0 104	ASPIRE SUPPLIES	0.00	531.61	0.00	531.61
01 1200 610 002	MS SPED GENERAL SUPPLIES	0.00	71.97	0.00	71.97
01 1200 610 003	Sped Elem Supplies	0.00	816.57	0.00	816.57
01 1200 650 001	TECHNOLOGY SUPPLIES	0.00	461.50	0.00	461.50
01 1200 733 001	Sped HS Furniture and Equipment	0.00	2,313.76	0.00	2,313.76
01 1291 111 003	SPED PRESCHOOL TEACHER SALARY	0.00	2,989.00	0.00	2,989.00
01 1291 112 003	SPED PreK Para	0.00	1,040.10	0.00	1,040.10
01 1291 211 003	SPED Prek BCBS, LIFE, VISION, DENTAL INSRU	0.00	1,373.87	0.00	1,373.87
01 1291 221 003	TEACHER/PROFESSIONAL FICA	0.00	229.46	3.52	225.94
01 1291 222 003	PreK SPED Para FICA	0.00	79.56	0.00	79.56
01 1291 231 003	Prek SPED Retirement	0.00	219.69	0.00	219.69
01 1291 232 003	PreK SPED Para Retirement	0.00	76.44	0.00	76.44
01 1291 237 003	PreK SPED Teacher Increase Retirement Contributions	0.00	29.40	0.00	29.40

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 1291 610 003	SPED PRESCHOOL GENERAL SUPPLIES	0.00	12.34	0.00	12.34
01 2120 111 001	Counselor HS Salary	0.00	5,946.40	0.00	5,946.40
01 2120 111 003	Counselor Elem Salary	0.00	4,447.12	0.00	4,447.12
01 2120 211 001	Counselor HS Insurance	0.00	1,959.24	0.00	1,959.24
01 2120 211 003	Counselor Elem Insurance	0.00	1,700.01	0.00	1,700.01
01 2120 221 001	Counselor HS FICA	0.00	456.49	8.05	448.44
01 2120 221 003	Counselor Elem FICA	0.00	341.39	4.23	337.16
01 2120 231 001	Counselor HS Retirement	0.00	435.52	0.00	435.52
01 2120 231 003	Counselor Elem Retirement	0.00	326.86	0.00	326.86
01 2120 237 001	COUNSELOR Inc Retirement Contributions	0.00	43.26	0.00	43.26
01 2120 237 003	COUNSELOR INC RETIREMENT CONT	0.00	32.47	0.00	32.47
01 2120 610 001	Counselor HS Supplies	0.00	59.96	0.00	59.96
01 2120 610 003	Counselor Elem Supplies	0.00	2,591.29	0.00	2,591.29
01 2120 890 001	Counselor HS Misc. Expenses	0.00	0.00	0.00	0.00
01 2130 610 001	GENERAL SUPPLIES	0.00	994.19	4.54	989.65
01 2130 610 003	GENERAL SUPPLIES	0.00	1,467.52	22.72	1,444.80
01 2131 112 003	Sped Nursing Services	0.00	1,137.63	0.00	1,137.63
01 2131 222 003	PARA FICA	0.00	87.02	0.00	87.02
01 2131 232 003	SPED Nursing Retirement	0.00	38.38	0.00	38.38
01 2131 237 003	SPED Nurse Increase Retirement Contributions	0.00	3.81	0.00	3.81
01 2131 320 002	MS SPED CONTRACED NURSING SERVICES	0.00	7,180.14	0.00	7,180.14
01 2141 111 003	SPED ELEM PSYCHOLOGY SALARY	0.00	6,954.83	0.00	6,954.83
01 2141 211 003	SPED ELEM PSYCH INSURANCE	0.00	2,459.01	0.00	2,459.01
01 2141 221 003	SPED ELEM PSYCH FICA	0.00	533.90	37.22	496.68
01 2141 231 003	SPED ELEM PSYCHOLOGY RETIREMENT	0.00	511.18	0.00	511.18
01 2141 237 003	SPED PSYCH INC RETIREMENT CONTRIBUTIONS	0.00	50.77	0.00	50.77
01 2141 330 003	SPED ELEM PSYCHOLOGY PROFESSIONAL DEVEL.	0.00	350.00	0.00	350.00
01 2141 591 003	ESU PSYCHOLOGY SERVICES	0.00	7,612.50	0.00	7,612.50
01 2141 610 003	SPED PSYCHOLOGY SUPPLIES	0.00	2,534.55	0.00	2,534.55
01 2151 111 001	Sped Speech HS Salary	0.00	2,501.51	0.00	2,501.51
01 2151 111 003	Sped Speech Elem Salary	0.00	6,882.54	0.00	6,882.54
01 2151 211 001	Sped Speech HS Insurance	0.00	11.47	0.00	11.47
01 2151 211 003	Sped Speech ELEM Insurance	0.00	32.67	0.00	32.67
01 2151 221 001	Speech HS FICA	0.00	195.11	0.00	195.11
01 2151 221 003	Sped Speech Elem FICA	0.00	555.98	0.00	555.98
01 2151 231 001	Sped Speech HS Retirement	0.00	183.86	0.00	183.86
01 2151 231 003	Sped Speech Elem Retirement	0.00	505.88	0.00	505.88
01 2151 237 001	Sped Speech HS Salary	0.00	18.26	0.00	18.26
01 2151 237 003	Sped Speech Elem Inc Retirement Contr	0.00	50.25	0.00	50.25
01 2151 281 001	Sped Speech HS CASH-IN-LIEU MEDICAL INS.	0.00	40.00	0.00	40.00
01 2151 281 003	Sped Speech ElemCASH-IN-LIEU MEDICAL INS	0.00	360.00	0.00	360.00
01 2151 610 003	Sped Speech Elem Supplies	0.00	894.81	0.00	894.81
01 2152 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	0.00	672.53	0.00	672.53
01 2152 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	0.00	3.05	0.00	3.05
01 2152 221 003	TEACHER/PROFESSIONAL FICA	0.00	51.63	0.00	51.63

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2152 231 003	TEACHER RETIREMENT	0.00	49.43	0.00	49.43
01 2152 237 003	Increase Retirement Contributions	0.00	4.91	0.00	4.91
01 2153 111 000	SALARIES OF TEACHERS/PROFESSIONAL STAFF	0.00	672.53	0.00	672.53
01 2153 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	0.00	3.05	0.00	3.05
01 2153 221 000	TEACHER/PROFESSIONAL FICA	0.00	51.63	0.00	51.63
01 2153 231 000	TEACHER RETIREMENT	0.00	49.43	0.00	49.43
01 2153 237 000	Increase Retirement Contributions	0.00	4.91	0.00	4.91
01 2161 111 001	Sped Occupational Therapy HS Salary	0.00	364.38	0.00	364.38
01 2161 111 002	OT Services - Middle School	0.00	364.38	0.00	364.38
01 2161 111 003	Sped Occupational Therapy Elem Salary	0.00	2,914.99	0.00	2,914.99
01 2161 211 001	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	0.00	183.68	0.00	183.68
01 2161 211 002	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	0.00	183.68	0.00	183.68
01 2161 211 003	Sped Occupational Therapy Elem Insurance	0.00	1,469.35	0.00	1,469.35
01 2161 221 001	Sped HS TEACHER/PROFESSIONAL FICA	0.00	27.97	0.39	27.58
01 2161 221 002	OT Services Middle School - FICA	0.00	27.97	0.38	27.59
01 2161 221 003	Sped Occupational Therapy Elem FICA	0.00	223.77	3.15	220.62
01 2161 231 001	Sped Occupational Therapy HS Retirement	0.00	26.78	0.00	26.78
01 2161 231 002	TEACHER RETIREMENT	0.00	26.78	0.00	26.78
01 2161 231 003	Sped Occupational Therapy ElemRetirement	0.00	214.26	0.00	214.26
01 2161 237 001	Increase Retirement Contributions	0.00	2.66	0.00	2.66
01 2161 237 002	Increase Retirement Contributions	0.00	2.66	0.00	2.66
01 2161 237 003	Sped OT Inc. Retirement Contributions	0.00	21.28	0.00	21.28
01 2161 330 003	Sped Occupational Therapy Prof. Developm	0.00	419.00	0.00	419.00
01 2161 610 003	Sped Occupational Therapy Elem Supplies	0.00	1,759.45	0.00	1,759.45
01 2171 111 001	HS Physical Therapy	0.00	408.50	0.00	408.50
01 2171 111 003	Elem PT	0.00	1,634.00	0.00	1,634.00
01 2171 211 001	HS PT Insurance	0.00	1.97	0.00	1.97
01 2171 211 003	Elem PT Insurance	0.00	7.88	0.00	7.88
01 2171 221 001	PT FICA	0.00	32.70	0.00	32.70
01 2171 221 003	Elem PT FICA	0.00	130.82	0.00	130.82
01 2171 231 001	HS PT Retirement	0.00	30.14	0.00	30.14
01 2171 231 003	Elem PT Retirement	0.00	120.54	0.00	120.54
01 2171 237 001	HS PT Increase Retiremen	0.00	2.99	0.00	2.99
01 2171 237 003	Elem PT Increase Retirement	0.00	11.97	0.00	11.97
01 2171 281 001	CASH-IN-LIEU MEDICAL INSURANCE	0.00	17.50	0.00	17.50
01 2171 281 003	CASH-IN-LIEU MEDICAL INSURANCE	0.00	70.00	0.00	70.00
01 2171 610 003	GENERAL SUPPLIES	0.00	1,205.82	0.00	1,205.82
01 2171 810 000	DUES AND FEES	0.00	445.00	0.00	445.00
01 2172 111 003	PT Ages 3-5	0.00	817.00	0.00	817.00
01 2172 211 003	PreK PT Insurance	0.00	3.94	0.00	3.94
01 2172 221 003	PreK PT FICA	0.00	65.41	0.00	65.41
01 2172 231 003	PreK PT Retirement	0.00	60.27	0.00	60.27
01 2172 237 003	PreK PT Increase Retirement	0.00	5.98	0.00	5.98
01 2172 281 003	CASH-IN-LIEU MEDICAL INSURANCE	0.00	35.00	0.00	35.00
01 2173 111 000	Birth-2 Physical Therapy	0.00	408.50	0.00	408.50
01 2173 211 000	Birth-2 PT Insurance	0.00	1.97	0.00	1.97
01 2173 221 000	Birth-2 PT FICA	0.00	32.72	0.02	32.70

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2173 231 000	Birth-3 PT Retirement	0.00	30.14	0.01	30.13
01 2173 237 000	Birth-3 PT Increase Retirement	0.00	3.01	0.00	3.01
01 2173 281 000	CASH-IN-LIEU MEDICAL INSURANCE	0.00	17.50	0.00	17.50
01 2220 111 003	Elem Library Salary	0.00	5,693.33	0.00	5,693.33
01 2220 112 001	HS Library Para Salary	0.00	1,120.00	0.00	1,120.00
01 2220 211 003	Elem Library BCBS, Vision, Life, Dental	0.00	25.41	0.00	25.41
01 2220 221 003	Elem Library FICA	0.00	456.25	0.00	456.25
01 2220 231 003	Elem Library Retirement	0.00	418.46	0.00	418.46
01 2220 237 003	Elem Lib Inc Retirement Contributions	0.00	41.56	0.00	41.56
01 2220 281 003	Elem Library Teacher CASH-IN-LIEU Med In	0.00	250.00	0.00	250.00
01 2220 610 001	HS Library Supplies	0.00	99.98	0.00	99.98
01 2220 610 003	Elem Library Supplies	0.00	4,611.20	0.00	4,611.20
01 2220 640 001	HS Library Books/Periodicals	0.00	0.00	0.00	0.00
01 2224 530 000	Internet Service	0.00	599.78	0.00	599.78
01 2230 111 000	Tech Coord.	0.00	6,974.33	0.00	6,974.33
01 2230 211 000	Tech Coord. BCBS, LIFE, VISION, DENTAL INSRU	0.00	1,464.67	0.00	1,464.67
01 2230 221 000	Tech Coord. FICA	0.00	535.41	10.06	525.35
01 2230 231 000	Tech Coord. RETIREMENT	0.00	512.61	0.00	512.61
01 2230 237 000	Tech Coord. Increase Retirement Contributions	0.00	50.91	0.00	50.91
01 2230 330 000	TECH PROFESSIONAL DEVELOPMENT	0.00	37.50	0.00	37.50
01 2230 352 001	Network Wiring	0.00	0.00	0.00	0.00
01 2230 352 003	Network Wiring	0.00	0.00	0.00	0.00
01 2230 382 001	HS Distant Learning Connection	0.00	0.00	0.00	0.00
01 2230 382 003	Elem Distant Learning Connection	0.00	0.00	0.00	0.00
01 2230 591 000	PURCHASED SERVICE FROM ESU/DISTRICT	0.00	18,389.83	0.00	18,389.83
01 2310 330 000	BOARD PROFESSIONAL DEVELOPMENT	0.00	0.00	0.00	0.00
01 2310 520 000	BOE Insurance	0.00	27,877.34	0.00	27,877.34
01 2310 540 000	BOE Advertising	0.00	250.02	0.00	250.02
01 2310 610 000	GENERAL SUPPLIES	0.00	461.50	0.00	461.50
01 2320 105 000	Superintendent Salary	0.00	13,333.33	0.00	13,333.33
01 2320 215 000	Superintendent BCBS, Vision, Life, Denta	0.00	2,495.65	0.00	2,495.65
01 2320 225 000	Superintendent FICA	0.00	1,023.58	2.06	1,021.52
01 2320 235 000	Superintendent Retirement	0.00	980.00	0.00	980.00
01 2320 237 000	Superintendent Inc Retire Contributions	0.00	97.33	0.00	97.33
01 2320 330 000	Superintendent Professional Development	0.00	100.00	0.00	100.00
01 2320 580 000	Superintendent Travel	0.00	18.08	0.00	18.08
01 2320 610 000	SUPERINTENDENT OFFICE SUPPLIES	0.00	39.99	0.00	39.99
01 2320 810 000	Superintendent Dues and Fees	0.00	0.00	0.00	0.00
01 2330 317 000	District Legal Services	0.00	828.00	0.00	828.00
01 2410 110 001	HS Principal Secretary Salary	0.00	3,695.56	0.00	3,695.56
01 2410 110 003	Elem Principal Secretary Salary	0.00	3,447.52	0.00	3,447.52
01 2410 111 001	HS Principal Salary	0.00	12,549.67	0.00	12,549.67
01 2410 111 003	Elem Principal Salary	0.00	8,333.33	0.00	8,333.33
01 2410 130 001	Overtime for HS Secretary	0.00	464.00	0.00	464.00
01 2410 130 003	Overtime for Elem Secretary	0.00	175.28	0.00	175.28
01 2410 210 001	HS Secretary Principal Insurance	0.00	517.01	0.00	517.01
01 2410 211 001	HS Principal Insurance	0.00	2,905.09	0.00	2,905.09

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2410 211 003	Elem Principal Insurance	0.00	39.63	0.00	39.63
01 2410 220 001	HS Secretary Principal FICA	0.00	318.20	18.29	299.91
01 2410 220 003	Elem Secretary Principal FICA	0.00	277.14	0.00	277.14
01 2410 221 001	HS Principal FICA	0.00	962.55	52.53	910.02
01 2410 221 003	Elem Principal FICA	0.00	658.93	0.00	658.93
01 2410 230 001	HS Secretary Principal Retirement	0.00	305.74	0.00	305.74
01 2410 230 003	Elem Secretary Principal Retirement	0.00	266.28	0.00	266.28
01 2410 231 001	HS Principal Retirement	0.00	895.19	0.00	895.19
01 2410 231 003	Elem Principal Retirement	0.00	612.50	0.00	612.50
01 2410 237 001	HS Principal Inc Retirement Contribution	0.00	119.27	0.00	119.27
01 2410 237 003	Elem Principal Inc Retire Contributions	0.00	87.28	0.00	87.28
01 2410 281 003	Elem Principal CASH-IN-LIEU Med Ins	0.00	250.00	0.00	250.00
01 2410 580 001	HS Principal Travel Expenses	0.00	27.22	0.00	27.22
01 2410 610 001	HS Principal Supplies	0.00	1,519.17	0.00	1,519.17
01 2410 610 003	Elem Principal Supplies	0.00	447.99	0.00	447.99
01 2510 110 000	BUSINESS MANAGER/HR/PAYROLL SALARY	0.00	7,774.44	80.00	7,694.44
01 2510 130 000	Overtime for Business Manager	0.00	660.54	0.00	660.54
01 2510 210 000	Superintendent Secretary Insurance	0.00	38.14	0.00	38.14
01 2510 220 000	Superintendent Secretary FICA	0.00	647.63	12.63	635.00
01 2510 230 000	Superintendent Secretary Retirement	0.00	619.99	0.00	619.99
01 2510 237 000	Super Secretary Inc Retire Contributions	0.00	61.57	0.00	61.57
01 2510 310 000	Employee Assistant Program	0.00	4,377.00	0.00	4,377.00
01 2510 330 000	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	0.00	315.00	0.00	315.00
01 2510 382 001	HS Telephone	0.00	302.57	0.00	302.57
01 2510 382 003	Elem Telephone	0.00	0.00	0.00	0.00
01 2510 440 000	Superintendent Copier/Mail Lease	0.00	0.00	0.00	0.00
01 2510 531 001	HS Postage	0.00	500.00	0.00	500.00
01 2510 531 003	Elem Postage	0.00	500.00	0.00	500.00
01 2510 610 000	CENTRAL OFFICE SUPPLIES	0.00	282.28	74.78	207.50
01 2510 643 000	WEB/CLOUD BASED SOFTWARE	0.00	0.00	0.00	0.00
01 2510 810 000	DUES AND FEES	0.00	68.50	0.00	68.50
01 2510 890 000	Superintendent Secretary Misc. Expenses	0.00	197.00	0.00	197.00
01 2610 110 001	HS Custodian Salary	0.00	5,219.47	0.00	5,219.47
01 2610 110 003	Elem Custodian Salary	0.00	5,082.27	0.00	5,082.27
01 2610 116 000	Maintenance Director	0.00	6,846.67	0.00	6,846.67
01 2610 130 001	OVERTIME for Custodial	0.00	1.75	0.00	1.75
01 2610 130 003	OVERTIME for Custodial	0.00	6.74	0.00	6.74
01 2610 210 000	NON - INSTRUCTIONAL INSURANCE	0.00	1.05	0.00	1.05
01 2610 210 001	HS Custodian Insurance	0.00	21.09	0.00	21.09
01 2610 210 003	Elem Custodian Insurance	0.00	5.68	0.00	5.68
01 2610 216 000	Professional Staff	0.00	28.61	0.00	28.61
01 2610 220 000	Maint. Director FICA	0.00	19.19	0.00	19.19
01 2610 220 001	HS Custodian FICA	0.00	400.82	0.00	400.82
01 2610 220 003	Elem Custodian FICA	0.00	389.31	0.00	389.31
01 2610 226 000	Professional Staff	0.00	525.61	0.00	525.61
01 2610 230 001	HS Custodian Retirement	0.00	385.10	0.00	385.10
01 2610 230 003	Elem Custodian Retirement	0.00	374.04	0.00	374.04
01 2610 236 000	Professional Staff	0.00	503.23	0.00	503.23
01 2610 237 000	Increase Retirement Contributions	0.00	49.98	0.00	49.98
01 2610 237 001	HS Custodian In Retire Contributions	0.00	38.24	0.00	38.24
01 2610 237 003	Elem Custodian Inc Retirement Contributi	0.00	37.15	0.00	37.15

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2610 280 000	CASH-IN-LIEU Maint.	0.00	250.00	0.00	250.00
01 2610 290 003	Elem Custodian LTD	0.00	14.65	0.00	14.65
01 2610 410 001	HS Water & Sewer	0.00	2,959.27	0.00	2,959.27
01 2610 410 003	Elem Water & Sewer	0.00	0.00	0.00	0.00
01 2610 431 001	HS Upkeep of Building	0.00	179.00	0.00	179.00
01 2610 431 003	Elem Upkeep of Building	0.00	560.41	0.00	560.41
01 2610 520 001	HS Building Insurance	0.00	60,400.93	0.00	60,400.93
01 2610 520 003	Elem Building Insurance	0.00	60,400.93	0.00	60,400.93
01 2610 610 001	HS Custodian Supplies	0.00	7,791.40	2,018.56	5,772.84
01 2610 610 003	Elem Custodian Supplies	0.00	12,638.74	0.00	12,638.74
01 2610 621 001	HS Utilities	0.00	16,564.34	0.00	16,564.34
01 2610 621 003	Elem Utilities	0.00	9,794.43	0.00	9,794.43
01 2620 420 001	HS Cleaning Service	0.00	11,190.00	0.00	11,190.00
01 2620 420 003	Elem Cleaning Service	0.00	9,339.00	0.00	9,339.00
01 2620 431 001	HS Repairs & Maintenance	0.00	4,272.49	0.00	4,272.49
01 2620 431 003	Elem Repairs & Maintenance	0.00	2,475.20	0.00	2,475.20
01 2620 440 001	HS Rentals of land, building, equip	0.00	0.00	0.00	0.00
01 2630 431 001	CARE & UPKEEP OF FB FIELD	0.00	4,135.00	0.00	4,135.00
01 2650 431 000	Vehicle Repairs & Maintenance	0.00	113.33	0.00	113.33
01 2650 520 000	Vehicle Insurance	0.00	10,000.00	0.00	10,000.00
01 2660 340 000	Security Service	0.00	0.00	0.00	0.00
01 2660 610 000	Security Supplies	0.00	932.94	0.00	932.94
01 2710 110 000	Bus Driver Regular Ed Salary	0.00	14,372.86	0.00	14,372.86
01 2710 210 000	Bus Driver Regular Ed Insurance	0.00	95.90	0.00	95.90
01 2710 220 000	Bus Driver Regular Ed FICA	0.00	1,100.01	0.13	1,099.88
01 2710 230 000	Bus Driver Regular Ed Retirement	0.00	661.36	0.00	661.36
01 2710 237 000	Bus Increase Retire Contributions	0.00	65.68	0.00	65.68
01 2710 290 000	Bus Driver Regular Ed LTD	0.00	80.00	0.00	80.00
01 2710 330 000	BUS PROFESSIONAL DEVEOPMENT	0.00	225.00	0.00	225.00
01 2710 520 000	Bus Insurance	0.00	27,169.80	0.00	27,169.80
01 2710 610 000	BUS SUPPLIES	0.00	929.59	0.00	929.59
01 2710 626 000	Bus Gas and Oil	0.00	2,414.98	0.00	2,414.98
01 2710 890 000	Bus Misc. Expenses	0.00	308.00	0.00	308.00
01 2712 110 000	Bus Driver Sped Salary	0.00	2,305.82	0.00	2,305.82
01 2712 112 000	PARAEDUCATORS SALARY	0.00	938.49	0.00	938.49
01 2712 210 000	Bus Driver Sped Insurance	0.00	0.25	0.00	0.25
01 2712 212 000	Bus Driver Sped Salary	0.00	0.53	0.00	0.53
01 2712 220 000	Bus Driver Sped FICA	0.00	176.42	0.00	176.42
01 2712 222 000	PARA FICA	0.00	71.81	0.00	71.81
01 2712 230 000	Bus Driver Sped Retirement	0.00	169.49	0.00	169.49
01 2712 232 000	PARAEDUCATOR RETIREMENT	0.00	16.93	0.00	16.93
01 2712 237 000	SPED Bus Inc Retire Contributions	0.00	18.54	0.00	18.54
01 2712 610 000	GENERAL SUPPLIES	0.00	700.00	0.00	700.00
01 2713 110 003	PreK Bus Driver	0.00	908.60	0.00	908.60
01 2713 210 003	PreK Driver Insurance	0.00	2.20	0.00	2.20
01 2713 220 003	PreK Driver FICA	0.00	69.64	0.00	69.64
01 2713 230 003	PreK Driver Retirement	0.00	66.91	0.00	66.91
01 2713 237 003	PreK Driver Increase Retirement Contributions	0.00	6.65	0.00	6.65
01 2720 111 000	Transportation Monitoring Services	0.00	306.00	0.00	306.00
01 2720 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	0.00	105.78	0.00	105.78
01 2720 221 000	TEACHER/PROFESSIONAL FICA	0.00	23.50	0.23	23.27
01 2720 231 000	TEACHER RETIREMENT	0.00	22.49	0.00	22.49
01 2720 237 000	Increase Retirement Contributions	0.00	2.23	0.00	2.23

Fund: 01 GENERAL FUND

		Beginning Balance	Debits	Credits	Ending Balance
01 2730 431 000	BUS & VEHICLE SERVICING & MAINTENANCE	0.00	6,702.44	0.00	6,702.44
01 2900 610 001 0 001	Athletics	0.00	5,700.00	0.00	5,700.00
01 3100 110 000	Food Service Salary	0.00	21,238.29	21,238.29	0.00
01 3100 130 000	OVERTIME for Food Services	0.00	154.09	154.09	0.00
01 3100 210 000	NON - INSTRUCTIONAL INSURANCE	0.00	880.56	880.56	0.00
01 3100 220 000	Food Service FICA	0.00	1,636.65	1,636.65	0.00
01 3100 230 000	Food Service Retirement	0.00	1,388.06	1,388.06	0.00
01 3100 237 000	Food Service Inc Retire Contributions	0.00	137.85	137.85	0.00
01 3300 110 003	Rec Program Salary	0.00	4,345.30	0.00	4,345.30
01 3300 130 003	Rec Program OT	0.00	11.26	0.00	11.26
01 3300 220 003	Rec Program FICA	0.00	199.43	0.00	199.43
01 3300 230 003	Rec Program Retirement	0.00	191.62	0.00	191.62
01 3300 237 003	REC Inc Retirement Contributions	0.00	19.03	0.00	19.03
01 3300 610 003	Rec Program Supplies	0.00	1,141.80	0.00	1,141.80
01 3535 610 000	HAL Supplies	0.00	609.03	0.00	609.03
01 3540 111 003	Preschool Teacher/Principal Salary	0.00	3,117.10	0.00	3,117.10
01 3540 211 003	Preschool Teacher/Principal Insurance	0.00	18.14	0.00	18.14
01 3540 221 003	Preschool Teacher/Principal FICA	0.00	239.30	0.25	239.05
01 3540 231 003	Preschool Teacher/Principal Retirement	0.00	229.11	0.00	229.11
01 3540 237 003	Preschool Inc Retire Contributions	0.00	22.75	0.00	22.75
01 3551 610 001	CAREER EDUCATION SUPPLIES	0.00	485.44	0.00	485.44
01 6200 111 003	Title 1 Teacher Salary	0.00	3,529.86	0.00	3,529.86
01 6200 211 003	Title 1 Teacher Insurance	0.00	683.27	0.00	683.27
01 6200 221 003	Title 1 Teacher FICA	0.00	270.98	0.00	270.98
01 6200 231 003	Title 1 Teacher Retirement	0.00	259.45	0.00	259.45
01 6200 237 003	Title 1 Inc Retirement Contributions	0.00	25.77	0.00	25.77
01 6200 610 003	Title 1 Supplies	0.00	624.89	0.00	624.89
01 6406 112 003	PARAEDUCATORS SALARY	0.00	468.65	0.00	468.65
01 6406 130 003	OVERTIME FOR NON-INSTRUCTIONAL	0.00	0.10	0.00	0.10
01 6406 220 003	IDEA FICA	0.00	0.01	0.00	0.01
01 6406 222 003	PARA FICA	0.00	35.85	0.00	35.85
01 6406 230 003	IDEA Retirement	0.00	0.01	0.00	0.01
01 6406 232 003	PARAEDUCATOR RETIREMENT	0.00	34.44	0.00	34.44
01 6406 237 003	Increase Retirement Contributions	0.00	3.42	0.00	3.42
01 6408 111 000	IDEA BIRTH-4 TEACHER SALARY	0.00	7,506.65	0.00	7,506.65
01 6408 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	0.00	1,508.73	31.24	1,477.49
01 6408 211 000	IDEA BIRTH-4 TEACHER INSURANCE	0.00	1,206.77	0.00	1,206.77
01 6408 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	0.00	341.03	12.79	328.24
01 6408 221 000	IDEA BIRTH-4 TEACHER FICA	0.00	578.96	2.45	576.51
01 6408 221 003	TEACHER/PROFESSIONAL FICA	0.00	115.86	2.89	112.97
01 6408 231 000	IDEA BIRTH-4 TEACHER RETIREMENT	0.00	551.95	0.00	551.95
01 6408 231 003	TEACHER RETIREMENT	0.00	110.89	2.30	108.59
01 6408 237 000	Increase Retirement Contributions	0.00	54.81	0.00	54.81
01 6408 237 003	Increase Retirement Contributions	0.00	11.01	0.23	10.78
01 6408 281 000	IDEA BIRTH-4 CASH-IN-LIEU MED INS	0.00	35.00	0.00	35.00
01 6412 111 003	IDEA NONPUBLIC SALARIES	0.00	387.15	0.00	387.15
01 6412 211 003	IDEA NONPUBLIC TEACHER INSURANCE	0.00	1.75	0.00	1.75
01 6412 221 003	IDEA NONPUBLIC TEACHER FICA	0.00	29.71	0.00	29.71
01 6412 231 003	IDEA NONPUBLIC TEACHER RETIREMENT	0.00	28.46	0.00	28.46

Fund: 01 GENERAL FUND

			Beginning Balance	Debits	Credits	Ending Balance
01 6412 237 003		Increase Retirement Contributions	0.00	2.83	0.00	2.83
01 8000 912 000		FUND TRANSFERS TO LUNCH FUND	0.00	2,904.45	0.00	2,904.45
Total:	Expenditure		0.00	1,373,758.88	29,489.05	1,344,269.83
Total:	01		9,601,220.76	4,046,393.67	3,591,453.32	10,922,348.81

Fund: 02 Depreciation

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
02 101		CASH	623,857.37	54.69	50,000.00	573,912.06
Total:	Current Assets		623,857.37	54.69	50,000.00	573,912.06
Fund Balance						
02 704		FUND BALANCE	623,857.37	50,000.00	54.69	573,912.06
Total:	Fund Balance		623,857.37	50,000.00	54.69	573,912.06
Revenue						
02 1510		INTEREST ON INVESTMENTS	0.00	0.00	54.69	54.69
Total:	Revenue		0.00	0.00	54.69	54.69
Expenditure						
02 2900 732 000		Bus Replacement	0.00	50,000.00	0.00	50,000.00
Total:	Expenditure		0.00	50,000.00	0.00	50,000.00
Total:	02		1,247,714.74	100,054.69	50,109.38	1,197,878.81

Fund: 03 Employee Benefit Fund

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
03 101		CASH	52,591.96	3,002.50	7,875.97	47,718.49
Total:	Current Assets		52,591.96	3,002.50	7,875.97	47,718.49
Fund Balance						
03 704		FUND BALANCE	40,918.05	0.00	4.20	40,922.25
03 704 3001		M. BATMAN	0.00	0.00	416.66	416.66
03 704 3002		A. CONN	4,999.92	4,999.92	416.66	416.66
03 704 3003		D. DOWDING	1,249.98	1,249.98	333.33	333.33
03 704 3005		K. LINKE	0.00	0.00	416.66	416.66
03 704 3006		R. PETSKA	34.51	416.66	516.66	134.51
03 704 3007		B. BROWN	3,071.80	0.00	125.00	3,196.80
03 704 3008		A. EASTEP	148.18	505.18	120.00	(237.00)
03 704 3009		R. GILL-ROSE	39.53	474.98	120.00	(315.45)
03 704 3010		M. KOTIK	(0.83)	195.88	275.00	78.29
03 704 3011		B. MCCREIGHT	140.00	0.00	25.00	165.00
03 704 3012		C. PESTER	999.96	0.00	83.33	1,083.29
03 704 3013		S. SULLIVAN	935.86	0.00	100.00	1,035.86
03 704 3014		K.VODICKA	55.00	33.37	50.00	71.63
Total:	Fund Balance		52,591.96	7,875.97	3,002.50	47,718.49
Revenue						
03 1510		INTEREST ON INVESTMENTS	0.00	0.00	4.20	4.20
03 5200 3001		M. BATMAN FUND TRANSFER	0.00	0.00	416.66	416.66
03 5200 3002		A. CONN FUND TRANSFERS	0.00	0.00	416.66	416.66
03 5200 3003		D. DOWDING FUND TRANSFER	0.00	0.00	333.33	333.33
03 5200 3005		K. LINKE FUND TRANSFERS	0.00	0.00	416.66	416.66
03 5200 3006		R. PETSKA FUND TRANSFERS	0.00	0.00	516.66	516.66
03 5200 3007		B. BROWN FUND TRANSFERS	0.00	0.00	125.00	125.00
03 5200 3008		A. EASTEP FUND TRANSFERS	0.00	0.00	120.00	120.00
03 5200 3009		R. GILL-ROSE FUND TRANSFERS	0.00	0.00	120.00	120.00
03 5200 3010		M. KOTIK FUND TRANSFERS	0.00	0.00	275.00	275.00
03 5200 3011		B. MCCREIGHT FUND TRANSFERS	0.00	0.00	25.00	25.00
03 5200 3012		C. PESTER FUND TRANSFERS	0.00	0.00	83.33	83.33
03 5200 3013		S. SULLIVAN FUND TRANSFERS	0.00	0.00	100.00	100.00
03 5200 3014		K. VODICKA FUND TRANSFERS	0.00	0.00	50.00	50.00
Total:	Revenue		0.00	0.00	3,002.50	3,002.50
Expenditure						
03 2900 291 000 0 602		A. CONN FSA/DEPENDENT CARE	0.00	4,999.92	0.00	4,999.92
03 2900 291 000 0 603		D. DOWDING FSA/DEPENDENT CARE	0.00	1,249.98	0.00	1,249.98
03 2900 291 000 0 606		R. PETSKA	0.00	416.66	0.00	416.66
03 2900 291 000 0 608		A. EASTEP FSA/DEPENDENT CARE	0.00	505.18	0.00	505.18
03 2900 291 000 0 609		R. GILL FSA/DEPENDENT CARE	0.00	474.98	0.00	474.98
03 2900 291 000 0 610		M. KOTIK FSA/DEPENDENT CARE	0.00	195.88	0.00	195.88
03 2900 291 000 0 614		K. VODICKA FSA/DEPENDENT CARE	0.00	33.37	0.00	33.37
Total:	Expenditure		0.00	7,875.97	0.00	7,875.97
Total:	03		105,183.92	18,754.44	13,880.97	106,315.45

Fund: 05 Activity Fund

		Beginning Balance	Debits	Credits	Ending Balance
Current Assets					
05 101	CASH	270,402.84	81,748.05	47,402.08	304,748.81
Total: Current Assets		270,402.84	81,748.05	47,402.08	304,748.81
Fund Balance					
05 704 0001	ATHLETICS	80,499.60	9,171.82	7,310.46	78,638.24
05 704 0002	ANNUAL	9,760.78	0.00	200.00	9,960.78
05 704 0003	BAND	2,503.97	1,454.98	825.00	1,873.99
05 704 0004	ELEMENTARY UNIT	10,710.18	234.54	0.00	10,475.64
05 704 0005	STUDENT COUNCIL	7,606.72	1,400.65	830.00	7,036.07
05 704 0006	FFA	26,014.44	2,605.00	2,315.59	25,725.03
05 704 0007	HIGH SCHOOL UNIT	1,392.81	188.74	0.00	1,204.07
05 704 0008	LIFE SKILLS	816.55	0.00	0.00	816.55
05 704 0009	FCCLA	2,212.69	739.58	412.00	1,885.11
05 704 0010	MISC ACCOUNT	3,360.93	1,096.81	84.97	2,349.09
05 704 0011	ART CLUB	648.22	0.00	0.00	648.22
05 704 0012	NATIONAL HONOR SOCIETY	1,052.51	0.00	0.00	1,052.51
05 704 0013	SPEECH	243.38	77.24	0.00	166.14
05 704 0014	1ST GRADE	677.58	0.00	0.00	677.58
05 704 0015	BOYS BASKETBALL	636.36	0.00	1,074.00	1,710.36
05 704 0016	CONCESSIONS	8,032.54	10,327.19	9,005.81	6,711.16
05 704 0017	GIRLS BASKETBALL	1,806.70	0.00	0.00	1,806.70
05 704 0019	INTEREST	1,245.68	0.00	26.82	1,272.50
05 704 0021	HS TRACK	6,566.72	0.00	0.00	6,566.72
05 704 0022	FIELDS SCHOLARSHIP	4,063.80	0.00	0.00	4,063.80
05 704 0023	CROSS COUNTRY	2,003.12	450.00	549.00	2,102.12
05 704 0024	INDUSTRIAL ARTS SHOP	1,770.29	0.00	1,202.00	2,972.29
05 704 0025	LIBRARY	955.90	0.00	0.00	955.90
05 704 0026	PARTY GROUP	769.76	0.00	0.00	769.76
05 704 0028	MUSICAL/DRAMA	10,323.02	75.80	0.00	10,247.22
05 704 0029	WRESTLING	2,813.03	0.00	344.80	3,157.83
05 704 0030	GENERAL FUND REIMBURSEMENT	(9,535.00)	0.00	9,535.00	0.00
05 704 0031	ELEM STUDENT COUNCIL	1,602.63	305.00	0.00	1,297.63
05 704 0032	WEIGHTS	8,821.76	0.00	100.00	8,921.76
05 704 0033	VOLLEYBALL ACCOUNT	3,021.45	2,070.85	2,067.00	3,017.60
05 704 0034	IMPREST FUND	2,000.00	0.00	0.00	2,000.00
05 704 0036	CHEERLEADING	6,015.40	8,799.25	4,029.05	1,245.20
05 704 0037	BENNET BACK-PACK PROGRAM	1,425.47	65.83	0.00	1,359.64
05 704 0039	FAMILY PASSES	0.00	130.00	9,460.00	9,330.00
05 704 0040	STUDENT FEES	0.00	40.00	8,680.00	8,640.00
05 704 0041	QUIZ BOWL	830.08	0.00	0.00	830.08
05 704 0042	JR HIGH BASKETBALL	654.00	0.00	0.00	654.00
05 704 0043	PANTHER STORE	4,697.85	1,848.31	1,503.00	4,352.54
05 704 0044	ELEM FUN RUN	750.00	645.26	20,213.45	20,318.19
05 704 0048	CHESS CLUB	127.80	0.00	0.00	127.80
05 704 0049	SHOW CHOIR/CHOIR	105.43	0.00	391.60	497.03
05 704 0050	CHROMEBOOK INSURANCE	20,770.23	40.00	315.00	21,045.23
05 704 0051	GOLF	1,371.16	0.00	242.60	1,613.76
05 704 0052	CIRCLE OF FRIENDS	1,379.13	0.00	0.00	1,379.13
05 704 0053	CLASS OF 2031	375.00	0.00	0.00	375.00
05 704 0054	UNIFIED SPORTS	1,065.59	0.00	300.00	1,365.59
05 704 0055	FOOTBALL	9,118.12	2,059.54	936.00	7,994.58
05 704 0056	ASPIRE ACADEMY	5,473.93	620.20	1,365.52	6,219.25
05 704 0057	CHICK-FIL-A GRANT/PLAYGROUND	1,050.00	0.00	0.00	1,050.00
05 704 0058	CLASS OF 2025	1,458.78	0.00	0.00	1,458.78

Fund: 05 Activity Fund

		Beginning Balance	Debits	Credits	Ending Balance
05 704 0059	CLASS OF 2026	3,605.18	0.00	0.00	3,605.18
05 704 0060	CLASS OF 2027	1,118.33	0.00	0.00	1,118.33
05 704 0061	CLASS OF 2028	896.58	0.00	0.00	896.58
05 704 0062	CLASS OF 2029	1,334.57	0.00	0.00	1,334.57
05 704 0063	HOSPITALITY FUND	6,236.57	1,215.56	0.00	5,021.01
05 704 0064	CLASS OF 2030	815.00	0.00	0.00	815.00
05 704 0065	JR HIGH VOLLEYBALL	4,155.52	4,166.71	393.96	382.77
05 704 0066	GIRLS WRESTLING REVENUE	1,175.00	0.00	462.20	1,637.20
Total: Fund Balance		270,402.84	49,828.86	84,174.83	304,748.81
Revenue					
05 1710 0001	ATHLETIC ADMISSIONS REVENUE	0.00	0.00	7,306.56	7,306.56
05 1790 0001	OTHER ACTIVITY REVENUE	0.00	0.00	3.90	3.90
05 1790 0002	ANNUAL REVENUE	0.00	0.00	200.00	200.00
05 1790 0003	BAND REVENUE	0.00	0.00	825.00	825.00
05 1790 0005	STUDENT COUNCIL REVENUE	0.00	0.00	830.00	830.00
05 1790 0006	FFA REVENUE	0.00	0.00	2,315.59	2,315.59
05 1790 0009	FCCLA REVENUE	0.00	0.00	412.00	412.00
05 1790 0010	MISC ACCOUNT REVENUE	0.00	0.00	84.97	84.97
05 1790 0015	BOYS BASKETBALL HS REVENUE	0.00	0.00	1,074.00	1,074.00
05 1790 0016	CONCESSIONS REVENUE	0.00	0.00	8,998.33	8,998.33
05 1790 0019	INTEREST REVENUE	0.00	0.00	26.82	26.82
05 1790 0023	CROSS COUNTRY REVENUE	0.00	0.00	549.00	549.00
05 1790 0024	INDUSTRIAL ARTS SHOP REVENUE	0.00	0.00	1,202.00	1,202.00
05 1790 0029	WRESTLING REVENUE	0.00	0.00	344.80	344.80
05 1790 0030	GENERAL FUND REIMBURSEMENT REVENUE	0.00	0.00	9,535.00	9,535.00
05 1790 0032	WEIGHTS REVENUE	0.00	0.00	100.00	100.00
05 1790 0033	VOLLEYBALL REVENUE	0.00	0.00	2,067.00	2,067.00
05 1790 0036	CHEERLEADING REVENUE	0.00	0.00	4,029.05	4,029.05
05 1790 0039	FAMILY PASSES REVENUE	0.00	0.00	9,460.00	9,460.00
05 1790 0040	STUDENT FEES REVENUE	0.00	0.00	8,680.00	8,680.00
05 1790 0043	PANTHER STORE	0.00	0.00	1,503.00	1,503.00
05 1790 0044	ELEM FUN RUN REVENUE	0.00	0.00	20,213.45	20,213.45
05 1790 0049	SHOW CHOIR/CHOIR REVENUE	0.00	0.00	391.60	391.60
05 1790 0050	CHROMEBOOK INSURANCE REVENUE	0.00	0.00	315.00	315.00
05 1790 0051	GOLF REVENUE	0.00	0.00	242.60	242.60
05 1790 0054	UNIFIED SPORTS REVENUE	0.00	0.00	300.00	300.00
05 1790 0055	FOOTBALL	0.00	0.00	936.00	936.00
05 1790 0056	ASPIRE ACADEMY REVENUE	0.00	0.00	1,365.52	1,365.52
05 1790 0065	JR HIGH VOLLEYBALL	0.00	0.00	393.96	393.96
05 1790 0066	GIRLS WRESTLING REVENUE	0.00	0.00	462.20	462.20
Total: Revenue		0.00	0.00	84,167.35	84,167.35
Expenditure					
05 2900 610 000 0 001	ATHLETIC EXPENSE	0.00	9,171.82	0.00	9,171.82
05 2900 610 000 0 003	BAND EXPENSE	0.00	1,454.98	0.00	1,454.98
05 2900 610 000 0 004	ELEMENTARY PRINCIPAL EXPENSE	0.00	234.54	0.00	234.54
05 2900 610 000 0 005	STUDENT COUNCIL EXPENSE	0.00	1,400.65	0.00	1,400.65
05 2900 610 000 0 006	FFA EXPENSE	0.00	2,605.00	0.00	2,605.00
05 2900 610 000 0 007	HIGH SCHOOL PRINCIPAL EXPENSE	0.00	188.74	0.00	188.74
05 2900 610 000 0 009	FCCLA EXPENSE	0.00	739.58	0.00	739.58
05 2900 610 000 0 010	MISC. ACCOUNT EXPENSE	0.00	1,096.81	0.00	1,096.81
05 2900 610 000 0 013	SPEECH EXPENSE	0.00	77.24	0.00	77.24
05 2900 610 000 0 016	CONCESSION EXPENSE	0.00	10,327.19	7.48	10,319.71

Fund: 05 Activity Fund

		Beginning Balance	Debits	Credits	Ending Balance
05 2900 610 000 0 023	CROSS COUNTRY	0.00	450.00	0.00	450.00
05 2900 610 000 0 028	MUSICAL/DRAMA EXPENSE	0.00	75.80	0.00	75.80
05 2900 610 000 0 030	GENERAL FUND REIMBURSEMENT EXPENSE	0.00	0.00	0.00	0.00
05 2900 610 000 0 031	ELEM STUDENT COUNCIL EXPENSE	0.00	305.00	0.00	305.00
05 2900 610 000 0 033	VOLLEYBALL EXPENSE	0.00	2,070.85	0.00	2,070.85
05 2900 610 000 0 036	CHEERLEADING EXPENSE	0.00	8,799.25	0.00	8,799.25
05 2900 610 000 0 037	BENNET BACK-PACK PROGRAM EXPENSE	0.00	65.83	0.00	65.83
05 2900 610 000 0 039	FAMILY PASSES EXPENSE	0.00	130.00	0.00	130.00
05 2900 610 000 0 040	STUDENT FEES EXPENSE	0.00	40.00	0.00	40.00
05 2900 610 000 0 043	PANTHER STORE	0.00	1,848.31	0.00	1,848.31
05 2900 610 000 0 044	ELEM FUN RUN EXPENSE	0.00	645.26	0.00	645.26
05 2900 610 000 0 050	CHROMEBOOK INSURANCE EXPENSE	0.00	40.00	0.00	40.00
05 2900 610 000 0 055	FOOTBALL	0.00	2,059.54	0.00	2,059.54
05 2900 610 000 0 056	ASPIRE ACADEMY	0.00	620.20	0.00	620.20
05 2900 610 000 0 063	HOSPITALITY FUND	0.00	1,215.56	0.00	1,215.56
05 2900 610 000 0 065	JR HIGH VOLLEYBALL	0.00	4,166.71	0.00	4,166.71
Total: Expenditure		0.00	49,828.86	7.48	49,821.38
Total: 05		540,805.68	181,405.77	215,751.74	743,486.35

Fund: 06 LUNCH FUND

				Beginning Balance	Debits	Credits	Ending Balance
Current Assets							
06 101			CASH	77,397.20	43,496.42	58,748.50	62,145.12
	Total:	Current Assets		77,397.20	43,496.42	58,748.50	62,145.12
Fund Balance							
06 704			FUND BALANCE	77,397.20	58,748.50	43,496.42	62,145.12
	Total:	Fund Balance		77,397.20	58,748.50	43,496.42	62,145.12
Revenue							
06 1510			INTEREST ON INVESTMENTS	0.00	0.00	7.05	7.05
06 1620			DAILY SALES OF BREAK/LUNCH/MILK	0.00	0.00	32,503.47	32,503.47
06 4210			FEDERAL REIMBURSEMENT OF NUTR PROGRAM	0.00	0.00	10,234.68	10,234.68
06 5690			OTHER NON-REVENUE RECEIPTS	0.00	306.00	100.75	(205.25)
	Total:	Revenue		0.00	306.00	42,845.95	42,539.95
Expenditure							
06 3100 110 000			SALARIES TO NON-INSTRUCTIONAL EMPLOYEES	0.00	21,392.38	0.00	21,392.38
06 3100 290 000			LUNCH PROGRAM EMPLOYEE BENEFITS	0.00	4,003.19	0.00	4,003.19
06 3100 610 000			LUNCH SUPPLIES	0.00	1,178.54	93.08	1,085.46
06 3100 630 000			LUNCH PROGRAM FOOD EXPENSES	0.00	31,408.45	557.39	30,851.06
06 3100 810 000			DUES AND FEES	0.00	459.94	0.00	459.94
	Total:	Expenditure		0.00	58,442.50	650.47	57,792.03
	Total:	06		154,794.40	160,993.42	145,741.34	224,622.22

Fund: 07 2021 REFINANCED (2016) A & B BONDS

				Beginning Balance	Debits	Credits	Ending Balance
Current Assets							
07 101			CASH	469,738.05	175,713.38	1,738.63	643,712.80
07 101 1300			CASH	810,221.71	0.00	0.00	810,221.71
07 900			Cash County Treasurer	364,353.79	0.00	0.00	364,353.79
	Total:	Current Assets		1,644,313.55	175,713.38	1,738.63	1,818,288.30
Fund Balance							
07 704			FUND BALANCE	1,644,313.55	1,738.63	175,713.38	1,818,288.30
	Total:	Fund Balance		1,644,313.55	1,738.63	175,713.38	1,818,288.30
Revenue							
07 1100			LOCAL PROPERTY TAXES	0.00	1,738.63	173,836.43	172,097.80
07 1140			Interest Levied Tax	0.00	0.00	27.25	27.25
07 1510			INTEREST	0.00	0.00	48.34	48.34
07 3130			HOMESTEAD EXEMPTION	0.00	0.00	1,801.36	1,801.36
	Total:	Revenue		0.00	1,738.63	175,713.38	173,974.75
	Total:	07		3,288,627.10	179,190.64	353,165.39	3,810,551.35

Fund: 08 Special Building Fund

			Beginning Balance	Debits	Credits	Ending Balance
Current Assets						
08 101		CASH - FARMER & MERCHANTS BANK	980,058.21	17,210.46	140,171.27	857,097.40
08 101 1400		CASH	841,820.10	0.00	0.00	841,820.10
08 101 1600		CASH	66,232.83	0.00	0.00	66,232.83
08 106		SAVINGS CERTIFICATES	50,000.00	0.00	0.00	50,000.00
08 106 1		SAVINGS CERTIFICATES	512,922.15	0.00	0.00	512,922.15
08 900		Cash County Treasurer	37,376.22	0.00	0.00	37,376.22
Total:	Current Assets		2,488,409.51	17,210.46	140,171.27	2,365,448.70
Fund Balance						
08 704		FUND BALANCE	2,488,409.51	140,171.27	17,210.46	2,365,448.70
Total:	Fund Balance		2,488,409.51	140,171.27	17,210.46	2,365,448.70
Revenue						
08 1100		LOCAL PROPERTY TAXES	0.00	171.27	17,125.02	16,953.75
08 1140		Interest Levied Tax	0.00	0.00	2.27	2.27
08 1510		INTEREST on CD'S AND INVESTMENTS	0.00	0.00	83.17	83.17
Total:	Revenue		0.00	171.27	17,210.46	17,039.19
Expenditure						
08 2610 720 000		BUILDINGS	0.00	140,000.00	0.00	140,000.00
Total:	Expenditure		0.00	140,000.00	0.00	140,000.00
Total:	08		4,976,819.02	297,553.00	174,592.19	4,887,936.59

Fund: 09 Qualified Capital Purpose Fund

				Beginning Balance	Debits	Credits	Ending Balance
Current Assets							
09 101			CASH	276,063.08	13,965.54	139.38	289,889.24
	Total:	Current Assets		276,063.08	13,965.54	139.38	289,889.24
Other Assets							
09 900			Cash County Treasurer	22,327.77	0.00	0.00	22,327.77
	Total:	Other Assets		22,327.77	0.00	0.00	22,327.77
Fund Balance							
09 704			FUND BALANCE	298,390.85	139.38	13,965.54	312,217.01
	Total:	Fund Balance		298,390.85	139.38	13,965.54	312,217.01
Revenue							
09 1100			LOCAL PROPERTY TAXES	0.00	139.38	13,929.57	13,790.19
09 1115			CARLINE TAXES	0.00	0.00	2.81	2.81
09 1140			Interest Levied Tax	0.00	0.00	8.37	8.37
09 1510			INTEREST ON INVESTMENTS	0.00	0.00	24.79	24.79
	Total:	Revenue		0.00	139.38	13,965.54	13,826.16
	Total:	09		596,781.70	14,244.30	28,070.46	638,260.18

Fund: 13 2022 Bond

				Beginning Balance	Debits	Credits	Ending Balance
Current Assets							
13 101			CASH	810,221.71	219,101.26	2,189.87	1,027,133.10
	Total:	Current Assets		810,221.71	219,101.26	2,189.87	1,027,133.10
Fund Balance							
13 704			FUND BALANCE	810,221.71	2,189.87	219,101.26	1,027,133.10
	Total:	Fund Balance		810,221.71	2,189.87	219,101.26	1,027,133.10
Revenue							
13 1100			LOCAL PROPERTY TAXES	0.00	2,189.87	218,882.16	216,692.29
13 1115			CARLINE TAXES	0.00	0.00	33.90	33.90
13 1140			Interest Levied Tax	0.00	0.00	104.98	104.98
13 1510			INTEREST ON INVESTMENTS	0.00	0.00	80.22	80.22
	Total:	Revenue		0.00	2,189.87	219,101.26	216,911.39
	Total:	13		1,620,443.42	223,481.00	440,392.39	2,271,177.59

Fund: 14 RIVERSTONE BANK - CONSTRUCTION

				Beginning Balance	Debits	Credits	Ending Balance
Current Assets							
14 101			CASH	841,820.10	2,872.62	406,389.15	438,303.57
	Total:	Current Assets		841,820.10	2,872.62	406,389.15	438,303.57
Fund Balance							
14 704			FUND BALANCE	841,820.10	406,389.15	2,872.62	438,303.57
	Total:	Fund Balance		841,820.10	406,389.15	2,872.62	438,303.57
Revenue							
14 1510			INTEREST ON INVESTMENTS	0.00	0.00	2,872.62	2,872.62
	Total:	Revenue		0.00	0.00	2,872.62	2,872.62
Expenditure							
14 2610 720 000			BUILDINGS	0.00	406,389.15	0.00	406,389.15
	Total:	Expenditure		0.00	406,389.15	0.00	406,389.15
	Total:	14		1,683,640.20	815,650.92	412,134.39	1,285,868.91

Fund: 16 RIVERSTONE BANK - SPECIAL BUILDING

				Beginning Balance	Debits	Credits	Ending Balance
Current Assets							
16 101			CASH	66,232.83	408,424.55	406,409.25	68,248.13
	Total:	Current Assets		66,232.83	408,424.55	406,409.25	68,248.13
Fund Balance							
16 704			FUND BALANCE	66,232.83	406,409.25	408,424.55	68,248.13
	Total:	Fund Balance		66,232.83	406,409.25	408,424.55	68,248.13
Revenue							
16 1100			LOCAL PROPERTY TAXES	0.00	20.10	2,001.10	1,981.00
16 1115			CARLINE TAXES	0.00	0.00	3.86	3.86
16 1510			INTEREST ON INVESTMENTS	0.00	0.00	30.44	30.44
16 5200			TRANSFERS	0.00	0.00	406,389.15	406,389.15
	Total:	Revenue		0.00	20.10	408,424.55	408,404.45
Expenditure							
16 4500 610 000			GENERAL SUPPLIES	0.00	22,811.65	0.00	22,811.65
16 4500 720 000			BUILDINGS	0.00	383,577.50	0.00	383,577.50
	Total:	Expenditure		0.00	406,389.15	0.00	406,389.15
	Total:	16		132,465.66	1,221,243.05	1,223,258.35	951,289.86

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	6,200,838.58	19,632.04	669,398.84	11.25	5,531,439.74	0.00	27,945.14	5,503,494.60
1160	PROVERTY PROGRAMS	155,844.20	0.00	13,218.56	8.48	142,625.64	0.00	0.00	142,625.64
1190	EARLY CHILDHOOD ED PROGRAMS	209,311.08	2,046.00	24,667.05	11.82	184,644.03	0.00	70.86	184,573.17
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	1,297,720.64	59.39	101,560.17	7.94	1,196,160.47	0.00	1,447.95	1,194,712.52
1212	SPECIAL EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1291	SPECIAL EDUCATION AGES 3-5	88,259.08	0.00	6,046.34	6.85	82,212.74	0.00	0.00	82,212.74
1292	SPED AGE 0-2	540.80	0.00	0.00	0.00	540.80	0.00	0.00	540.80
1300	SUMMER SCHOOL	11,180.00	0.00	0.00	0.00	11,180.00	0.00	0.00	11,180.00
1400	ADULT EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2120	GUIDANCE SERVICES	213,586.58	8,837.35	27,165.08	12.72	186,421.50	0.00	0.00	186,421.50
2130	HEALTH SERVICES	11,744.00	474.00	2,908.45	37.21	8,835.55	0.00	1,461.51	7,374.04
2131	SPED NURSING SERVICES	96,000.00	7,990.62	16,437.60	17.12	79,562.40	0.00	0.00	79,562.40
2140	PSYCHOLOGICAL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2141	SPED PSYCHOLOGY SERVICES	138,312.52	963.00	21,932.52	15.86	116,380.00	0.00	0.00	116,380.00
2151	SPED SPEECH PATHOLOGY AND AUDIOLOGY SERV	156,456.01	0.00	12,232.34	7.82	144,223.67	0.00	0.00	144,223.67
2152	SPED SPEECH AGE 3-5	9,627.92	0.00	781.55	8.12	8,846.37	0.00	0.00	8,846.37
2153	SPED SPEECH AGE 0-2	9,627.56	0.00	781.55	8.12	8,846.01	0.00	0.00	8,846.01
2161	SPED OCCUPATIONAL THERAPY SERVICES	84,367.08	0.00	8,229.12	9.75	76,137.96	0.00	0.00	76,137.96
2162	OCCUPATIONAL THERAPY AGE 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2163	OCCUPATIONAL THERAPY AGE 0-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2171	PHYSCIAL THERAPY SCHOOL AGE	54,600.00	0.00	4,119.83	7.55	50,480.17	0.00	0.00	50,480.17
2172	PHYSICAL THERAPY AGE 3-5	1,040.00	0.00	987.60	94.96	52.40	0.00	0.00	52.40
2173	PHYSICAL THERAPY AGE 0-2	3,120.00	0.00	493.81	15.83	2,626.19	0.00	0.00	2,626.19
2181	VISUALLY IMPAIRED	11,252.80	0.00	0.00	0.00	11,252.80	0.00	0.00	11,252.80
2211	SCHOOL IMPROVEMENT	2,080.00	0.00	0.00	0.00	2,080.00	0.00	0.00	2,080.00
2212	INST STAFF TRNG AND CURR DEV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2220	LIBRARY/MEDIA SERVICES	167,720.56	80.00	12,796.19	8.68	154,924.37	0.00	1,763.48	153,160.89
2224	EDUCATIONAL TELEVISION SERVICES	18,387.20	599.78	1,199.56	6.52	17,187.64	0.00	0.00	17,187.64
2230	INSTRUCTION-RELATED TECHNOLOGY	167,280.41	3,565.16	31,520.36	18.84	135,760.05	0.00	0.00	135,760.05
2310	BOARD OF EDUCATION	260,405.60	606.92	29,195.78	11.21	231,209.82	0.00	0.00	231,209.82
2320	EXECUTIVE ADMINISTRATION	218,250.00	584.48	18,670.38	8.55	199,579.62	0.00	0.00	199,579.62
2330	DISTRICT LEGAL SERVICES	0.00	964.00	1,792.00	0.00	(1,792.00)	0.00	0.00	(1,792.00)
2410	OFFICE OF THE PRINCIPAL	402,122.74	0.00	38,803.73	9.65	363,319.01	0.00	0.00	363,319.01
2490	SCHOOL ADMIN - OTHER	754.00	0.00	0.00	0.00	754.00	0.00	0.00	754.00
2510	GENERAL ADMIN-BUSINESS SERVICE	189,381.92	2,688.63	18,865.88	9.96	170,516.04	0.00	0.00	170,516.04
2610	MAINTENANCE	975,880.80	52,903.94	242,375.48	24.84	733,505.32	0.00	0.00	733,505.32
2620	MAINTENANCE	378,428.00	24,230.50	51,507.19	13.61	326,920.81	0.00	0.00	326,920.81
2630	Care & Upkeep of Grounds	150,000.00	99.95	4,234.95	2.82	145,765.05	0.00	0.00	145,765.05
2650	VEHICLE OPERATION AND MAINTENANCE	27,776.00	0.00	10,113.33	36.41	17,662.67	0.00	0.00	17,662.67
2660	SECURITY/SAFETY	2,080.00	550.00	1,482.94	71.30	597.06	0.00	0.00	597.06
2710	BUS DRIVER REGULAR EDUCATION	395,449.60	8,971.04	56,394.09	14.26	339,055.51	0.00	0.00	339,055.51
2712	BUS DRIVER SPED	61,735.20	0.00	4,398.28	7.12	57,336.92	0.00	0.00	57,336.92
2713	PreK Bus Driver	0.00	0.00	1,054.00	0.00	(1,054.00)	0.00	0.00	(1,054.00)
2720	Transportation Director	104.00	0.00	459.77	442.09	(355.77)	0.00	0.00	(355.77)
2730	BUS & VEHICLE SERVICING & MAINTENANCE	162,240.00	4,438.69	11,141.13	6.87	151,098.87	0.00	0.00	151,098.87
2900	OTHER STUDENT SUPPORT SERVICES	19,518.40	0.00	5,700.00	29.20	13,818.40	0.00	0.00	13,818.40
3100	FOOD SERVICE OPERATIONS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3300	REC PROGRAM	58,136.00	0.00	5,908.44	10.16	52,227.56	0.00	0.00	52,227.56
3535	HAL - HIGH ABILITY LEARNERS	6,645.60	0.00	609.03	9.16	6,036.57	0.00	0.00	6,036.57
3540	STATE EARLY CHILDHOOD	66,133.90	0.00	3,626.15	5.48	62,507.75	0.00	0.00	62,507.75
3551	CAREER EDUCATION	2,500.00	3,410.19	3,895.63	275.99	(1,395.63)	0.00	3,004.17	(4,399.80)
3552	SCHOOL SAFETY AND SECURITY ACT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4400	IDEA SPECIAL ED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
4410	IDEA ENROLLMENT/POVERTY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4455	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4590	ARRA: STATE FISCAL STAB FUNDS NON-SPEC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4610	ARRA: IDEA PART B(611) ENROLL/POV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4690	OTHER FED NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6200	TITLE 1 IMPROVING PROGRAMS FEDERAL SERVI	69,836.62	0.00	5,394.22	7.72	64,442.40	0.00	0.00	64,442.40
6310	NCLB TITLE II PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6330	REAP GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6406	IDEA PRESCHOOL	6,240.00	0.00	542.48	8.69	5,697.52	0.00	0.00	5,697.52
6408	IDEA ENROLLMENT/POVERTY	193,628.56	0.00	11,969.76	6.18	181,658.80	0.00	0.00	181,658.80
6411	IDEA EARLY INTERVENING SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6412	IDEA PART B PORPORTIONATE SHARE	5,482.43	0.00	449.90	8.21	5,032.53	0.00	0.00	5,032.53
6418	IDEA Part B PEAK Projects	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6421	ESU SCHOOL PSYCHOLOGY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6422	IDEA ARP AGES 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6423	NONPUBLIC IDEA ARP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6690	OTHER FEDERAL NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6700	CARL PERKINS FED VOCATIONAL&APPLIED TECH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6810	TITLE 1, ESSA ACCOUNTABILITY IMPROVING	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6969	TITLE IV PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6990	OTHER FEDERAL CATEGORY PROGRAMS	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	COVID-19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6997	CRRSA/ESSER II	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6998	ESSER III	2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00	2,000.00
8000	TRANSFERS (OUTGOING)	435,000.00	2,646.30	5,550.75	1.28	429,449.25	0.00	0.00	429,449.25
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	GENERAL FUND	13,198,626.39	146,341.98	1,490,611.81	11.56	11,708,014.58	0.00	35,693.11	11,672,321.47

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total:	13,198,626.39	146,341.98	1,490,611.81	11.56	11,708,014.58	0.00	35,693.11	11,672,321.47

NASB STANDARD SUPERINTENDENT EVALUATION



STANDARD I: MISSION, VISION, & GOALS

Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure a high-quality education and academic success and well-being of each student.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent *The supt. does an outstanding job at this task.*	**Good** *The supt. performs this task as required.*	**Average** *The supt. does an adequate job performing this task.*	**Fair** *The supt. does a passable job performing this task.*	**Poor** *The supt. does not perform this task well or at all.*	**Unsure** *I do not have certainty or confidence that the supt. completes this task.*
I.a.	Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals.						
I.b.	Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community), using relevant data in the discussion of long-term plans and goals.						
I.c.	Effectively utilizes data to implement, guide, and monitor progress of district goals/strategic plan.						
I.d.	Adjusts mission and vision to changing expectations and opportunities for the district and changing needs and situations of students.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • District strategic plan/district goals • Plan for implementing, monitoring and reporting progress of strategic plan/district goals • School improvement plan (including updates/assessment of progress and modifications) • School improvement teams • Superintendent performance plan aligned with district priorities and indicators to measure progress and success • Student performance data • Engagement/communication plan • Meeting agendas/minutes						
	If you were to suggest one improvement to Mission, Vision, and Goals for the upcoming year, what would it be?						

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STANDARD II: POLICY

Standard Descriptor: The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent *The supt. does an outstanding job at this task.*	**Good** *The supt. performs this task as required.*	**Average** *The supt. does an adequate job performing this task.*	**Fair** *The supt. does a passable job performing this task.*	**Poor** *The supt. does not perform this task well or at all.*	**Unsure** *I do not have certainty or confidence that the supt. completes this task.*
II.a.	Works with the board to review, update and adopt effective and purposeful district policy.						
II.b.	Governs consistently through board policy and administrative protocols and procedures.						
II.c.	Provides public access to district policy.						
II.d.	Ensures all handbooks are aligned to district policy.						
II.e.	Implements a policy to ensure curriculum is reviewed and aligned with current state standards.						
II.f.	Understands, complies with, and educates the school community on local, state, and federal laws, policies, and regulations.						
II.g.	Ensures student discipline is implemented with integrity and consistency.						
II.h.	Ensures student and personnel policies are clear and implemented consistently.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • District adopted policy review process/calendar • Progress/updates of the board's work with policy • Policy committee minutes • Curriculum review policy • Meeting agendas/minutes						
	If you were to suggest one improvement to Policy for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*

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STANDARD III: BUDGET PLANNING & MANAGEMENT

Standard Descriptor: The superintendent provides organizational leadership district-wide to ensure fiscal responsibility and management of school operations by allocating, using, and investing district resources to support effective instruction, improved and student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent *The supt. does an outstanding job at this task.*	**Good** *The supt. performs this task as required.*	**Average** *The supt. does an adequate job performing this task.*	**Fair** *The supt. does a passable job performing this task.*	**Poor** *The supt. does not perform this task well or at all.*	**Unsure** *I do not have certainty or confidence that the supt. completes this task.*
III.a.	Upholds fiscal responsibility and accountability.						
III.b.	Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals.						
III.c.	Utilizes data, research, and informed decision-making to support the allocation of district resources.						
III.d.	Updates board with historical and current budget data to monitor revenue and expenditures.						
III.e.	Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board.						
III.f.	Advocates for and pursues innovative solutions to improve and expand fiscal and human resources.						
III.g.	Ensures the maintenance and upkeep of facilities.						
III.h.	Institutes and manages operations and administrative systems that promote the mission and vision of the school.						
III.i.	Strategically manages staff resources, assigning and scheduling teachers and staff to roles that optimize their professional capacity.						
III.j.	Develops, implements, and sustains a responsive district crisis and safety plan.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • Budget strategic/district goals • Professional development plan • Monthly budget reports • Quarterly expenditure updates • District audit • Crisis and safety plan • Executive summary of the safety audit • Management and use of alternative resources (i.e. ESU funding, all grant applications, etc.) • Five/Ten-year facility plan • Budget development calendar/board • Financial policies • Forecast financial data						

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	If you were to suggest one improvement to Budget Planning and Management for the upcoming year, what would it be?	

STANDARD IV: EDUCATIONAL LEADERSHIP

Standard Descriptor: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current/applicable curriculum and assessments to support student success and well-being.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent *The supt. does an outstanding job at this task.*	**Good** *The supt. performs this task as required.*	**Average** *The supt. does an adequate job performing this task.*	**Fair** *The supt. does a passable job performing this task.*	**Poor** *The supt. does not perform this task well or at all.*	**Unsure** *I do not have certainty or confidence that the supt. completes this task.*
IV.a.	Advocates for the learning needs of all students.						
IV.b.	Promotes a student-centered culture and accepts responsibility for each student's academic success and well-being.						
IV.c.	Advocates for the engagement of parents/families as partners in the education of students.						
IV.d.	Ensures curricular and instructional decision-making is based upon current research, data, and the needs of each student.						
IV.e.	Provides the time and resources to align curriculum vertically, horizontally, and to the state standards.						
IV.f.	Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.						
IV.g.	Ensures the district-adopted instructional framework is implemented consistently.						
IV.h.	Integrates the district-adopted instructional framework into certificated staff evaluations.						
IV.i.	Advocates for curriculum and instruction that recognizes student strengths, is differentiated, and challenges each student.						
IV.j.	Optimizes alignment of resources, curriculum, and assessments to support student success.						
IV.k.	Assumes the key leadership in the successful learning of each child through an adopted instructional framework and curriculum review cycle.						
IV.l.	Promotes the effective use of technology in the service of teaching and learning.						

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	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • District strategic plan/district goals • School improvement plan (including assessment of progress and modifications) • School improvement teams • District calendar • Curriculum review cycle plan and updated policy for curriculum and assessment review • Curriculum review committee minutes • Student performance data and goals • Data to support instruction strategies and student-centered initiatives • Curriculum/programs additions/modifications • Instructional model	
	If you were to suggest one improvement to Educational Leadership for the upcoming year, what would it be?	

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*

STANDARD V: ORGANIZATIONAL & CULTURAL LEADERSHIP

Standard Descriptor: The superintendent provides cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent *The supt. does an outstanding job at this task.*	**Good** *The supt. performs this task as required.*	**Average** *The supt. does an adequate job performing this task.*	**Fair** *The supt. does a passable job performing this task.*	**Poor** *The supt. does not perform this task well or at all.*	**Unsure** *I do not have certainty or confidence that the supt. completes this task.*
V.a.	Contributes to a unified school environment of trust and respect among students, staff, families, and community members.						
V.b.	Commits to developing a high-performing leadership team.						
V.c.	Ensures a purposeful and equitable recruiting and hiring process that meets the changing needs of the district.						
V.d.	Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.						
V.e.	Promotes a culture of shared expectations and mutual accountability for the success of each student.						
V.f.	Fosters a collaborative environment that includes shared reflection, feedback and growth.						
V.g.	Promotes an environment where differing opinions and backgrounds are welcomed and embraced among staff and students.						

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V.h.	Maintains a safe, caring, and healthy school environment.						
V.i.	Provides systems of academic and social supports, services, extracurricular activities, and accommodations to meet the range of learning needs of each student.						
V.j.	Supports and develops effective and caring teachers and other professional staff, ensuring an educationally effective staff.						
V.k.	Promotes the personal and professional health, well-being, and work-life balance of faculty and staff.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • Conflict resolution process • Leadership development plan • Professional development plan • Hiring protocols and procedures • Evidence to validate engagement of parents/families • Diversity, equity and inclusion initiatives • Personnel policies						
	If you were to suggest one improvement to Organizational and Cultural Leadership for the upcoming year, what would it be?						

STANDARD VI: COMMUNITY RELATIONS

Standard Descriptor: The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members, and business leaders.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent *The supt. does an outstanding job at this task.*	**Good** *The supt. performs this task as required.*	**Average** *The supt. does an adequate job performing this task.*	**Fair** *The supt. does a passable job performing this task.*	**Poor** *The supt. does not perform this task well or at all.*	**Unsure** *I do not have certainty or confidence that the supt. completes this task.*
VI.a.	Regularly attends and participates in school activities, events, and programs and is visible within the community.						
VI.b.	Interacts and expresses genuine interest in building a connection with students.						
VI.c.	Develops collaborative partnerships to foster support for the school district.						
VI.d.	Effectively communicates key public information in a timely manner.						
VI.e.	Promotes a positive image of the district.						

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VI.f.	Understands and is respectful of the political, economic, and social aspects of the community.						
VI.g.	Is approachable, accessible, and welcoming to families and members of the community.						
VI.h.	Builds and sustains productive partnerships with public and private sectors to promote school improvement and student learning.						
VI.i.	Advocates publicly for the needs and priorities of students, families, and the community.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • Community engagement summary/report • District partnerships and initiatives established to provide resources and support • Partnership support received through the district foundation, scholarships, grant monies, etc. • Inter-local agreements • District annual report • Communications designed by and distributed to generate support of the district • Membership and participation with civic, community and state organizations • Meeting invitations/agendas						
	If you were to suggest one improvement to Community Relations for the upcoming year, what would it be?						

STANDARD VII: PROFESSIONAL LEADERSHIP

The superintendent models and develops the professional capacity of school personnel to promote improved instruction and student academic success and well-being.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent *The supt. does an outstanding job at this task.*	**Good** *The supt. performs this task as required.*	**Average** *The supt. does an adequate job performing this task.*	**Fair** *The supt. does a passable job performing this task.*	**Poor** *The supt. does not perform this task well or at all.*	**Unsure** *I do not have certainty or confidence that the supt. completes this task.*
VII.a.	Models positive and professional leadership based upon ethics, trust, integrity, and respect.						
VII.b.	Addresses concerns and opinions with respect and confidence.						
VII.c.	Develops teachers' and staff members' professional knowledge and practice through differentiated opportunities for learning and growth.						

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VII.d.	Provides an effective evaluation process with actionable feedback anchored in research and evidence based instructional practices.						
VII.e.	Exemplifies a life-long learning model to grow personal and professional knowledge.						
VII.f.	Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.						
VII.g.	Establishes and maintains a comprehensive onboarding and mentoring program to effectively support new certified hires.						
VII.h.	Sustains a professional culture of engagement and commitment to shared mission, goals, and objectives pertaining to student success.						
VII.i.	Establishes clear and consistent expectations for staff.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: • Memberships • Professional development activities (including, but not limited to conferences, workshops, committee work, studies, research, and published works) • Educational growth plan (professional goals and development) • Leadership team development plan • District staff professional development plan						
	If you were to suggest one improvement to Professional Leadership for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*

STANDARD VIII: BOARD-SUPERINTENDENT RELATIONS

The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent *The supt. does an outstanding job at this task.*	**Good** *The supt. performs this task as required.*	**Average** *The supt. does an adequate job performing this task.*	**Fair** *The supt. does a passable job performing this task.*	**Poor** *The supt. does not perform this task well or at all.*	**Unsure** *I do not have certainty or confidence that the supt. completes this task.*
VIII.a.	Maintains an appropriate and professional relationship with the board.						
VIII.b.	Keeps all board members informed with consistent and open communication.						
VIII.c.	Demonstrates support and respect for the board and refrains from public criticism of the board.						

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VIII.d.	Demonstrates collaborative problem solving and decision-making.						
VIII.e.	Supports board committee work as part of effective board decision-making.						
VIII.f.	Collaboratively supports or opposes, local, state and/or federal legislation impacting the district.						
VIII.g.	Encourages and helps to develop board members' knowledge of educational issues and trends and their impact on the school community.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • Superintendent performance plan/goals • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes						
	If you were to suggest one improvement to Board-Superintendent Relations for the upcoming year, what would it be?						

STANDARD IX: STRATEGIC PLANNING

The superintendent collaborates with the board to act as agents of continuous improvement to promote each student's academic success and well-being.

Please provide evidence to support the superintendent's leadership in strategic planning.

IX.a.	What evidence can the board identify to validate the superintendent is implementing and monitoring progress of the strategic plan priorities?	
IX.b.	When is the superintendent reviewing the progress/success of the strategic plan with the board?	
IX.c.	How and where is the superintendent documenting the progress and success of the strategic plan priorities?	
IX.d.	Is the superintendent aligning the budget and district resources to ensure the success of the strategic plan priorities?	

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IX.e.	How has the implementation of the strategic plan altered the focus of the superintendent and his/her engagement with the board?	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • Superintendent performance plan/goals • NASB Strategic Plan Progress Analysis Reports • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	

SUPERINTENDENT GOALS

This component of the evaluation tool may contain a changing list of annual goals from year to year for the board to provide feedback on.

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Superintendent's Response:

Superintendent Evaluation Summary

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent's personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

_____ _____

(Signature of Superintendent) (Date)

_____ _____

(Signature of Board President) (Date)

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District OR-1

Palmyra - Bennet Public Schools



High School Certified Staff

Wednesday, October 8th, 2025

Palmyra High School

10:00 a.m. - 12:00 p.m.

Mr. Kotik's classroom.





“Spark” Time

Directions Upon Entering the Classroom:

1. **When you come into the room, please take a seat in alignment with the placement of your name tag.**
    a. **If you have your computer, great. If not, you will not need it for this presentation.**
2. **Please take out your phone and find a contact with whom you haven’t communicated in over six months to a year.**
    a. Send this person a short message letting them know that you are thinking about them, or send them a positive message you think they would enjoy reading.
3. **Keep your phone open and pick one additional contact that you haven’t communicated with for more than a year, and send them a picture of something going on in your life right now that you are proud of or you want to share more about.**
4. **Talk with the person next to you about the messages and picture you sent, and why you chose these people.**

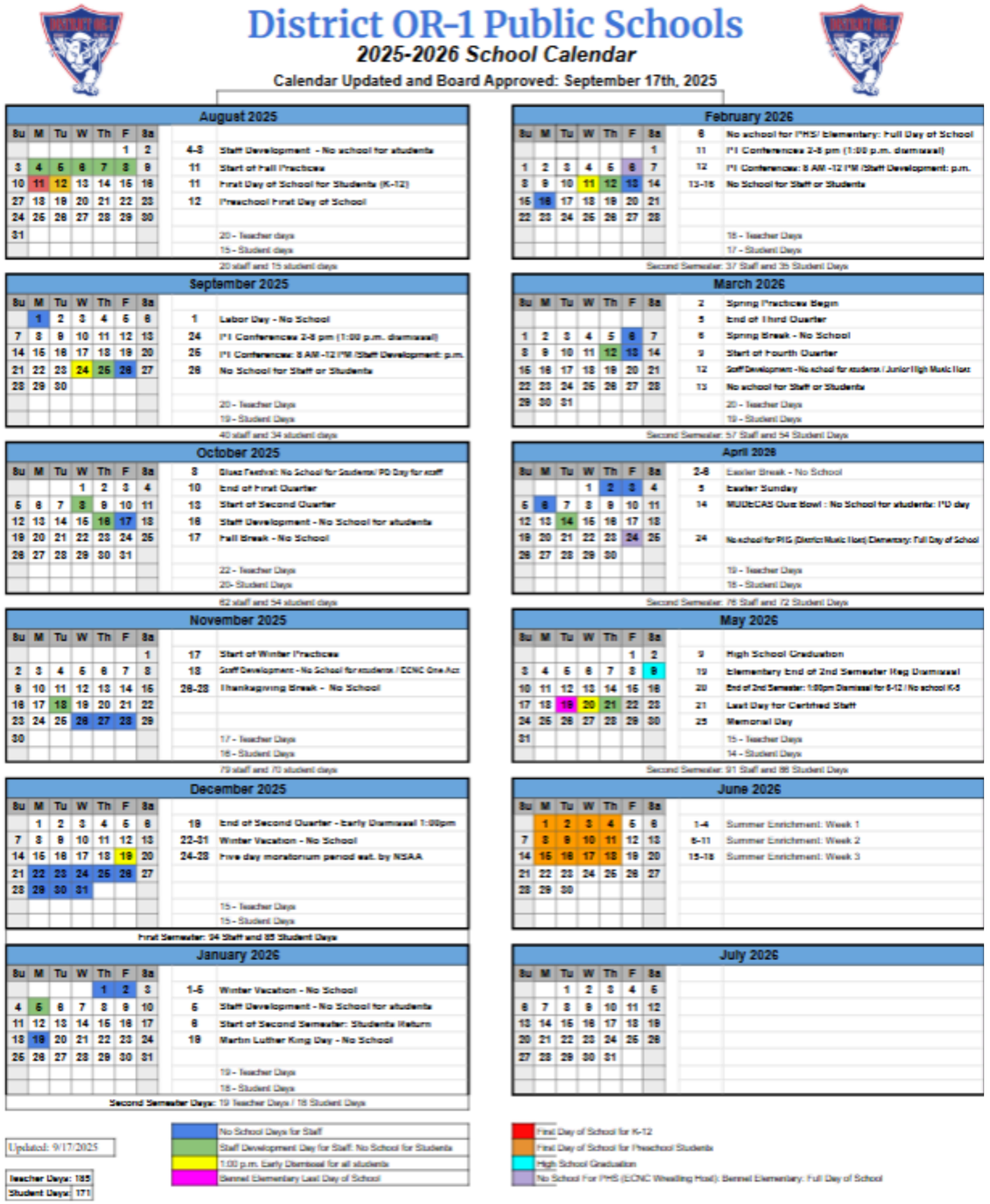
Today's Agenda

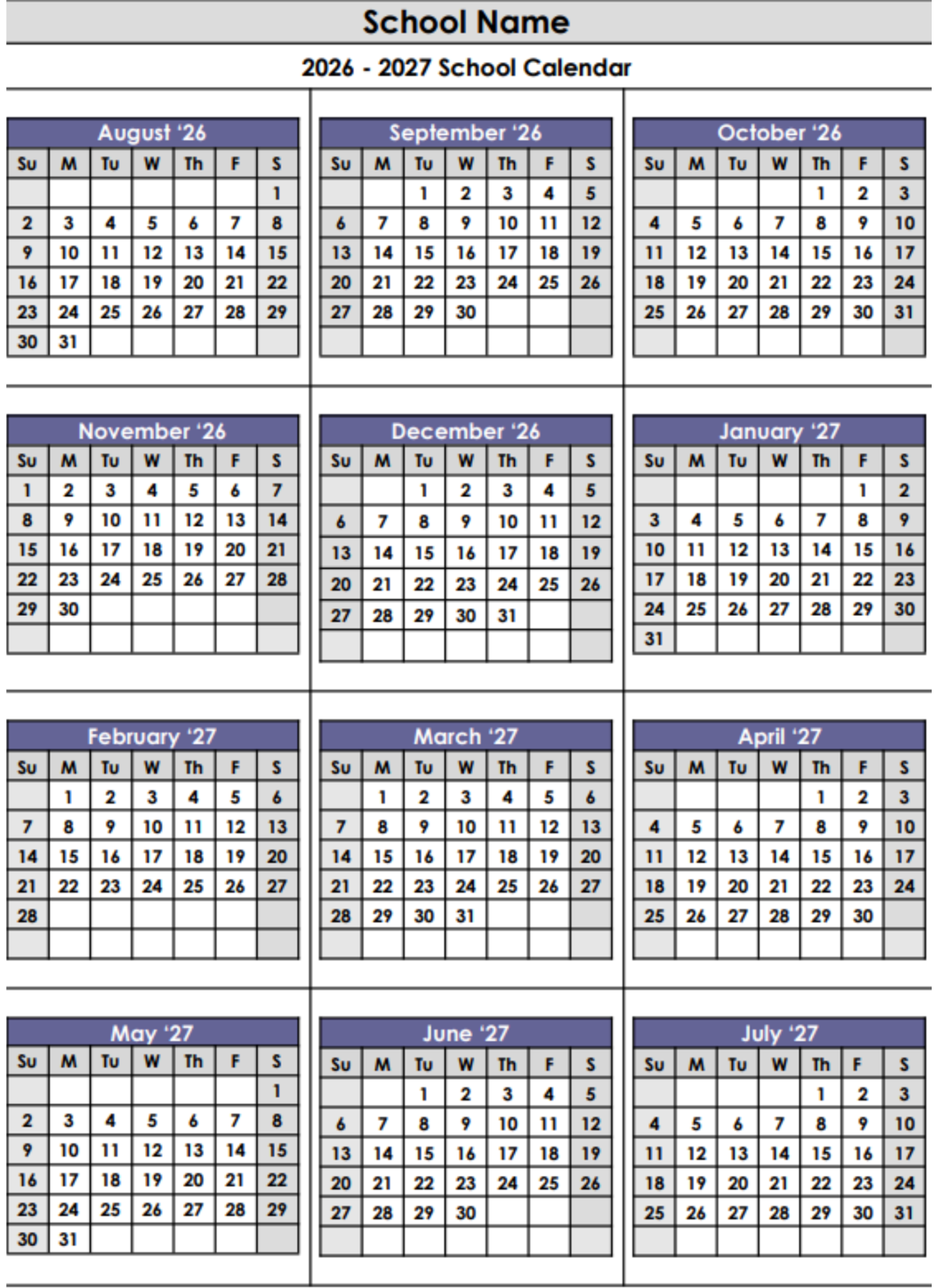
- Kudos
- Getting Back to "Why"
- **2026-2027** Calendar Preparations
- Survey Review
- NEE Evaluation
- Instructional Model Review and NEE Alignment
- Communication
- Upcoming Dates Overview
- Adjourn

2025-2026 Calendar: Updated: September 17th, 2025

Changes:

- Event Name Changes
- High School: “No School For Students” Update
- Elementary Changes





School Name

2026 - 2027 School Calendar

August '26

Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September '26

Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October '26

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November '26

Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December '26

Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January '27

Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February '27

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March '27

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April '27

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May '27

Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June '27

Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

July '27

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

2026-2027 Calendar Preparations:

- Staff Survey
- School Start and End Dates
- Calendar Committee
- P/T Conferences
- Early Out
- **NSAA** District Level Event Hosting
- Other

District Areas of Focus / Goals: 2025-2026

Area of Focus # 1

Instructional and Operational Consistency and Fidelity

~~Area of Focus # 2~~

~~District Communication Protocols and Expectations~~

~~Area of Focus # 3~~

~~Property Taxes / State Aid and The Impact on Resource Management~~

~~Area of Focus # 4~~

~~Staff, Student, and Community Culture and Collaboration~~

Goal # 1

Instructional and Operational Consistency and Fidelity

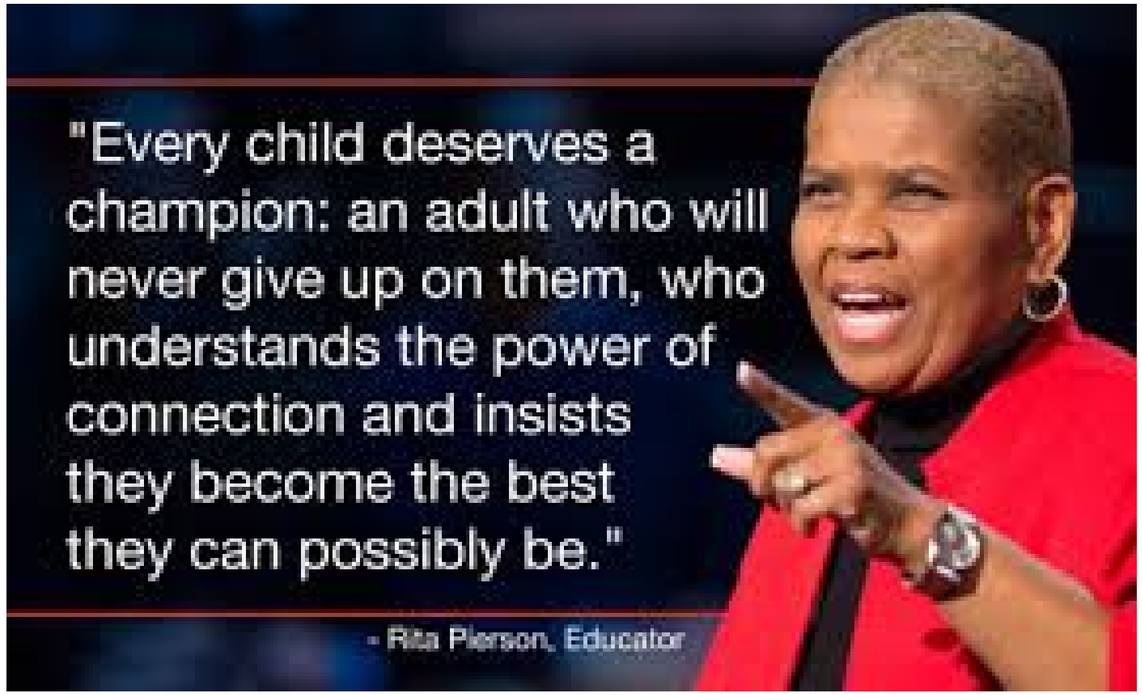
Instructional Model

Policy Adherence

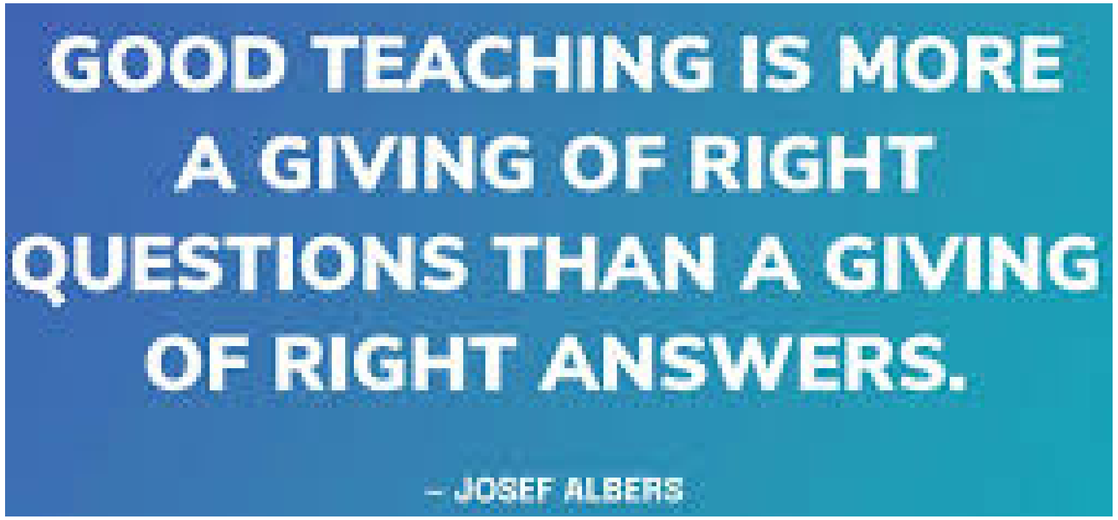
Curriculum Alignment and Skill Building

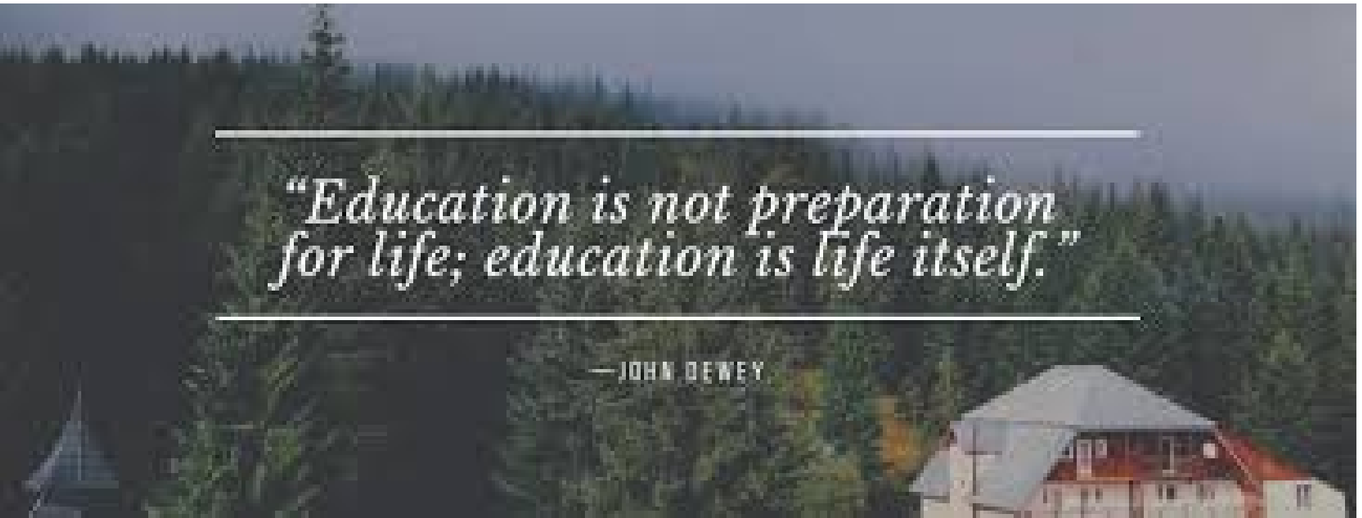
Behavioral Expectations

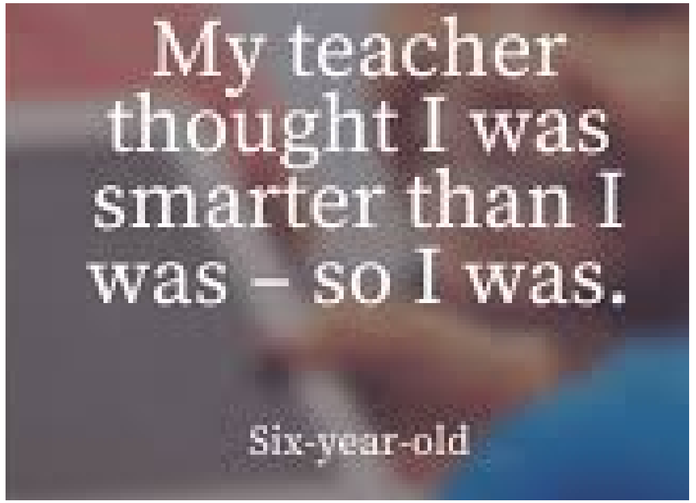
Reflecting on Teaching and Learning



"The expert in anything was once a beginner." — Anonymous







Upon further review.....

11 out of 29 possible opportunities

38%

Fail.....

I have to do better....



Starting with our Why?



- Forges a deeper connection based on trust and loyalty. When we believe in the same purpose as an organization, our loyalty is stronger and more resilient.
- Inspires us! Knowing our why connects directly to the limbic brain, which controls emotions, behavior, and decision-making.
- Provides clarity, a sense of direction, and serves as a guiding principle for all decisions, ensuring that our actions align with our core mission. It helps us stay focused on the long-term vision.
- Helps us stand out in a crowd.
- Strengthens our internal culture. A district built on a shared "why" fosters a sense of belonging and motivates us to go above and beyond because we feel we are contributing to something meaningful.

Staff and Community Survey Action Steps

Identified "Action Planning" Priorities

- ~~**Strengthen parent/ staff and community communication and connections.**~~
- **Maximize effective instructional practices to increase student achievement and engagement.**
- **Develop, communicate, document, analyze, and sustain behavioral expectations.**
- ~~**Promote Staff and Student Recognition Opportunities**~~

Staff Survey Feedback Themes

General Concerns/Staff Needs

- Increase admin visibility and accessibility
- Enhance consistency in behavior and academic expectations and consequences.



Let’s get some feedback!

Topics that will be covered in the questionnaire

Poll Everywhere

Special Education Survey QR Code:



Effectiveness of the ICU Program (Formative Assessment)



Calendar Survey



Instructional Model Survey

Impetus for Change



- **Inconsistency of instructional expectations**
- **Strategic Planning initiative**
- **Provide more immediate assistance and professional development for teachers**
- **Supportive and practical feedback focused on instruction**
- **“Resident experts” are already in our district**

Why do we need an Instructional Model?

- **Staff:**
  - Creates a common language between colleagues.
- **Parents:**
  - Facilitates transparency about our teaching expectations.
- **Students:**
  - Provides consistency between teachers and grade levels.

NEE Follow-Up

- Professional development is preplanned... not “one and done”.... and includes admin training!
- Not one more thing ... it is literally what we do.
- Integrates with our current Instructional Model
- More efficiency and flexibility
- Teacher feedback before implementation
- Student feedback through continued surveys.
- “Field tested” and recommended by other districts (street cred)... meets state standards.
- “Crawl to run” model.....
- Understand rural (Nebraska) district challenges.
- Not done to you, but rather for you.

Instructional Model Objectives

- Increase the consistency of instructional expectations across the entire school district.
- Provide a sustainable Instructional Model that can be taught and reinforced with all staff at our discretion and as needed.
- Utilize information and resources from previous research-based models to design an Instructional Model that is uniquely tailored for our staff and students.
- Produce a relevant and purposeful tool that all teachers can easily access, adapt, and understand to fit their own unique teaching styles.
- Continue to gather feedback from diverse groups of stakeholders to increase "buy-in" and ownership of the process.
- Embed the model into our school culture. "It's just what we do."

“Updated” Instructional Model

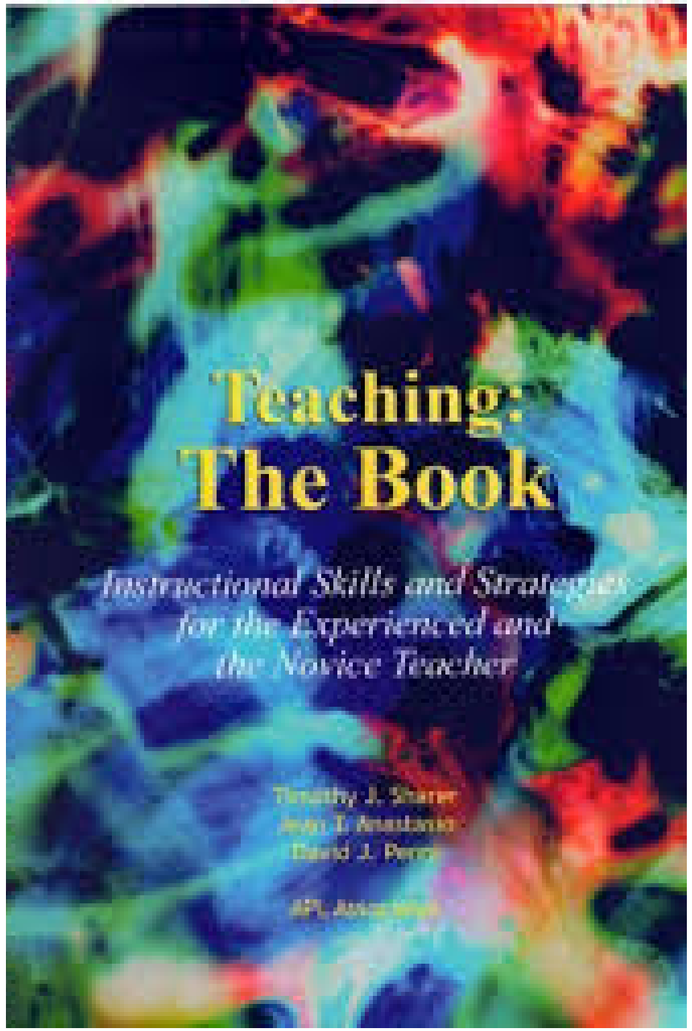
- The district instructional model creates a higher level of consistency of instructional strategies for staff and enhanced fidelity for students across grade and building levels.

- This document will be posted in **all** classrooms.
- The IM facilitates a common language between students, families, and staff regarding instructional practices.
- The IM is aligned with NEE indicators. These will be added next to each component area.



APL Instructional Strategies

- Beginning of Class
  - Agenda, Objectives, Expectations
- Checking for Understanding
- “On the Clock”
- Provide “Wait Time”
- “Wait Time” Extended
- Exit Option
- Closure



This information is taken from: Sharer, T.Anastasio & Perry, D, (2007) Teaching: The Book Instructional Skills and Strategies for the Experienced and Novice Teacher: Syracuse: APL Associates

Charlotte Danielson

DOMAIN 1: Planning and Preparation

1a Demonstrating Knowledge of Content and Pedagogy
- Content knowledge • Prerequisite relationships • Content pedagogy

1b Demonstrating Knowledge of Students
- Child development • Learning process • Special needs
- Student skills, knowledge, and proficiency
- Interests and cultural heritage

1c Setting Instructional Outcomes
- Value, sequence, and alignment • Clarity • Balance
- Suitability for diverse learners

1d Demonstrating Knowledge of Resources
- For classroom • To extend content knowledge • For students

1e Designing Coherent Instruction
- Learning activities • Instructional materials and resources
- Instructional groups • Lesson and unit structure

1f Designing Student Assessments
- Congruence with outcomes • Criteria and standards
- Formative assessments • Use for planning

DOMAIN 2: The Classroom Environment

2a Creating an Environment of Respect and Rapport
- Teacher interaction with students • Student interaction with students

2b Establishing a Culture for Learning
- Importance of content • Expectations for learning and achievement
- Student pride in work

2c Managing Classroom Procedures
- Instructional groups • Transitions
- Materials and supplies • Non-instructional duties
- Supervision of volunteers and paraprofessionals

2d Managing Student Behavior
- Expectations • Monitoring behavior • Response to misbehavior

2e Organizing Physical Space
- Safety and accessibility • Arrangement of furniture and resources

DOMAIN 4: Professional Responsibilities

4a Reflecting on Teaching
- Accuracy • Use in future teaching

4b Maintaining Accurate Records
- Student completion of assignments
- Student progress in learning • Non-instructional records

4c Communicating with Families
- About instructional program • About individual students
- Engagement of families in instructional program

4d Participating in a Professional Community
- Relationships with colleagues • Participation in school projects
- Involvement in culture of professional inquiry • Service to school

4e Growing and Developing Professionally
- Enhancement of content knowledge and pedagogical skill
- Receptivity to feedback from colleagues • Service to the profession

4f Showing Professionalism
- Integrity/ethical conduct • Service to students • Advocacy
- Decision-making • Compliance with school/district regulations

DOMAIN 3: Instruction

3a Communicating With Students
- Expectations for learning • Directions and procedures
- Explanations of content • Use of oral and written language

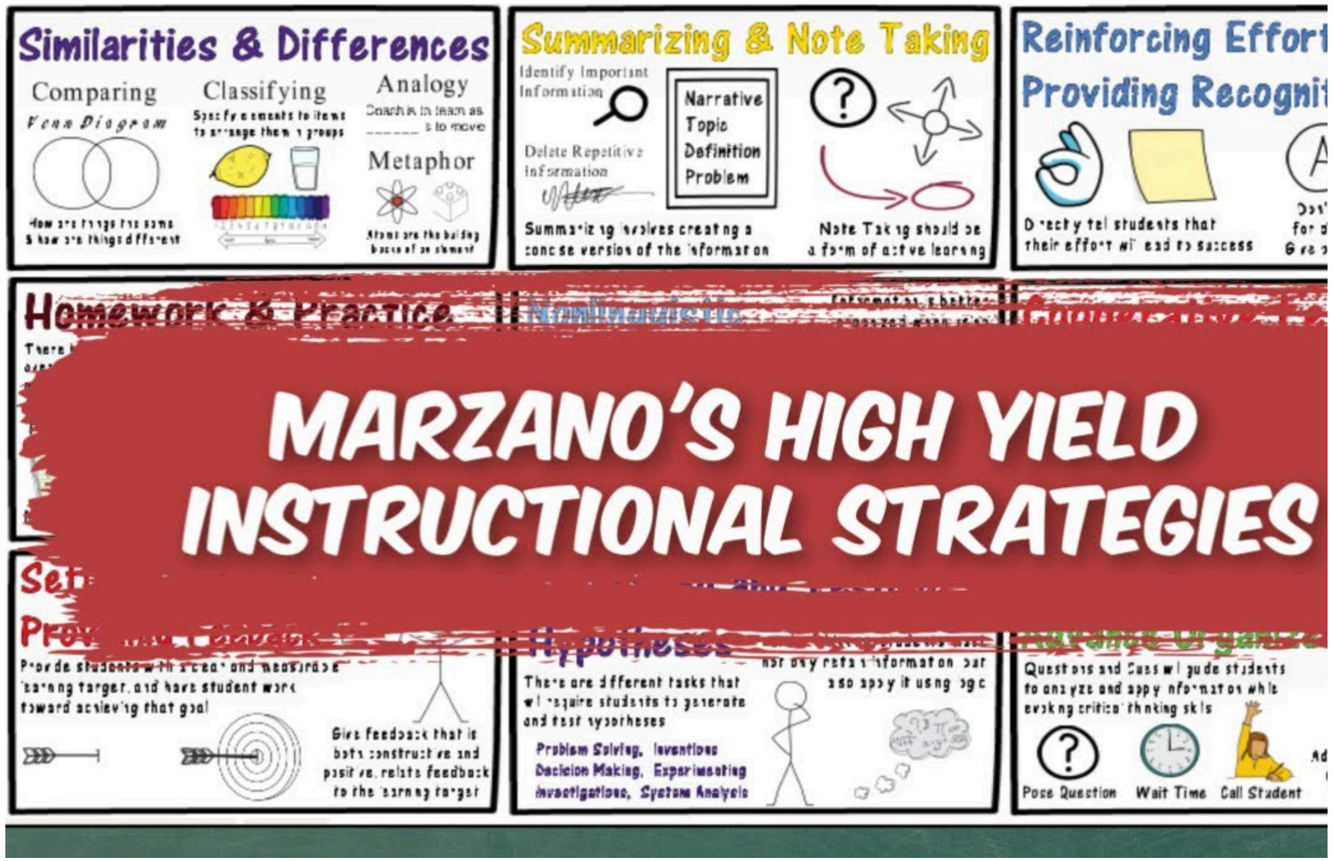
3b Using Questioning and Discussion Techniques
- Quality of questions • Discussion techniques • Student participation

3c Engaging Students in Learning
- Activities and assignments • Student groups
- Instructional materials and resources • Structure and pacing

3d Using Assessment in Instruction
- Assessment criteria • Monitoring of student learning
- Feedback to students • Student self-assessment and monitoring

3e Demonstrating Flexibility and Responsiveness
- Lesson adjustment • Response to students • Persistence

Robert Marzano



1. Identifying Similarities & Differences
2. Summarizing & Note Taking
3. Reinforcing Effort & Providing Recognition
4. Homework & Practice
5. Non-Linguistic Representations
6. Cooperative Learning
7. Setting Objectives & Providing Feedback
8. Generating and Testing Hypothesis
9. Questions, Cues, and Advance Organizers

James H. Stronge

Stronge and Associates Educational Consulting, LLC

Teacher Performance Standards

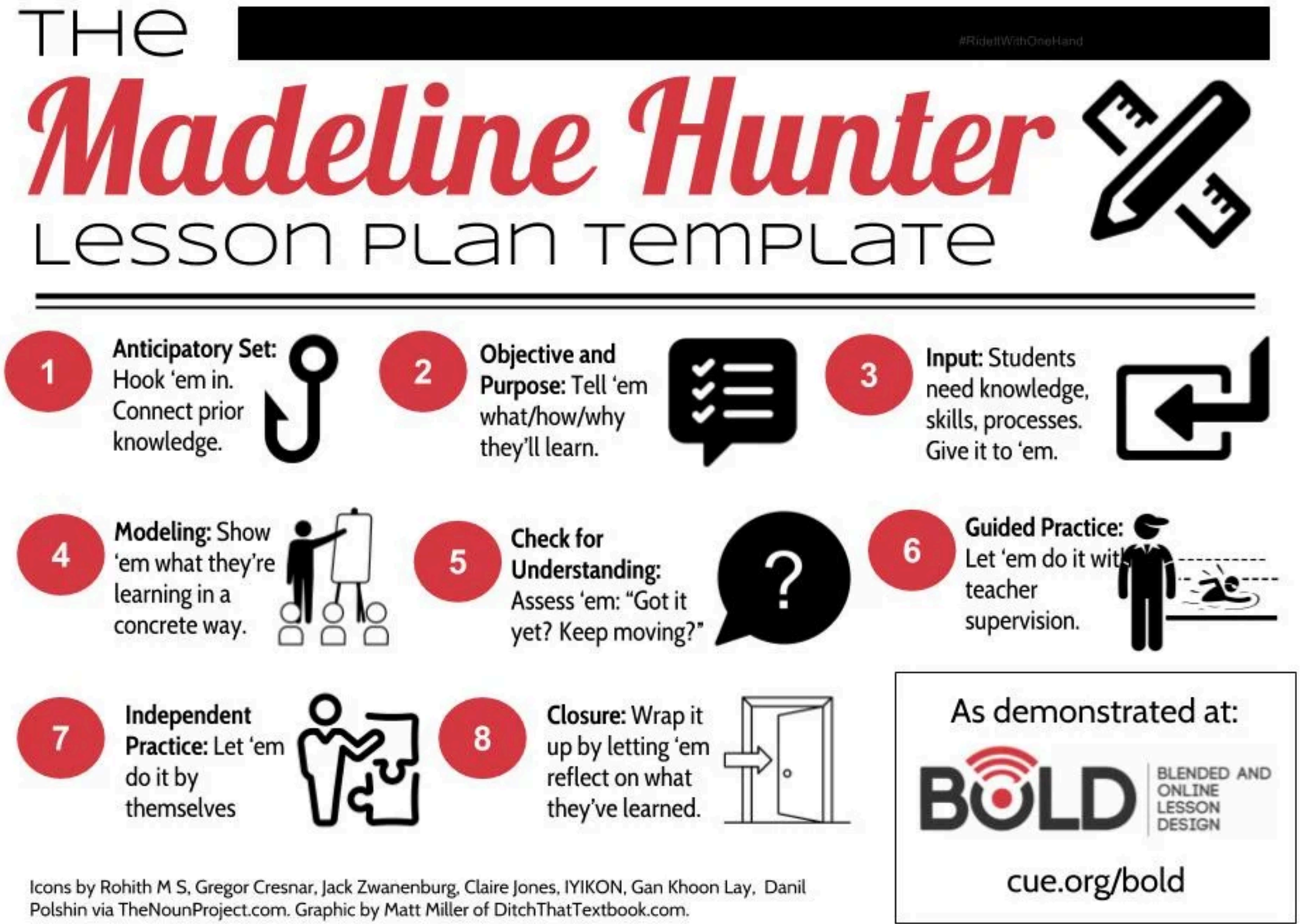
1. Professional Knowledge The teacher demonstrates an understanding of the curriculum, subject content, and the developmental needs of students by providing relevant learning experiences.
2. Instructional Planning The teacher plans using the state's standards, the school's curriculum, effective strategies, resources, and data to meet the needs of all students.
3. Instructional Delivery The teacher effectively engages students in learning by using a variety of instructional strategies in order to meet individual learning needs.
4. Assessment of/for Learning The teacher systematically gathers, analyzes, and uses all relevant data to measure student academic progress, guide instructional content and delivery methods, and provide timely feedback to both students and parents throughout the school year.
5. Learning Environment The teacher uses resources, routines, and procedures to provide a respectful, positive, safe, student-centered environment that is conducive to learning.
6. Professionalism The teacher maintains a commitment to professional ethics, communicates effectively, and takes responsibility for, and participates in, professional growth that results in enhanced student learning.
7. Student Progress The work of the teacher results in acceptable, measurable, and appropriate student academic progress.

McRel: Classroom Instruction That Works

Effectiveness

Danielson	Stronge	Mcrel	Marzano
1. Planning and preparation	Instructional Planning Assessment for Learning	Teachers facilitate learning for their students Teachers know the content they teach	Planning and Preparing
2. Instruction	Professional knowledge Instructional Delivery Communication	Teachers know the content they teach Teachers facilitate learning of their students	Classroom strategies and behaviors
3. The classroom environment	The learning environment Student progress	Teachers established a respectful environment for a diverse population of students	Teachers facilitate learning for their students colleagility and professionalism
4. Professional Responsibilities	Professionalism	Teachers demonstrate leadership	Teachers reflect on their practices

Madeline Hunter



The New Teacher Project

- TNTP works to improve public education systems by ensuring students, especially those from low-income and minority backgrounds, have access to effective teachers and leaders through research, policy advocacy, and impact consulting.
- TNTP's research indicates that "Trajectory Changing Schools" shares similar essential components:
  - **Belonging:**
    - Schools know each student well and meet their needs to support their growth.
  - **Coherence:**
    - TC schools build a unified instructional program and set priorities that are clear to all.
  - **Consistency:**
    - TC schools "raise the bar" with consistently good teaching and grade-level content.

Identification and NEE Alignment of the IM "Essential Components"

1. Spark
2. Objective
3. Student Focused Instruction
4. Assessment
5. Closure
6. Technology Integration
7. Professional Practices



Spark

What is it?



- A short (3-5 min), focused and intentional beginning activity that is intended to spark ideas, ignite thinking, make connections, motivate, or warm up. It can link previous learning to upcoming learning or review previously learned material.
- Spark could also be an introduction to new material.

Why is it important?

- Spark engages students at the onset of the objective. Students become focused and ready to learn.

Guiding Questions:

- How can I get students to start thinking about what they are to learn?
- How can I get students to connect what we learned yesterday with what they will learn today?
- How can I get students to be excited/interested in what we are learning?



Objective

What is it?



- The objective identifies what students will know and be able to do as a result of the instruction. An objective should be posted visibly in student-friendly language and written in lesson plans. Objectives should be written and stated clearly to students.

Why is it important?

- When the teacher gives the objective for the lesson or unit it provides a direction and an outcome for learning.
- Using objectives, students will understand what they will be able to do by the end of the learning cycle.

Specific Examples:

- Objectives can be specific:
  - The student will (TSW) be able to identify the main character.
  - I can factor perfect square trinomials.
  - TSW identifies 3 key points of the Gettysburg Address and explains if the same principles apply in today's political environment.
- Objectives can be broad:
  - TSW should be able to describe the variation in a set of data.
  - I show I understand early Native Americans in Nebraska.



Student-Focused Instruction



What is it?

- Student-focused instruction includes research-based (best practice) instructional strategies, as well as consistent and purposeful classroom management strategies.
- Professional discretion integrates with purposeful and intentional strategies catered to individual student needs and addresses learning objectives.
- We will utilize effective student-focused instructional strategies because the only true initiative in education is student learning.

Why is it important?

- Research has shown an increase in student achievement when consistent and effective instructional strategies are in place.
- It's important that teachers use a variety of instructional strategies that ensure the learning of all students.

District Behavioral Expectations

Model Compassionate Accountability:
AKA: The Velvet Hammer

Seek first to understand

Embrace learning opportunities

Contact parents with concerns and good news as soon as possible

Celebrate successes



Ask for support if needed

Avoid taking things personally and know your hot buttons!

Understanding doesn't mean acceptance of the behavior

***Our** students!*

If you expect it.... teach it!

Consistency of actions

Break

5 minutes



“Spark” Time



Take a brief moment to think back to when you were in school. Think about actually being in class and answer the following questions as honestly as you can. This memory can be from high school, middle school, college, elementary, etc.

For this exercise, we are asking that you do not share specific names in public to maintain individual confidentiality.

- **Who do you remember as being your worst teacher? Why were they the worst? What things do you remember about that class and teacher?**
- **Who do you remember as being your best teacher? Not your favorite, but the best. Why were they the best? What things do you remember about that class and teacher?**



Assessment (1 of 2)



What is it?

- Assessments are formative and summative activities that monitor and evaluate student learning of standards.

Types of Assessments:

- Formative Assessments are directly linked to standards or objectives to monitor student learning.
- Formative Assessments provide ongoing feedback that can be used by instructors to adjust their teaching and by students to improve their learning.
- Summative Assessments are utilized to evaluate student learning at the end of an instructional unit by comparing it against some standard or benchmark.

Assessment (2 of 2)

THE SCIENCE BEHIND DIBELS 8TH EDITION



Why is it important?

- Formative assessments allow the teacher to frequently assess their own effectiveness and monitor students' learning in order to drive instruction.
  - If assessment results are inadequate, the teacher can then decide what needs to change (example: different delivery method, more time on the topic, comprehensive review of prior learning, or provide additional interventions).

- Formative assessments are extremely important for students' success because teachers have the opportunity to intervene with students before the summative assessment.

- Summative assessments allow teachers to evaluate students' ability to retain and apply knowledge of the standards taught after a period of time (end of week, unit, semester, etc). This should result in a comprehensive marking of the student's level of proficiency.

Successes should be celebrated!

NSCAS NEBRASKA STUDENT-CENTERED ASSESSMENT SYSTEM

nwea map Measures of Academic Progress



Closure

What is it?



- Closure is a focused and intentional ending activity linked to the instructional objective(s). The learner is asked to show an understanding of or reflect on what was taught and/or what they learned.

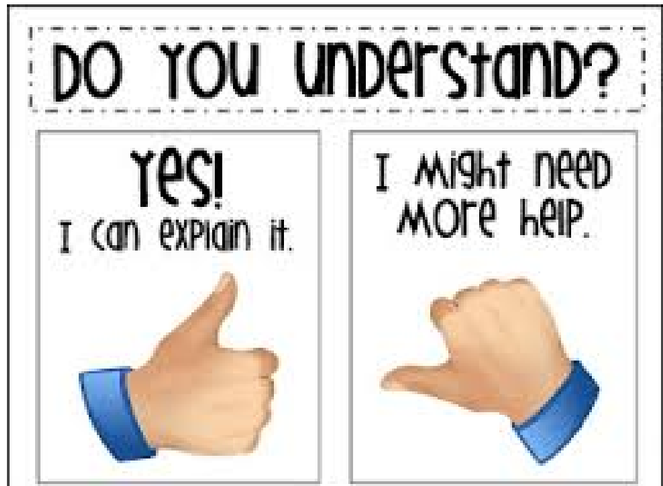
Why is it important?

- Closure provides an opportunity for teachers and students to evaluate student retention of the daily objective(s). Closure is an opportunity to reinforce what has been learned.

Examples of Closure:

- Think-pair-share
- Learning journal
- Pair/Share
- Demonstration
- Reflections
- Exit ticket
- Quick quiz or assessment
- Other closure activity ideas





Technology Integration

What is it?

Technology Integration is the purposeful use of technology for best practices in teaching and learning. Technology is intentionally embedded in teaching and learning to meet learning objectives, align with state and local standards, and adhere to current district policies.

Why is it important?

The use of technology will enhance learning through safe and purposeful instructional tools designed to promote critical thinking, data analysis, problem solving, and self discipline.

Technology Topics to Discuss

- Cell Phones
- Curriculum Resources
- Chromebooks
- Clear Touches
- Canvas
- Powerschool
- Band
- Board Policies:
  - Policy #6288. Artificial Intelligence
  - Policy #4025: Professional Boundaries



Professional Practices



What is it?

- District OR-1 educators reflect on their teaching, maintain accurate records, communicate with families, participate and actively engage in our professional learning community, commit to growing and developing professionally, build positive relationships and culture with colleagues and students, and show professionalism at all times.
    - This includes preparing well-designed and purposeful lessons, actively participating in school goals and district initiatives, and maintaining professionalism within the community.

Why is it important?

- Demonstrating these professional qualities helps us to meet our district vision of preparing our students for the future.

“Tight and Loose” Framework:

Tight:

- This product and process will be shared and implemented with all grade levels
- Will align with our staff evaluation process
- This document is our district Instructional Model and meets NDE Rule 10
- Maintain practical flexibility for all levels and content areas
- Continue to gather additional input from staff and students
- Continue to prioritize research-based “best practices”

Loose:

- How staff share with students and parents
- Variety of resources that meet state standards.
- What works best for your classroom within the Instructional Model Framework

Challenges

- This is just “One more thing!”
- Overwhelmed / time management
- “Professionals don’t have homework.”
- Paradigm shift
- Real World Ready!
- “I already know how to do this….”
- Growth vs. fixed mindset
- “You just want us to be robots.” / perceived loss of autonomy
- Independent contractors
- Administrative “Buy in” / Role modeling



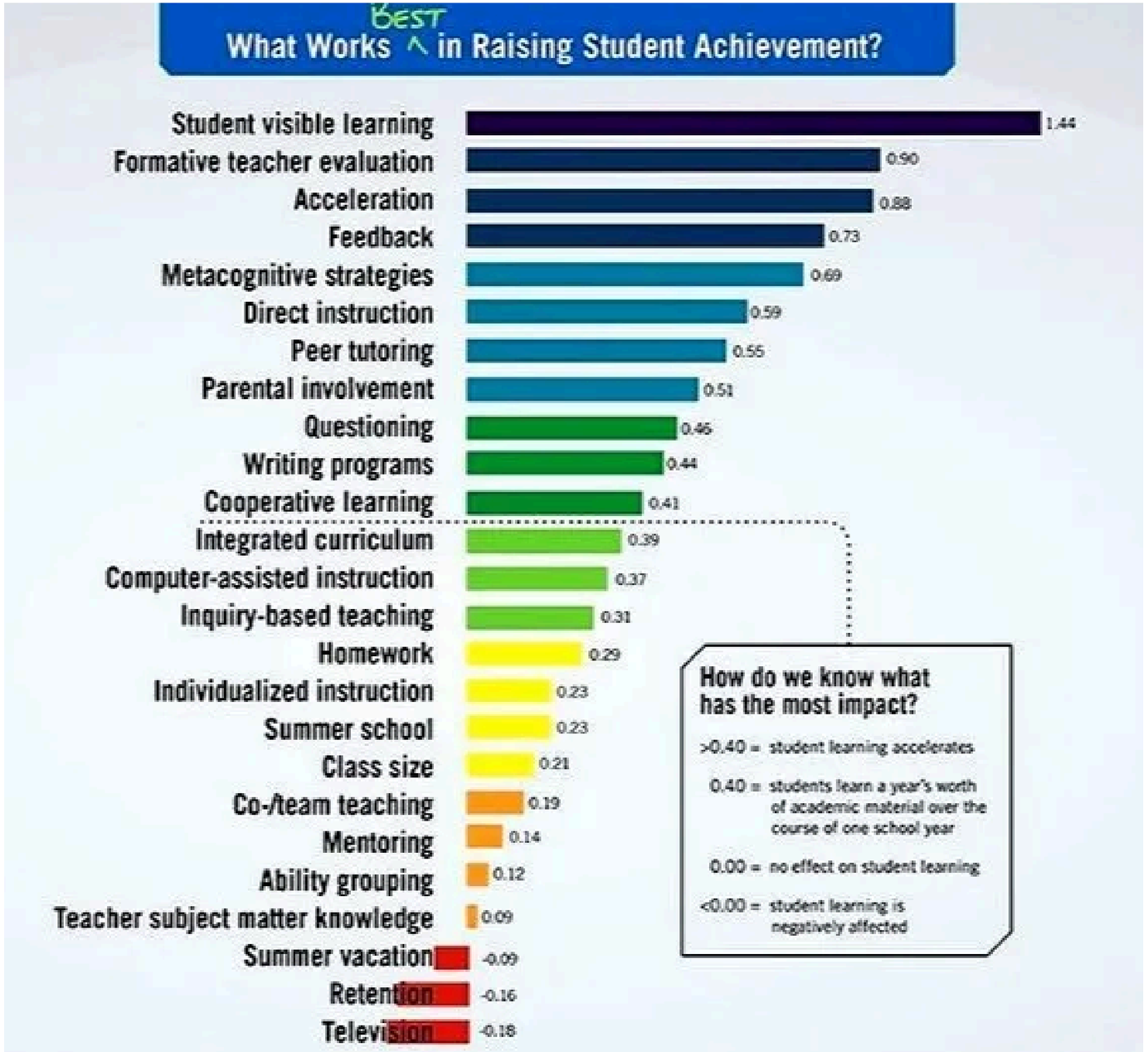
“I expect you all to be independent, innovative, critical thinkers who will do exactly as I say!”



Future Evidence of Success

- Consistency of increased instructional expectations across the district
- Collegial dialogues focused on improving instruction and student achievement
- Strengthening of informal and formal support networks
- Common language
- Instructional coaching
- Administrative awareness & application
- Focused goals and objectives aligned to the Instructional Model
- Increased visibility of the model
- Confidence of staff members presenting or sharing strategies with peers

John Hattie Research



Closure Activity:

Exit Ticket:

Talk with someone next to you and discuss (pair/share) with them your thoughts on the following questions.

- **What is one "takeaway" you learned based on the information presented today?**

- **How might this information be applicable in your district?**
- **Did you get a response from the folks you "texted" earlier this morning?**

Thanks for all you do!

This is a great place to serve!

Questions?



DISTRICT OR-1 Instructional Model

Strategies for Success

SPARK

STUDENT PERSPECTIVE
"Am I engaged in the lesson?"

TEACHER PERSPECTIVE
"How can I engage my students in learning?

OBJECTIVE

STUDENT PERSPECTIVE
"What am I going to learn from this lesson?"

TEACHER PERSPECTIVE
"What do I want the students to learn?"

STUDENT-FOCUSED INSTRUCTION

STUDENT PERSPECTIVE
"How am I involved in the learning process?

TEACHER PERSPECTIVE
"How can I ensure all students are learning?

ASSESSMENT

STUDENT PERSPECTIVE
"How am I doing?

TEACHER PERSPECTIVE
"How will I measure student learning?"

CLOSURE

STUDENT PERSPECTIVE
"What did I learn today?"

TEACHER PERSPECTIVE
"Did I meet the stated objectives?"

TECHNOLOGY INTEGRATION

STUDENT PERSPECTIVE
"Am I using technology for learning purposes?"

TEACHER PERSPECTIVE
"Am I using technology to enhance student learning?

PROFESSIONAL PRACTICES

STUDENT PERSPECTIVE
"Do I respect my teacher?"

TEACHER PERSPECTIVE
"Am I developing as a professional educator?"



NEBRASKA STATEWIDE WORKFORCE & EDUCATIONAL REPORTING SYSTEM

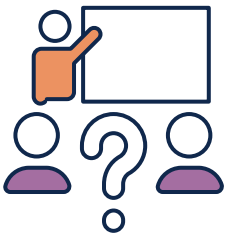




NSWERS Brief on the

Impact of Chronic Absenteeism on Academic Outcomes in Nebraska

By Jay Jeffries, Ph.D.



Introduction

Nationally, the rate of chronic absenteeism increased at unprecedented levels during the COVID-19 pandemic, rising above 40 percent in states like New Mexico and Alaska (DiMarco, 2025). In Nebraska, chronic absenteeism accelerated from 10 percent in the 2019-2020 academic year to nearly 24 percent the following school year (Fogarty, 2022; Nebraska Department of Education [NDE], 2024). The chronic absentee rate remained at 22 percent during the 2023-2024 academic year, prompting NDE to initiate a legislative priority focused on halving chronic absenteeism (Wendling, 2024). Nebraska absenteeism data is collected via K-12 attendance records, which classifies absences into one of nine categories: tardy, early departure, disciplinary action, illness or medical leave, a recognized noninstructional activity, unavailable transportation, any other excused absence, skipping school, and any other unexcused absence. Chronic absence, defined as ***"missing 10% of in-class time per academic year (including all absences; excused, unexcused, and suspensions)"***, equates to missing 17.5 of 175 learning days in Nebraska (NDE, 2025). Differently, truancy only accounts for unexcused absences (Attendance Works, 2016). Chronic absenteeism has been linked to a multitude of short- and long-term consequences. Academically, students who are chronically absent are at-risk for lower cognitive skills in early childhood, below grade-level reading and numeracy skills, and poorer social-emotional development (DeFlitch, n.d.). Chronic absenteeism is also linked to lower graduation rates and reduced lifetime earnings.

Overview

This brief examines chronic absenteeism in K-12 students by describing the current landscape of chronic absenteeism in Nebraska, characteristics of chronic absentee students, and implications for educational outcomes. Those seeking to allocate funding assistance and resources, advocate for policy support, develop prevention strategies, or acquire a deeper understanding of Nebraska chronic absenteeism may find utility in this resource.

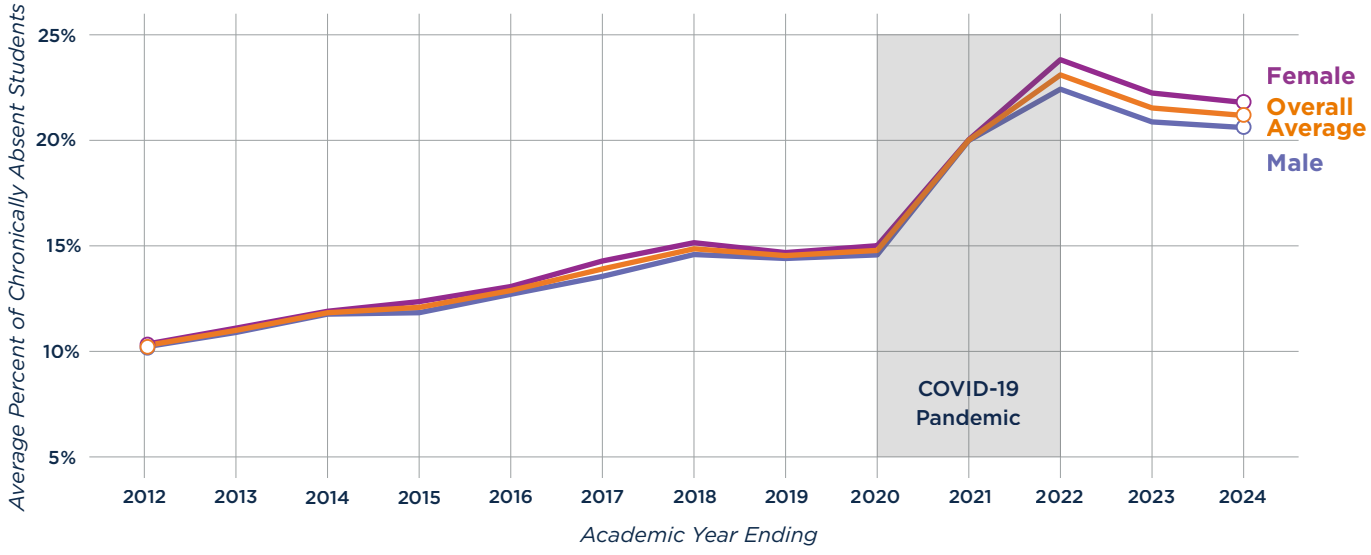
Key Findings:

- The percentage of students who were chronically absent steeply increased during the COVID-19 pandemic and has leveled off in 2024, maintaining an average chronic absenteeism rate above 20 percent across Nebraska public school students.
- While differences in chronic absences between student genders are minimal, disparities exist among student race/ethnicity.
- Steady divides in statewide assessment proficiencies prevail between chronically absent students and their non-chronic absentee peers.
- The odds that a typically-attending twelfth-grade student graduates on time are almost six times that of the on-time graduation for twelfth-grade students who are chronically absent.
- A gap in college-going behaviors exists between chronic absentees and their peers, where 70.9 percent of graduates who regularly attended school enroll in a postsecondary institution compared to 48.7 percent of chronically absent peers.

Chronic Absenteeism Rate Over Time

Chronic absenteeism has generally been on the rise since the 2011-2012 academic year, though rates steadied in the 2017-2018 academic year. During the height of the COVID-19 pandemic, the rate of chronic absenteeism sharply increased from 14.78 percent in the 2020-2021 academic year to 23.10 percent in the following year. This level of chronic absenteeism has remained relatively high since then, shifting to 21.18 percent in the 2023-2024 academic year. Further, there is no noticeable trend in chronic absenteeism among student gender groups over time—male and female student groups exhibit essentially equal percentages of chronic absenteeism throughout the years.

CHRONIC ABSENTEEISM RATE FOR NEBRASKA PUBLIC SCHOOL STUDENTS
2011-2012 to 2023-2024 Academic Years

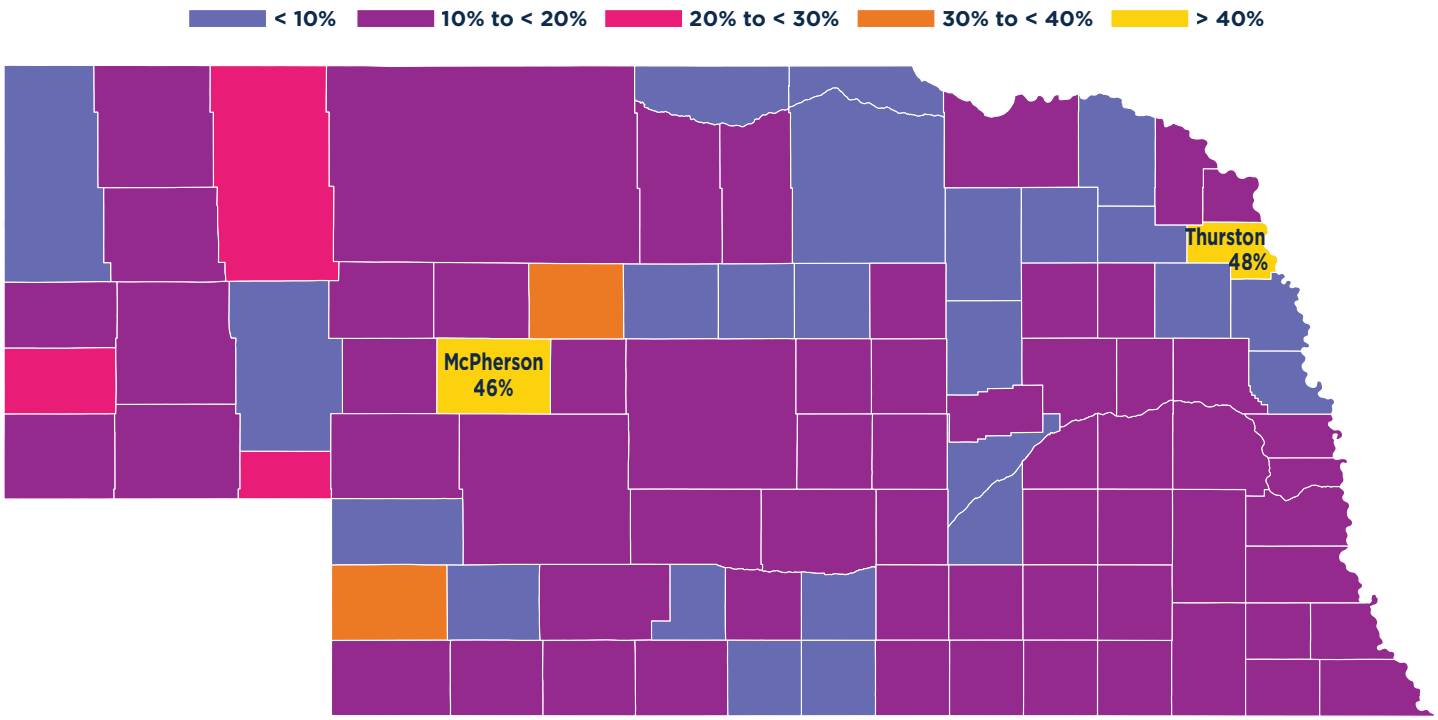


Chronic Absenteeism Across Nebraska

In Nebraska, a school district's rate of student chronic absenteeism is not exclusive to counties with predominantly urban contexts. In fact, Nebraska sees relatively similar rates of chronic absenteeism across all its 93 counties, with slightly elevated percentages in some rural contexts. More urban counties, like Lancaster or Douglas with sizable districts (e.g., Lincoln Public Schools and Omaha Public Schools), do not convey noticeable differences in their percentage of students who are chronic absentees when compared to rural Nebraskan neighbors. One outlier, Thurston County, depicts that about 48 percent of its school district's students were classified as chronically absent, on average. Thurston County is also distinctive because two of its eight school districts preside on indigenous tribal lands, presenting unique absence circumstances. Closely following, McPherson County school districts illustrated about a 46 percent average rate of chronic absenteeism.

AVERAGE PERCENT OF CHRONIC ABSENTEES BY NEBRASKA COUNTY

2023-2024 Academic Year

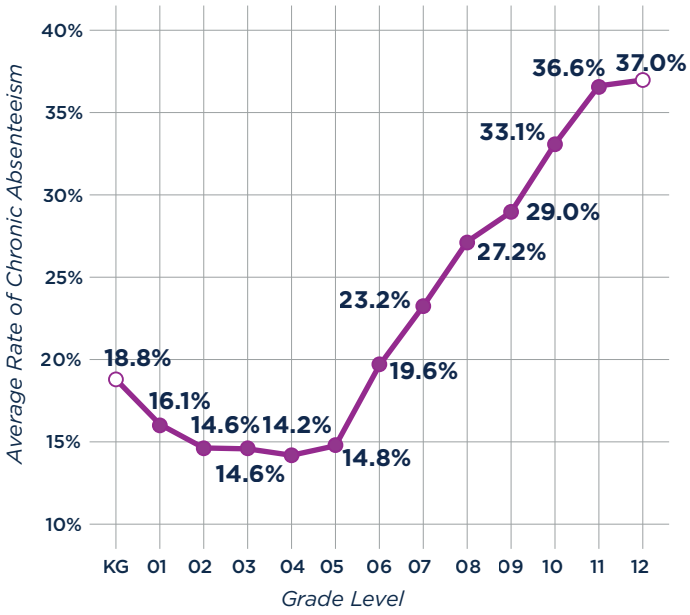


Chronic Absenteeism by Grade Level

For the 2023-2024 academic year, trends in student absenteeism show the percentage of students who are classified as chronically absent consistently grows over grade-level after fifth grade in Nebraska. The largest increase in student chronic absenteeism is evident when students enter middle school, where sixth grade students demonstrate a five percent spike in chronic absentees. This association maintains through the end of high school. Overall, students in fourth grade exhibit the lowest amount of chronic absenteeism (14.18 percent) while twelfth grade students show the greatest chronic absenteeism (36.98 percent), on average.

CHRONIC ABSENTEEISM RATE OF NEBRASKA PUBLIC SCHOOL STUDENTS BY GRADE LEVEL

2023-2024 Academic Year

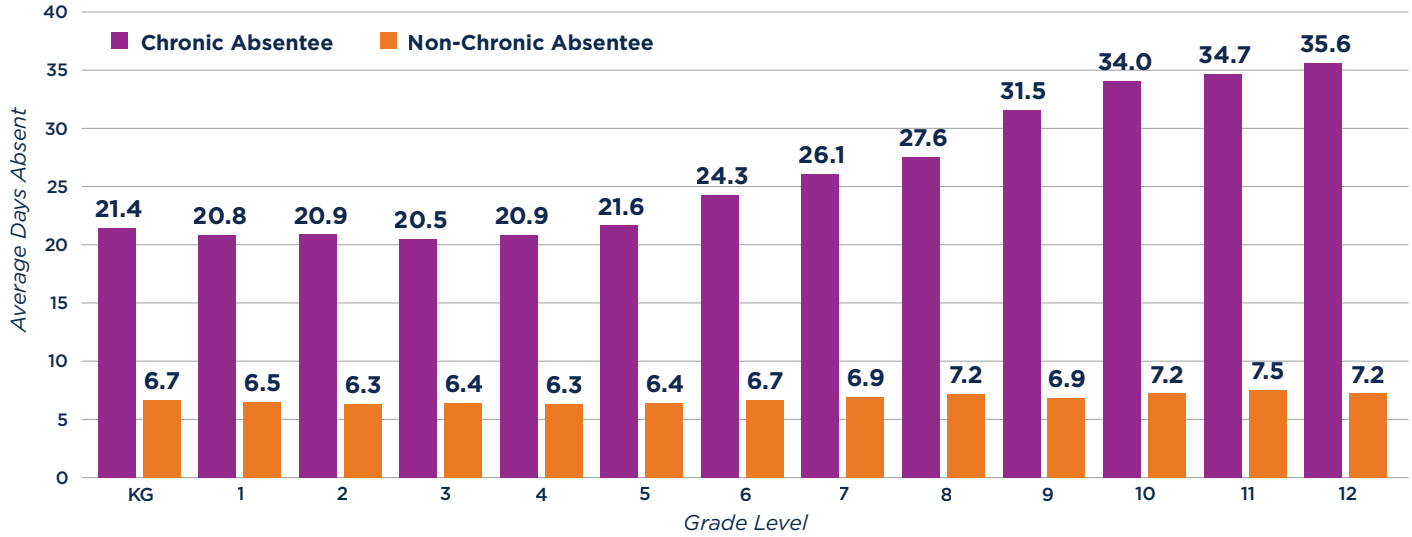


Duration of Absences by Chronic Absenteeism and Grade Level

The duration in which chronic absentee students are absent also develops as students matriculate, following a similar pattern as the rise in chronic absentee classifications over grade levels. There is also a marked difference in the number of absences between chronic absentee students and their peers. For the 2023-2024 academic year, typically-attending students consistently missed between 6.33 to 7.53 school days across all grade levels, on average. Meanwhile, chronic absentee students missed an average of 20.52 to 35.62 school days. The duration of absences for chronic absentees escalates after elementary school, incrementally growing until it peaks at twelfth grade.

AVERAGE NUMBER OF DAYS ABSENT FOR NEBRASKA PUBLIC SCHOOL STUDENTS BY GRADE LEVEL

2023-2024 Academic Year

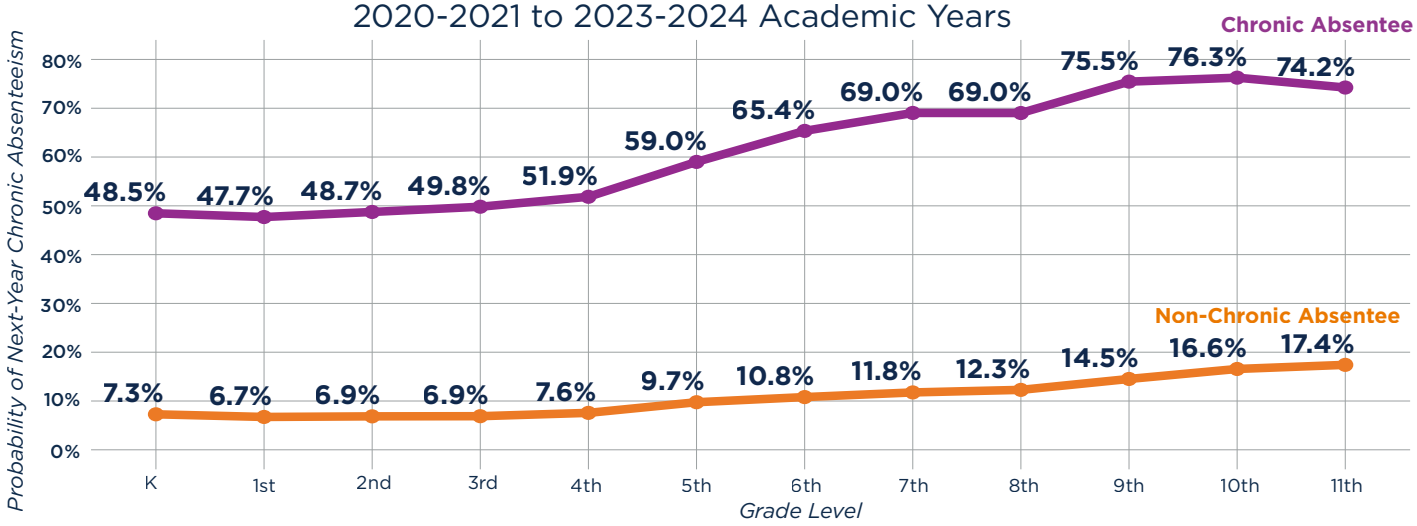


Forecasting Chronic Absenteeism by Grade Level

A student's chronic absenteeism in one academic year influences the probability they will become chronically absent in the following year. For instance, the probability that a chronic absentee student maintains chronic absenteeism in the subsequent academic year remained near 50 percent (48.5 percent to 51.9 percent, on average) for kindergarten through fourth-grade students. Stark differences in these projections exist for typically-attending students. The probability that a student with regular attendance was expected to show chronic absenteeism in the following year averaged between 6.7 to 7.6 percent for these same grade levels. Students who were most at-risk for chronic absenteeism given their prior year's attendance record were tenth graders, who exhibited the greatest probability (76.3 percent, on average) of repeating chronic absence in the following eleventh grade year.

PROBABILITY OF NEXT-YEAR CHRONIC ABSENTEEISM OF NEBRASKA PUBLIC SCHOOL STUDENTS BY GRADE LEVEL

2020-2021 to 2023-2024 Academic Years



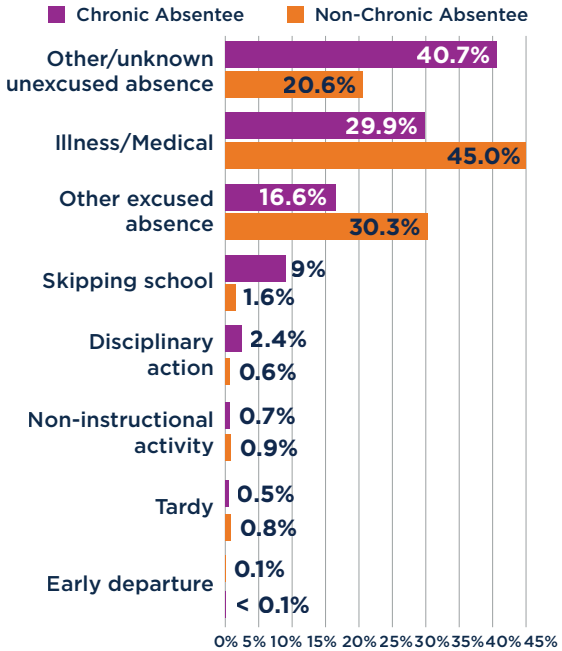
Note. This plot represents the probability of chronic absenteeism in the next year given current-year chronic absenteeism.

Type of Absences by Chronic Absentee Classification

Students who are chronically absent tend to miss school due to skipping and disciplinary action more often than their peers. The percentage of absences due to skipping was more than five times as often in chronic absentees (9 percent) than non-chronic absentees (1.6 percent). Likewise, chronically-absent students convey four times the percentage of absences due to disciplinary action (2.4 percent) than their non-chronic absentee peers (0.6 percent). Unknown unexcused absences occur nearly twice as often for chronic absentee students (40.7 percent) than their typically-attending peers (20.6 percent). Those who were not chronically absent missed classroom time for excused absences (30.3 percent) and illness or medical-related leave (45 percent) more often than chronic absentees (16.6 percent and 29.9 percent, respectively). Otherwise, the frequency of each absence type is primarily equivalent among both student groups.

ABSENCE TYPES FOR NEBRASKA PUBLIC SCHOOL STUDENTS

2023-2024 Academic Year



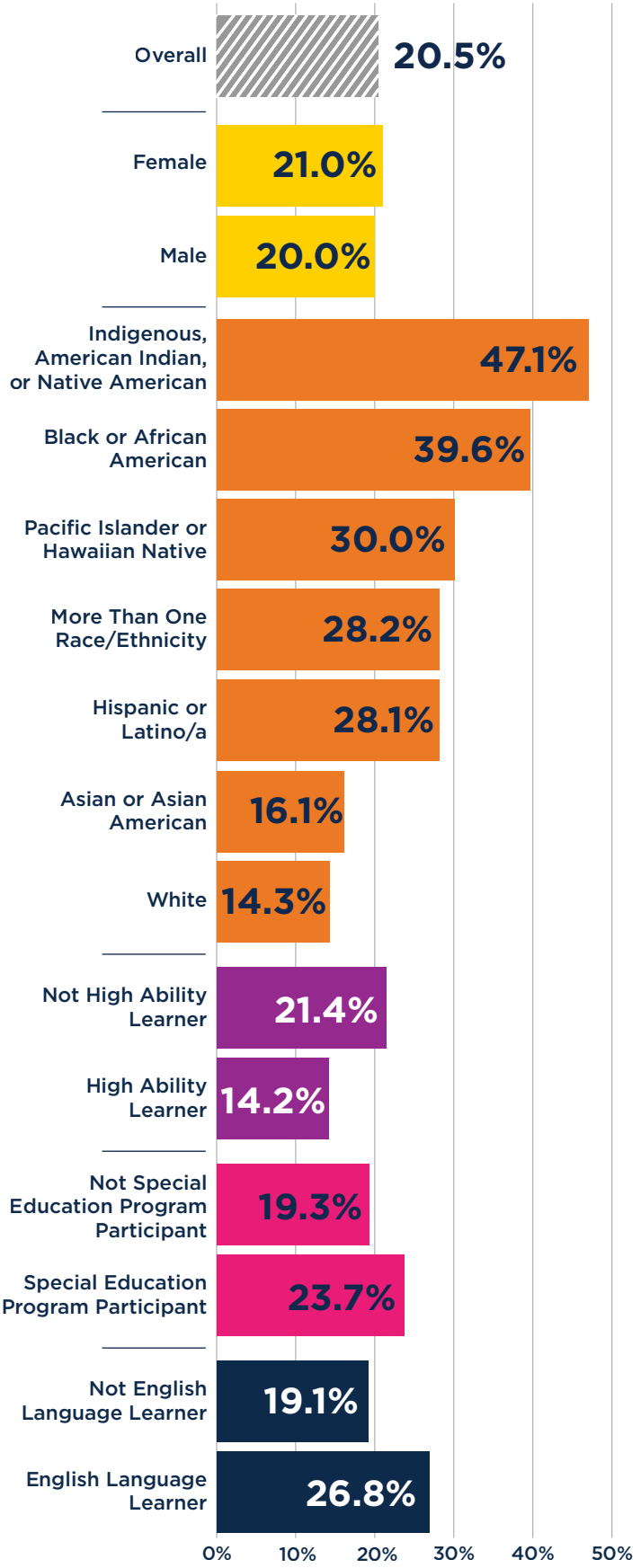
Chronic Absenteeism and Student Characteristics

The overall percentage of students classified as chronic absentees in the 2023-2024 academic year was 20.5 percent of the Nebraska public school student population. As has been discussed, student gender groups held a generally negligible difference in rates of chronic absenteeism, where 20 percent of male and 21 percent of female students were chronically absent. Differences in the probability of chronic absence are prevalent across student race/ethnicity groups. Indigenous, American Indian, or Native American students display the greatest percentage of chronic absenteeism (47.1 percent) followed by students who are Black or African American (39.6 percent), Pacific Islander or Hawaiian Native (30 percent), more than once race/ethnicity (28.2 percent), Hispanic or Latino/a (28.1 percent), Asian or Asian American (16.1 percent), and White (14.3 percent).

The probability of chronic absenteeism was calculated for several other student groups, including high-ability learner (HAL) participants, students participating in special education (SPED), and students in English language (EL) programs. Students who participated in HAL programming were 7.2 percent less likely to demonstrate chronic absences than those who did not. On the other hand, student participants of SPED were slightly (4.4 percent) more likely to be classified as chronic absentees than students who did not. Lastly, students who participated in EL programming were 7.7 percent more likely to be chronically absent. These findings address that an awareness of type of absences, alongside a chronic absentee classification, may be pertinent when determining the impact of chronic absence on student outcomes.

CHRONIC ABSENTEEISM BY STUDENT CHARACTERISTICS FOR NEBRASKA PUBLIC SCHOOL STUDENTS

2023-2024 Academic Year

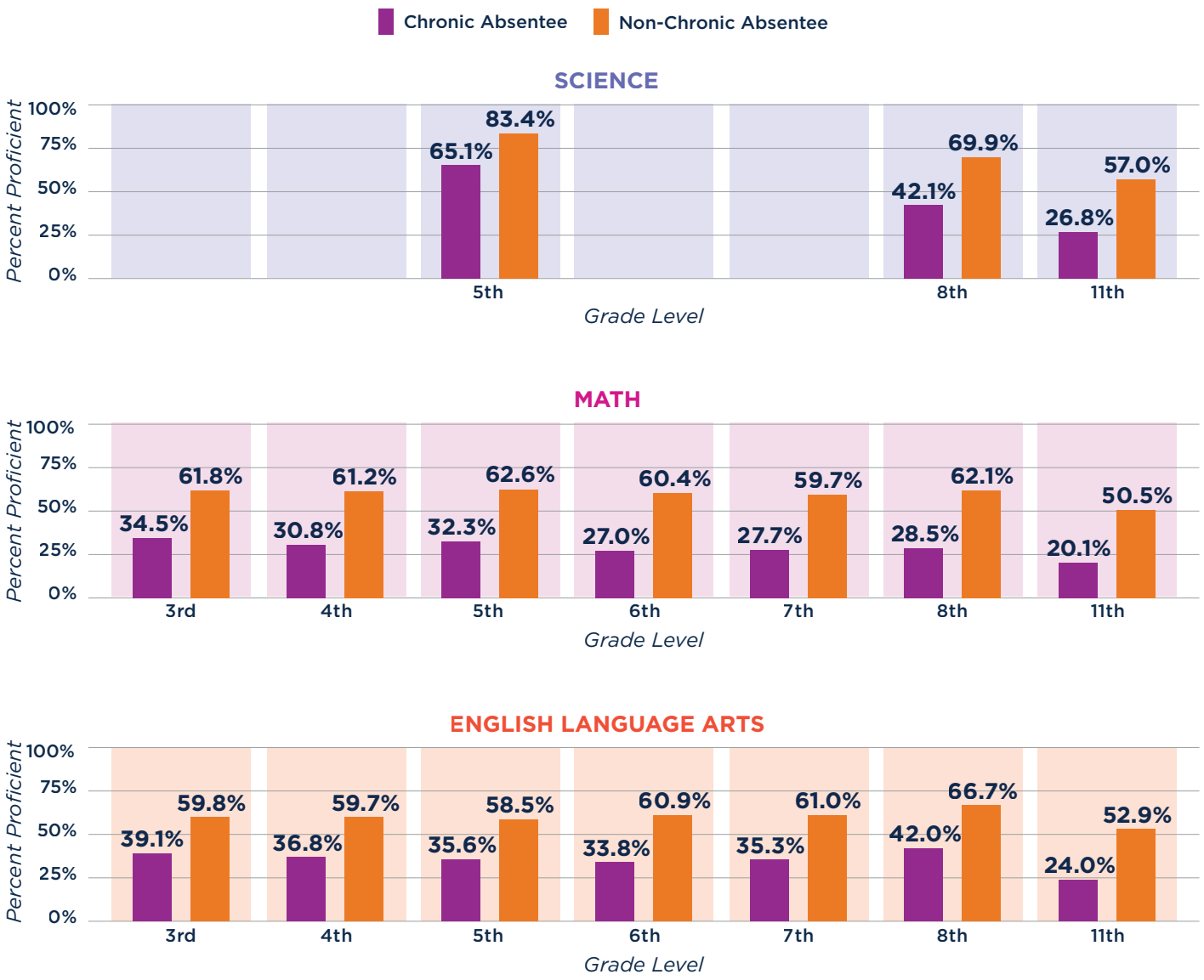


Chronic Absenteeism and Student NSCAS Scores

Results from the 2023-2024 Nebraska Student-Centered Assessment System (NSCAS), the statewide accountability assessment for Nebraska public schools, showed consistent achievement gaps between chronic absentee and typically-attending students. Across grades, students classified as chronically absent demonstrated lower rates of proficiency in science, math, and English language arts, on average, than students who were not chronically absent. The differences in state test proficiency generally widened as grade level increased. For example, eleventh grade chronic absentee students show the lowest proficiency across science (26.8 percent), math (20.1 percent), and English language arts (24 percent) while regularly-attending eleventh-graders showed twice the rate of proficiency in these same subjects (57.0, 50.5, and 52.9 percent, respectively). This suggests that chronic absenteeism may have a stronger influence on academic achievement of older students.

STATEWIDE ASSESSMENT PROFICIENCY OF NEBRASKA PUBLIC SCHOOL STUDENTS BY GRADE LEVEL, SUBJECT, AND CHRONIC ABSENTEEISM

2023-2024 Academic Year



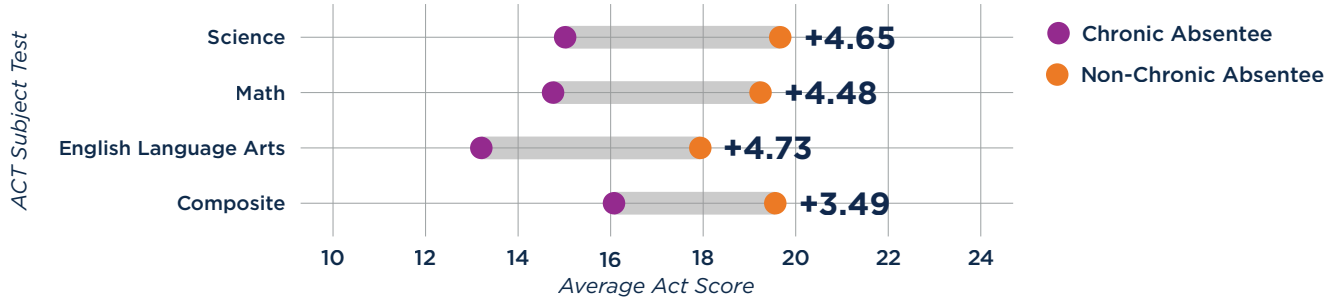
Note. The Nebraska statewide assessment for science is only offered in grades 5, 8, and 11.

Chronic Absenteeism and Student ACT Scores

Since 2017, the American College Testing (ACT) exam has served as the required state accountability test administered to high school eleventh-grade students. The results for the 2023-2024 ACT scores depict a similar trend as the NSCAS results. Across Nebraska public schools, the average composite ACT score for eleventh-grade students was 18.4. Further, the average subject-specific ACT scores across Nebraska eleventh-graders were 16.3, 17.7, and 18.0 for the English language arts, math, and science sections, respectively. Typically-attending eleventh-grade students performed between 4.48 to 4.73 points greater, on average, than their chronic absentee peers across each of the ACT subject sections. Likewise, non-chronic absentee students held composite scores that were an average of 3.49 points higher than chronically-absent students. These differences could meaningfully impact student college-going rates and downstream outcomes like college persistence, program completion, timely employment, and job earnings.

ACT SCORES BY CHRONIC ABSENTEEISM FOR 11TH GRADE NEBRASKA PUBLIC SCHOOL STUDENTS

2023-2024 Academic Year

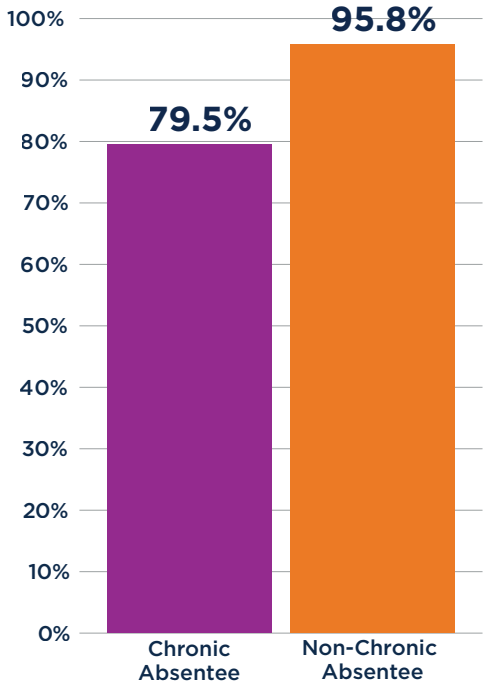


Chronic Absenteeism and Graduation Rate

From the 2021-2022 through 2023-2024 academic years, the percentage of all Nebraska public school twelfth-grade students who graduated within four years of starting high school was 87.70 percent. Over these academic years, a clear difference in on-time graduation rates existed among chronically-absent twelfth-grade students and their twelfth-grade peers. Senior students classified as chronically absent (79.5 percent on-time graduation rate) exhibited a 16.3 lower percentage point deficit in on-time graduation than their non-chronic absentee peers (95.8 percent on-time graduation rate). The odds that a student in the twelfth grade, who was not chronically absent, graduated on-time was 22.83, while the odds that a chronically-absent twelfth-grade student graduated on-time was 3.89. This disparity demonstrates that the odds of graduating on-time were 5.87 times greater for twelfth-graders who were not chronically absent compared to those who were. Students who graduate from high school within four years are more likely to enroll in postsecondary education, be economically self-sufficient, and contribute to their local communities than those with delayed graduation or incomplete high school degrees (Nebraska Statewide Workforce & Educational Reporting System, n.d.).

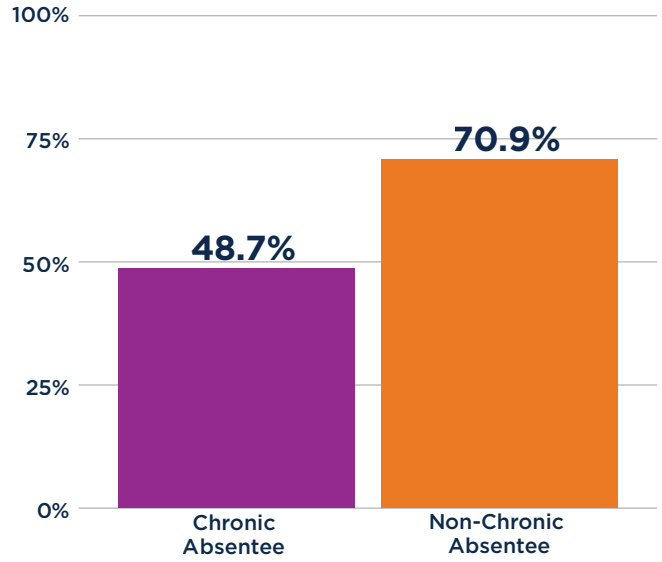
GRADUATION RATE AND CHRONIC ABSENTEEISM FOR NEBRASKA PUBLIC HIGH SCHOOL STUDENTS

2021-2024



STUDENT CHRONIC ABSENTEEISM AND COLLEGE-GOING BEHAVIOR FOR NEBRASKA PUBLIC SCHOOL GRADUATES

2023-2024 Academic Year



Chronic Absenteeism and College-Going Behavior

In the 2022-2023 academic year, the overall percentage of Nebraska public school graduates who enrolled in a postsecondary educational institution was 61.31 percent. In contrast, 48.7 percent of students who are classified as chronic absentees enrolled in college while 70.9 percent of their non-chronically absent peers enrolled in a postsecondary institution. Put differently, the odds that a non-chronic absentee graduate enrolled in college were 2.43 while the odds that a chronic absentee graduate enrolled in college was 0.95. Non-chronic absentees had more than 2.5 times the odds of enrolling in a postsecondary institution after high school, demonstrating a considerable gap in college-going behaviors between chronically-absent graduates and their peers.

Implications for Nebraska

The historic surge in Nebraska's chronic absenteeism during the COVID-19 pandemic has not been met with a return to normalcy. Targeted support and problem-solving efforts require an understanding of who is susceptible to chronic absence, why students are missing classroom learning time, and the result chronic absenteeism may have on academic and workforce outcomes. This brief detailed preliminary evidence of chronic absences across Nebraska by providing a first look at its connection to grade level, student characteristics, achievement, graduation rates, and postsecondary education.

Common characteristics of chronic absentee students may not match one's perception of the "typical" absent student; students who engaged in SPED programming or students who participated in EL curricula show greater susceptibility to chronic school absence than their peers. For these reasons, acquiring an understanding of the reasoning and functions behind student absences is critical when creating prevention strategies. Demographically, careful support for Indigenous/Native American, Black/African American, and rural students may facilitate greater equity in consistent student attendance across Nebraska public schools.

Key findings indicate that chronically-absent students consistently fall behind their peers in statewide assessment test scores, are less likely to graduate from high-school on time, and exhibit lower college enrollment after graduation. In alignment with the Nebraska State Board of Education, ongoing work from NDE aims to use attendance data to proactively coordinate assistance to mitigate chronic absenteeism by removing barriers to access, investing in early intervention, avoiding punitive responses, and applying family involvement strategies to foster buy-in from local communities (NDE, 2025). Continued monitoring of student absenteeism will be vital for understanding the efficacy of these proactive actions and legislative priority.

Terms

Chronic Absentee:

Students who miss 10 percent or more of in-class time per academic year, including all absences; excused, unexcused, and suspensions.

Non-chronic Absentee

"Typically-attending" or "regularly attending" students are those who miss less than 10 percent of in-class time per academic year, including all absences; excused, unexcused, and suspensions.

Nebraska Student-Centered Assessment System (NSCAS)

A statewide assessment system that measures the grade-level standards students are learning in class. Students in grades 3 through 8 are required to take the NSCAS General Summative assessment which measures student performance against Nebraska College and Career Ready (CCR) standards. Students in grade 11, except those who take the alternate assessment, are given the ACT assessment.

English Learner (EL) Program

EL program, or Language instruction educational program (LIEP), is an instructional program designed to assist a limited-English-proficient student in developing and attaining English proficiency while meeting state academic standards.

Special Education (SPED) Program

SPED program is a specially-designed instructional program to meet the unique needs of a child with a verified disability, including classroom instruction, home instruction, instruction in hospitals and institutions and in other settings and instruction in physical education.

Rural County

A rural county in Nebraska is defined as any county with a population of fewer than 15,000 residents that is not part of a Metropolitan Statistical Area (MSA).

DATA NOTE

The population under consideration is Nebraska public school students who have an enrollment record from any Nebraska public record. For most charts, the data presented covers records from the 2023-2024 academic year. When examining the probability that a student maintains chronic absenteeism in the subsequent year, the data presented covers records from the 2020-2021 to 2023-2024 academic years. When statewide assessment scores were considered, the population under consideration was Nebraska public school students who took at least one subject test in Nebraska statewide assessment at grades 3, 5, 8, and 11. When the rate of chronic absenteeism over time was considered, the data presented covers records from the 2011-2012 to 2023-2024 academic years.

In this brief, student gender was determined using the most recent available record of a student's self-reported gender identity. Due to the low frequency for individuals with unreported gender, only records in "Male" and "Female" categories were included in the analysis. Also, student race/ethnicity was determined using the most recent available record of a student's self-reported racial/ethnic identity which is in line with IPEDS reporting categories (Integrated Postsecondary Educational Data System, n.d.).

In this brief, both current and former EL program participants are considered EL participants. Similarly, both current and former SPED program participants are considered SPED participants.

Nebraska Revised Statute requires a statewide standardized assessment of the Nebraska academic content standards for reading, mathematics, science, and writing in Nebraska's K–12 public schools (Neb. Rev. Stat § 79-760.03, n.d.). Since the 2017-18 school year, Nebraska Student-Centered Assessment System (NSCAS) General Summative Assessment has been administered to students in grades 3 through 8. Since the 2016-17 school year, all public high school juniors have been required to take the ACT as the statewide assessment. The NSCAS results are reported using achievement performance levels (e.g., developing, on-track, advanced).

The classification of Nebraska counties as rural or urban is defined by state statute (Neb. Rev. Stat § 71-5653, n.d.). A county is considered rural if it has a population of fewer than 15,000 residents and is not part of a Metropolitan Statistical Area, as designated by the U.S. Office of Management and Budget (OMB).

SOURCE

Nebraska Statewide Workforce & Educational Reporting System analysis of data from NSWERS Data System, 2012-2025. These data include records for public high schools and public postsecondary institutions in Nebraska. These provisional results are based on certified NSWERS data as of September 1, 2025. The provisional results in this brief may change because of data resubmissions by NSWERS Partners and/or Affiliates. For updated results, please contact support@nswers.org.

DISCLAIMER

The data in this brief is based on information provided to NSWERS by our partner agencies and institutions. While NSWERS strives for accuracy and reliability, official estimates should be obtained directly from the respective partners.

REFERENCES

Attendance Works (2016, January 11) *What's the difference between chronic absence and truancy?* https://www.attendanceworks.org/whats-the-difference-between-chronic-absence-and-truancy/

DeFlitch, S. (n.d.). *The effects of chronic absenteeism in schools.* Panorama Education. https://www.panoramaed.com/blog/the-effects-of-chronic-absenteeism-in-schools

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Fogarty, B. (2022, March 14). *How one Omaha high school addresses chronic absenteeism*. The Reader. https://thereader.com/2022/03/14/how-one-omaha-high-school-addresses-chronic-absenteeism/

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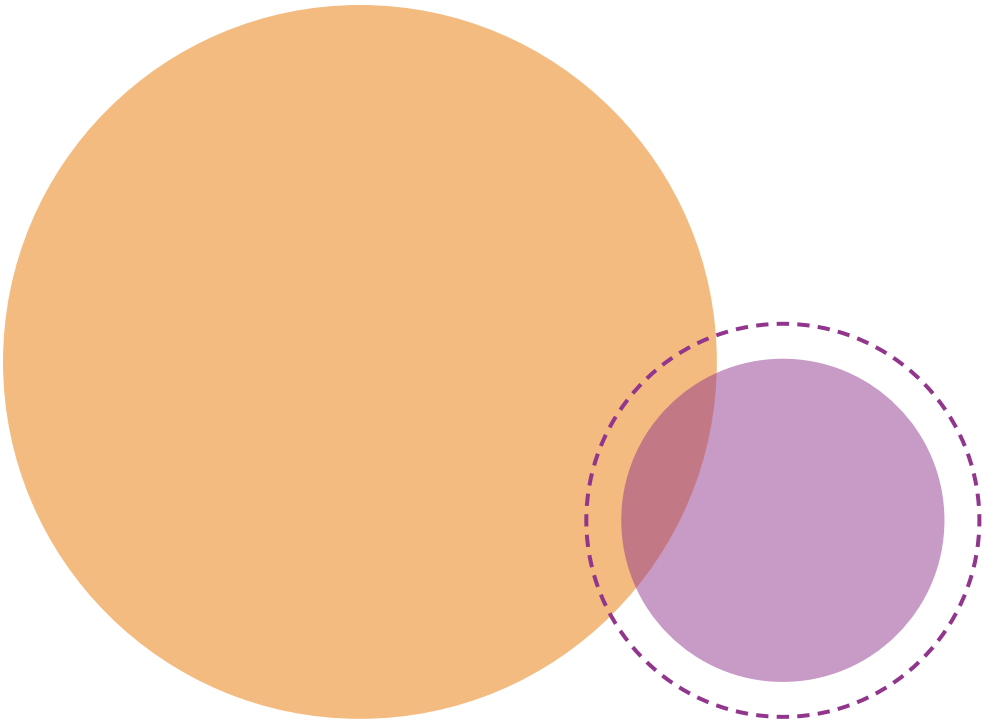
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Wendling, Z. (2024). Education commissioner outlines priorities at Nebraska Legislative Briefing. Nebraska Examiner. https://nebraskaexaminer.com/2024/11/12/education-commissioner-outlines-priorities-at-nebraska-legislative-briefing/



nswers™

DR. BRIAN L. MAHER, COMMISSIONER
TEL 402.471.2295
FAX 402.471.0117
P.O. Box 94987
Lincoln, NE 68509-4987
education.ne.gov

October 6, 2025

Dear Nebraska Public School Superintendents,

Please be aware that a new federal rule from the Department of Justice (DOJ) requires state and local government entities, including public schools, to ensure their websites, web content, and mobile applications meet specific standards regarding accessibility for people with disabilities. This is a crucial requirement under Title II of the Americans with Disabilities Act (ADA).

The final rule, published on April 24, 2024, sets specific technical standards for digital accessibility. The deadline for compliance varies by the population size of the public entity:

- **April 24, 2026**, for entities serving an area with a population of 50,000 or more.
- **April 26, 2027**, for entities serving an area with a population of less than 50,000.

Resources for Compliance

To help you understand and comply with these new requirements, we have included links to key resources:

- A **fact sheet** from the DOJ that provides an overview of the rule: Fact Sheet: New Rule on the Accessibility of Web Content and Mobile Apps Provided by State and Local Governments
- The **Web Content Accessibility Guidelines (WCAG) 2.1**, which is the technical standard that the rule adopts: Web Content Accessibility Guidelines (WCAG) 2.1

Please review these resources and take the necessary steps to ensure your school district's digital platforms meet these new accessibility standards.

Sincerely,

Brian L. Maher

Brian L. Maher, Ed.D.
Commissioner of Education

October 13th, 2025 Activities Board Report

- Bluez Marching Band & Drumline Contest--Superior Rating and Overall Runner
- Up.
- Apple Jack Parade-Palmyra Band Superior Rating and Champion
- Waverly Marching Band Contest-Palmyra Grand Champion
- Gannon Hubbard-School CC record 16:17.29
- Hailey Hengtgen-School CC record 19:22.20
- HS CC Boys Team: Ashland Greenwood Champions, JCC Champions
- HS CC Girls Team: JCC Runner Ups,
- ECNC VB Tournament October 13 th -16 th Palmyra #7 Seed plays October 13 th vs
- Freeman @ Freeman 6:30pm

Activity Calendar

- See PDF attachment.

District OR-1 Admin Board Meeting
Monday, October 13th, 2025

- Graduation has been set for May 9th, 2026 at 2:00 PM
- Staff work day is scheduled for October 16th.
- The first quarter will end on October 10th. Report cards will be going home on Monday, October 20th.
- October is National Bullying Prevention Month and Red Ribbon Week. District OR 1 takes an active stance against bullying to create a climate that prevents bullying before it begins. Elementary students will participate in an activity with the Purple Hand Pledge which will be reviewed throughout the year. Students will participate in Red Ribbon week activities to promote positive choices.
- The week of October 6th is Fire Safety Week across the Country. The Bennet Fire and Rescue Department will present on fire safety to the Elementary students on Wednesday, October 15th.
- Mr. Haag, Mrs. Linke, Ms. Peterson, Ms. Swartz, Mr. Kotik and Mr. Johnson all attended the Nebraska MTSS conference in Kearney on October 9-10.
- Bluez Festival went very well and was well attended. (Thank you Mr. Hoeft/Furrow)
- Homecoming week was a success with student and staff participation in various dress up days culminating with building pep rallies at both schools. The Kindergarten students participated in a commemorative coin ceremony with the senior class.
- Parent teacher conferences were held on September 24th and September 25th. We received a lot of positive feedback from parents and teachers regarding the scheduling change that was made to allow parents multiple options for attending.
- Bennet Boosters also used parent teacher conferences to host our book fair in the newly remodeled library and we had a huge turnout!!!

Palmyra

October, 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 **6:00pm-8:00pm** Youth VB Practice @ Palmyra High School Aux East Gym	2 **9:00am** Golf-G/Varsity **Lincoln Christian** @ Hidden Valley Golf Course **10:00am** Cross Country-Varsity **Raymond Central** @ Branched Oak State Park **5:00pm Volleyball-Varsity Palmyra vs. Multiple Schools @ Palmyra High School Main Gym** **6:00pm-8:00pm** HS Football Team Meal @ Palmyra High School East Commons **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **6:00pm-9:00pm** Youth VB Practice @ Bennet Elementary **6:30pm-8:30pm** Youth Football Practice @ Olson Sports Complex	3 **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **7:00pm** Football-Varsity **Raymond Central** @ Raymond Central High School	4 Capital City Band Championships @ Lincoln East High School **8:00am-12:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **8:30am** Volleyball-JV **Syracuse** @ Syracuse High School **9:00am** Volleyball-JH **Lincoln Christian vs. Multiple Schools vs. Lincoln Christian @ Lincoln Christian High School**

5	6 **7:30am** FFA Land Practice @ Ag Shop **9:00am** Golf-G/Varsity **Lincoln Christian** @ Hidden Valley Golf Course **5:00pm** Football-JV (Time & Location Changed) **Milford** @ Palmyra High School Olson Sports Complex **5:00pm** Volleyball-JH **Weeping Water** @ Weeping Water High School **5:00pm Volleyball-C Team Crete Public Schools @ Palmyra High School Main Gym** **6:00pm Volleyball-JV Crete Public Schools @ Palmyra High School Main Gym** **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **6:45pm Volleyball-Varsity Crete Public Schools @ Palmyra High School Main Gym**	7 Cheer Practice @ Palmyra High School Garden Level Weight Room **7:45am-8:00am** Gym Rental @ Palmyra High School Main West Gym **4:00pm** Cross Country-Varsity **Johnson County Central vs. Multiple Schools vs. Johnson County Central @ Tecumseh Country Club** **5:00pm** Volleyball-JV **Weeping Water** @ Weeping Water High School **6:00pm** Volleyball-Varsity **Weeping Water** @ Weeping Water High School **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **6:30pm-8:30pm** Youth Football Practice @ Olson Sports Complex	8 Bluez Marching Festival @ Olson Sports Complex No School-Staff Collaborative PD/WD FFA Land Judging Cheer Practice @ Palmyra High School Garden Level Weight Room **6:00pm-8:00pm** Youth VB Practice @ Palmyra High School Aux East Gym	9 **5:00pm Volleyball-Varsity Palmyra vs. Multiple Schools @ Palmyra High School Main Gym** **6:00pm-8:00pm** HS Football Team Meal @ Palmyra High School East Commons **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **6:00pm-9:00pm** Youth VB Practice @ Bennet Elementary **6:30pm-8:30pm** Youth Football Practice @ Olson Sports Complex	10 End of 1st Quarter **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **7:30pm Football-Varsity Lincoln Lutheran @ Palmyra High School Olson Sports Complex**	11 JH State Cross Country Elkhorn Sounds of Excellence Marching Festival @ Elkhorn High School **8:00am-12:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **8:30am-10:00am** Youth Football Practice @ Olson Sports Complex **9:00am** Volleyball-JH **Archbishop Bergan** @ Archbishop Bergan High School **10:00am-5:00pm** Flag Football Game @ Palmyra High School Grass Football Field
12	13 **TBD** Golf-G/Varsity **TBA vs.** **TBD** Volleyball-Varsity **TBD vs. TBD** Start of 2nd Quarter **7:30am** FFA Livestock Practice @ Ag Shop **4:30pm Football-JH Archbishop Bergan @ Palmyra High School Olson Sports Complex** **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym ~~**Football-JV (Cancelled) @ Palmyra High School Olson Sports Complex**~~	14 **TBD** Golf-G/Varsity **TBA vs.** **TBD** Volleyball-Varsity **TBA vs. TBA** Cheer Practice @ Palmyra High School Garden Level Weight Room **4:00pm** Volleyball-JH **Freeman** @ Freeman High School **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **6:30pm-8:30pm** Youth Football Practice @ Olson Sports Complex	15 **7:30am** FFA Livestock Practice @ Ag Shop **4:00pm** Cross Country-Varsity **Conestoga Cougars** @ Cass County Fairgrounds **6:00pm-8:00pm** Youth VB Practice @ Palmyra High School Aux East Gym	16 **TBD** Volleyball-Varsity **TBA vs. TBA** No School-Staff Collaborative PD/WD Cheer Practice @ Palmyra High School Garden Level Weight Room **4:00pm Volleyball-JH Conestoga Cougars @ Palmyra High School Auxiliary Gym** **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **6:00pm-9:00pm** Youth VB Practice @ Bennet Elementary **6:30pm-8:30pm** Youth Football Practice @ Olson Sports Complex **7:00pm Football-Varsity Malcolm @ Palmyra High School Olson Sports Complex**	17 No School Fall Break Cheer Practice @ Palmyra High School Garden Level Weight Room **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym	18 **8:00am-12:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **8:30am-10:00am** Youth Football Practice @ Olson Sports Complex

19 Midland Honor Choir @ Midland University	20 Midland Honor Choir @ Midland University Cheer Practice @ Palmyra High School Garden Level Weight Room **7:30am** FFA Livestock Practice @ Ag Shop **4:30pm Football-JH Aquinas Catholic @ Palmyra High School Olson Sports Complex** **6:00pm Football-JV Aquinas Catholic @ Palmyra High School Olson Sports Complex** **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym	21 **5:00pm Volleyball-JV Yutan @ Palmyra High School Main Gym** **6:00pm Volleyball-Varsity Yutan @ Palmyra High School Main Gym** **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **6:30pm-8:30pm** Youth Football Practice @ Olson Sports Complex	22 **7:30am** FFA Livestock Practice @ Ag Shop **6:00pm-8:00pm** Youth VB Practice @ Palmyra High School Aux East Gym	23 FFA Livestock Judging @ SCC Beatrice Cheer Practice @ Palmyra High School Garden Level Weight Room **6:00pm-8:00pm** HS Football Team Meal @ Palmyra High School East Commons **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **6:00pm-9:00pm** Youth VB Practice @ Bennet Elementary **6:30pm** Fall Music Concert @ Palmyra High School Main West Gym **6:30pm-8:30pm** Youth Football Practice @ Olson Sports Complex	24 **TBD** Cross Country-Varsity **TBA vs. TBA @ Kearney Country Club** **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **7:00pm** Football-Varsity **Conestoga Cougars** @ Conestoga Jr./Sr. High School	25 Teammates Trunk or Treat @ Olson Complex Parking Lots NSBA State Marching @ Millard South HS **8:00am** Volleyball-JV **Weeping Water** @ Weeping Water High School **8:00am-12:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **8:30am-10:00am** Youth Football Practice @ Olson Sports Complex **10:00am-5:00pm** Flag Football Game @ Palmyra High School Grass Football Field
26	27 **TBD** Volleyball-Varsity **TBA vs. TBA** **3:30pm-4:30pm** Youth Girls Basketball Camp @ Bennet Elementary Gym **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym	28 **TBD** Volleyball-Varsity **TBD vs. TBD @ TBA** FFA National Convention Cheer Practice @ Palmyra High School Garden Level Weight Room **3:30pm-4:30pm** Youth Girls Basketball Camp @ Bennet Elementary Gym **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **6:30pm-8:30pm** Youth Football Practice @ Olson Sports Complex	29 **TBD** Volleyball-Varsity **TBD vs. TBD** FFA National Convention **3:30pm-4:30pm** Youth Girls Basketball Camp @ Bennet Elementary Gym **6:00pm-8:00pm** Youth VB Practice @ Palmyra High School Aux East Gym	30 FFA National Convention Cheer Practice @ Palmyra High School Garden Level Weight Room **6:00pm** Cross Country Team Banquet @ Palmyra High School East Commons **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym **6:00pm-9:00pm** Youth VB Practice @ Bennet Elementary **6:30pm-8:30pm** Youth Football Practice @ Olson Sports Complex	31 FFA National Convention **6:00pm-9:00pm** Youth VB Practice @ Palmyra High School Aux East Gym	

Student Services Report
Monday, October 13th, 2025

1. NSCAS reports were sent home with all students in grades 4-9.

2. All districts have to submit for compliance with Rule 10 what plan they will follow for NSCAS statewide testing this year. District OR1 has decided to follow the Connected Model- MAPS in fall and winter and in the spring we will administer the Summative NSCAS test.

3. HAL:
    a. Sixteen 5th-8th grade HAL students went to Gifford Farms in Bellevue for an enrichment opportunity focusing on Science Olympiad. A lot of ribbons were won by our students.
    b. See plan for other opportunities. Paperwork has been submitted to the state.
4. Title Services have started at the Elementary for Reading and Math. Reading Plans for the Reading Act have been completed.

5. ACT will be offered at PHS in the Spring for all juniors. There are several changes this year for the test and staff will be provided updates on these changes at upcoming PD days. All Sophomores will also take the Pre-ACT on the same day.

6. Each year the district gets a scorecard with scores on how we have improved on our Targeted Improvement Plan with efforts in improving our outcomes for children with disabilities (TIP)
    a. Growth in the areas of Chronic Absenteeism
        i. District OR-1 at 9% and the State of Nebraska is at 25.6%
    b. Continue to meet or exceed state rates on graduation, drop out rates, suspension/expulsions, educational environments, preschool outcomes, evaluation timelines, student participation in State Assessments, maintenance of effort (budget), and completion rate for all indicators.
    c. Areas to improve on are:
        i. Parent survey participation

ii. Secondary transitions
iii. Math proficiency at all grades levels

7. Curriculum Update
    a. Digital Design
    b. Meteorology
    c. CTE
    d. Foreign Language
    e. Social Studies




NATURAL RESOURCES STATION # 3
PAPIO
NRD


EMERGENCY EXIT
1st PLACE
3rd PLACE



District OR-1 Public Schools

2025 Board of Education: Committee Assignments:

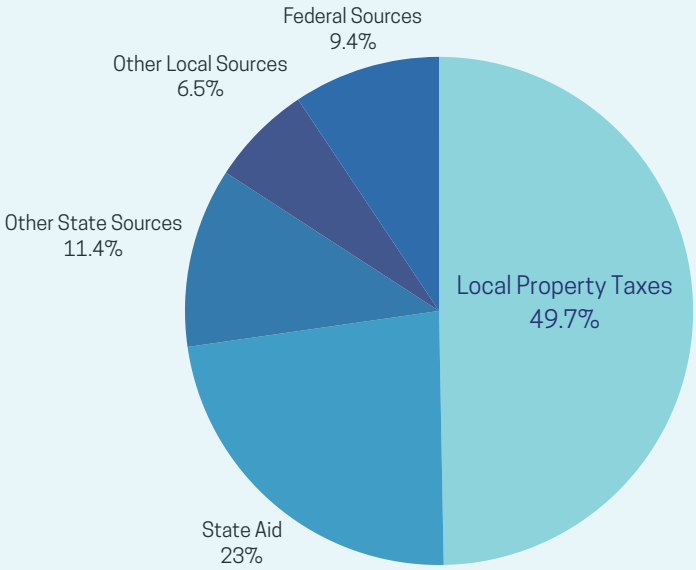
Updated: ***January 13, 2025***

- **Negotiations Committee:**
  - **Purpose:** Policy # 8152
  - **Meetings:** Several meetings in November -January
  - **Members:** Jaimi Calfee, Dean Busch, and Josh Penterman
- **Curriculum, Committee on American Civics:**
  - **Purpose:** Policy #8153
  - **Meetings:** At least twice a year -- one where public testimony is accepted:
  - **Members:** Jaimi Calfee, Dean Busch, and Dee Moore
- **Transportation/Facilities Committee:**
  - **Purpose:** Discuss and analyze the transportation and facility needs of the district, as well as vehicle replacements and maintenance proposals.
  - **Meetings:** At least quarterly; more frequently when needed:
  - **Members:** Dean Busch and Tim Cheney
- **Finance/Budget Committee:**
  - **Purpose**: Studies financial documents of the district, as well as finance and facilities proposals.
  - **Meetings:** At least quarterly; more frequently when needed
  - **Members:** Josh Penterman and Tim Cheney
- **Policy and Government Relations Committee:**
  - **Purpose:** Review proposed policy revisions and adoptions and make recommendations to the full Board. Participates in government relations activities, such as NASB legislative meetings, visiting with senators, and testifying before the legislature if needed.
  - **Meetings:** As needed and potentially more frequent during the legislative session
  - **Members:** Brandon Desh, Josh Penterman, and Dee Moore
- **Strategic Planning Committee:**
  - **Purpose:** Serve on the district strategic planning committee (when in the SP process) and report meeting progress back to the full board.
  - **Meetings:** As needed during the strategic planning process
  - **Members:** Brandon Desh and Dee Moore
- **School Improvement Steering Committee:**
  - **Purpose:** *Assist in the SIP goal-setting process.*
  - **Meetings:** *As needed during the school accreditation and goal-setting process.*
  - **Members:** Jaimi Calfee and Dee Moore
- **Administration Review Committee:**
  - **Purpose:** Completes the annual evaluation of the Superintendent, with input from the Board as a whole.
  - **Meetings:** 1-3 times before the Superintendent's evaluation.
  - **Member:** Board President
- **Foundation for Knowledge:**
  - **Purpose:** Serves as the BOE representative on the *Foundation for Knowledge* Board.
  - **Meetings:** As needed
  - **Member:** Jaimi Calfee
- **Proposed Adjunct Committees:**
  - As needed

EDUCATION FUNDING

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REVENUE SOURCES



Local Property Taxes
Determined by local school boards, subject to levy limits, revenue caps, and spending limits

Federal Sources
Reimbursements for federal programs like special education, Title I, and early childhood education

State Aid
Money paid to schools via the state aid formula

Other Local Sources
Fees and local motor vehicle and utilities taxes

Other State Sources
Special education reimbursements, state apportionment, homestead exemptions, etc.

Note: This data does not include changes to funding implemented in the 2023 Legislative session as the impact of those changes is still to be determined. Additionally, federal funding portions may be inflated by pandemic relief funds that are now expired.

SCHOOL DISTRICT REVENUE LIMITS



Spending Limit
The spending limit works by applying a rate of growth (Basic Allowable Growth Rate) to the main portion of each district's budget, based on the prior year's budget. The amount a school's budget can grow from year to year is limited currently to 2.5%, subject to revision by the Legislature.



Property Tax Limit
By law, the maximum property tax levy is currently $1.05 per $100 of property value. There are some exceptions to this limit, including the option for a levy override approved by the voters in a given district, which can be accessed for up to 5 years.



Property Tax Request Authority Limit
A district's property tax request authority is the amount of property taxes a district can request each year. Growth in property tax revenue is limited to 3% each year with certain exceptions. A school board can exceed the property tax request authority by up to 7% (based on enrollment) if at least 70% of its members approve.

TEEOSA

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NEEDS – RESOURCES =

- Basic Funding
- Poverty Allowance
- Limited English Proficiency (LEP) Allowance
- Focus School & Program Allowance
- Summer School Allowance
- Special Receipts Allowance
- Transportation Allowance
- Elementary Site Allowance
- Distance Education & Telecommunications Allowance
- Averaging Adjustment
- New School Adjustment
- Student Growth Adjustment
- Student Growth Adjustment Correction
- Community Achievement Plan Adjustment
- Poverty Allowance Correction
- LEP Allowance Correction
- Non-Qualified LEP Adjustment

- Yield from Local Effort Rate
- Net Option Funding
- Allocated Income Tax
- Community Achievement Plan Aid
- Other Receipts Actually Received by the District
- Foundation Aid

For a detailed description of each of the funding formula components, scan here:

EQUALIZATION AID

+ ADDITIONAL ITEMS =

- Net Option Funding
- Allocated Income Tax
- Community Achievement Plan Aid
- Prior Year State Aid
- Corrections
- Foundation Aid

Equalization aid is a component of state aid meant to help schools make up differences in the funds they are able to raise through local sources and is not guaranteed. A school district may be equalized or non-equalized within the state aid formula.

All districts are guaranteed at least some state aid through the TEEOSA formula through the allocated income tax .

Beginning in the 2023-2024 school year, each district receives $1500 per student in Foundation Aid, regardless of equalization.

$ TOTAL STATE AID $

STATE FUNDING OUTSIDE THE TEEOSA FORMULA

SPECIAL EDUCATION REIMBURSEMENTS
($224 MILLION)

PROPERTY TAX CREDIT
($158 MILLION)

STATE APPORTIONMENT
($60 MILLION)

HOMESTEAD EXEMPTIONS
($53 MILLION)

CATEGORICAL PROGRAMS
($15 MILLION)

Source: Nebraska Department of Education 2022/23 Statewide Annual Financial Report

BUDGET PROCESS

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OVERVIEW

Nebraska creates a **two-year budget**, though the Legislature can continue making adjustments throughout each year as needed. The two-year budget period is called the biennium. **The state's budget must be balanced**, meaning that spending can only occur to the extent that money is available. Nebraska cannot borrow money for general spending needs, with very narrow exceptions for the construction of roads. An increase in spending or unexpected decline in revenues may create a budget "shortfall." Since the state must balance its budget, the Legislature must fix a shortfall through some combination of spending cuts, tax increases, cash fund transfers, and use of cash reserves.

WHO IS INVOLVED?



THE PEOPLE OF NEBRASKA

Every bill introduced in the Nebraska Legislature, including the series of bills that make up the budget, are scheduled for a public hearing. The Appropriations committee also hears from department heads during the hearing process. Anyone may participate and offer feedback on the budget proposals. Individuals can also reach out to their senator at any time to offer support or opposition for any aspect of the budget.



THE APPROPRIATIONS COMMITTEE

In January and February, the Legislature's Appropriations Committee meets with **Legislative Fiscal Office** staff to review agency budget requests. They develop a preliminary recommendation within 20 to 30 legislative days of the Governor's budget submission (Legislature, Rule 8, Sec. 3, 2023-24). The Committee uses revenue forecasts by the **Nebraska Economic Forecasting Advisory Board** to determine how much revenue it has available to appropriate. Next, the Appropriations Committee holds mandatory public hearings on the budget proposal.



THE LEGISLATURE

Once advanced from the Appropriations Committee, the full Legislature will debate and potentially amend the series of bills that comprise the budget for three rounds: General File, Select File, and Final Reading. Almost all budget bills are passed with a two-thirds vote (33 of 49) of the Legislature, which ensures they take effect the day after the bills are enacted using an "emergency clause."



THE GOVERNOR

The Governor begins the budget process in the year before the long legislative session, working with the **Department of Administrative Services (DAS) Budget Division**. The proposal is due to the Legislature by January 15 in odd-numbered years (or February 1 for a new Governor). Once the budget is passed, the Governor may sign the bills, decline to sign them (but allow them to take effect automatically), veto bills, or veto particular items in each bill. The Legislature may override all or part of any veto with 30 votes.

BUDGET TIMELINE

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JULY
July 15 - Budget forms to agencies

SEPTEMBER
September 15 - Agencies submit budget requests

OCTOBER
Forecasting Board meets

DAS submits proposals to Governor

JANUARY
Governor sends bill to Legislature for introduction

FEBRUARY
Forecasting Board meets

Committee hearings

MARCH
March 15 - Prelim Report due from Appropriations committee

APRIL
Forecasting Board meets

Amendments introduced/debated

DAY 70
Final Appropriations Committee Proposal

MAY
Final budget bills passed

WHAT IS FUNDED BY THE STATE BUDGET?

While this is not a comprehensive list, the top categories of spending in the state budget are outlined below. Percentages are approximate based on Fiscal Year 2025 Budget.



K-12 PUBLIC EDUCATION
The state of Nebraska funds the TEEOSA formula, which provides operational revenue for K-12.

23%



HIGHER EDUCATION
Nebraska's college and university systems are funded through the budget process.

17%



MEDICAID AND CHIP
Medicaid and CHIP programs provide low-income adults and children with health care services.

19%



HEALTH AND HUMAN SERVICES
A broad-ranging group of services including child welfare, foster care, and child care subsidies.

19%

Instruction

Artificial Intelligence

Introduction

District OR-1 Public Schools acknowledges that artificial intelligence continues to emerge as a resource that may assist students with future technology and different wants of learning. However, artificial intelligence also poses a challenge to delineate the responsible use of artificial intelligence with student plagiarism. As a result, the Board of Education adopts this Policy to specifically address how the District will address academic honesty and integrity regarding a student's use of artificial intelligence.

Permissible Uses of Artificial Intelligence in School Assignments

Students may use artificial intelligence or related platforms when any of the following occurs:

1. The student receives advance permission from the teacher for the given assignment or project; or
2. The teacher's classroom rules or expectations established artificial intelligence as a permissible resource for students to access.

Additions?:

- Add with approval of administration
- resource page for parents
- Other

Any student with questions about the use of artificial intelligence should contact their teacher in advance of using artificial intelligence to assist with any assignment. It is the responsibility of each student to understand the permissible use (if any) of artificial intelligence in a given class or a particular assignment. Students must be fully forthright and honest about their use of artificial intelligence to assist with any school assignment.

Impermissible Uses of Artificial Intelligence in School Assignments

Unless otherwise permitted by this Policy, students may not use artificial intelligence or related platforms to assist or complete any assignment, project, test, or other school-related task. The impermissible use of artificial intelligence may subject the student to discipline in accordance with the District's plagiarism policy and academic dishonesty rules.

First Review Reading: July 10.2023
Date of Adoption: August 14, 2023

DISTRICT OR-1 POLICY REVIEW SCHEDULE: 2025

Updated January 13th, 2025

Policy Review Schedule for the 2025 calendar year

Policy Series	Topic	Date of Last Review	New Review Date	Status
1000	Community Relations	April 8, 2024	April 14, 2025	Completed
2000	Administration	April 8, 2024	April 14, 2025	Completed
3000	Business Operations	April 8, 2024	April 14, 2025	Completed
4000	Personnel	August 12,.2024	August 11, 2025	Completed
5000	Students	August 12, 2024	August 11, 2025	Completed
6000	Instruction	November 11, 2024	November 10, 2025	To Be Completed
7000	New Construction	November 11, 2024	November 10, 2025	To Be Completed
8000	Internal Board Policies	February 12, 2024	February 10, 2025	To Be Completed
9000	Bylaws of the Board	February 12, 2024	February 10, 2025	To Be Completed

2025 State Education Conference
November 19-21 - CHI Health Center - Downtown Omaha



"Out of the Public Schools Grows the Greatness of the Nation"

— Mark Twain

NASB Nebraska Association of School Boards

Co-Sponsored by the Nebraska Association of School Boards and the Nebraska Association of School Administrators

Registration & Reservations

REGISTRATION FOR THE 2025
STATE EDUCATION CONFERENCE WILL OPEN
WEDNESDAY, SEPTEMBER 10, 2025

To register, go to www.NASBonline.org

Log in using your email and password, and click the 'Events' tab to register.



Registration fees for the conference are as follows:

REGISTRATION SEPTEMBER 10 - NOVEMBER 7	**$350**	LATE-REGISTRATION NOVEMBER 8 - ON-SITE	**$400**
PRE-CONFERENCE REGISTRATION	**$100**	NON-MEMBER	**$900**
CANCELLATION FEE (PRIOR TO 11/7)	**$150**	*(Substitutions are done at no charge)*	

(No refunds after the registration deadline)

Hotel Reservations

TO RESERVE ACCOMMODATIONS AT THE CONFERENCE HOTELS YOU MUST FIRST REGISTER FOR THE CONFERENCE AS DESCRIBED ABOVE.

To qualify for a room, you must first register for the Conference.

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until 10:00 AM CT, Wednesday, September 24, 2025

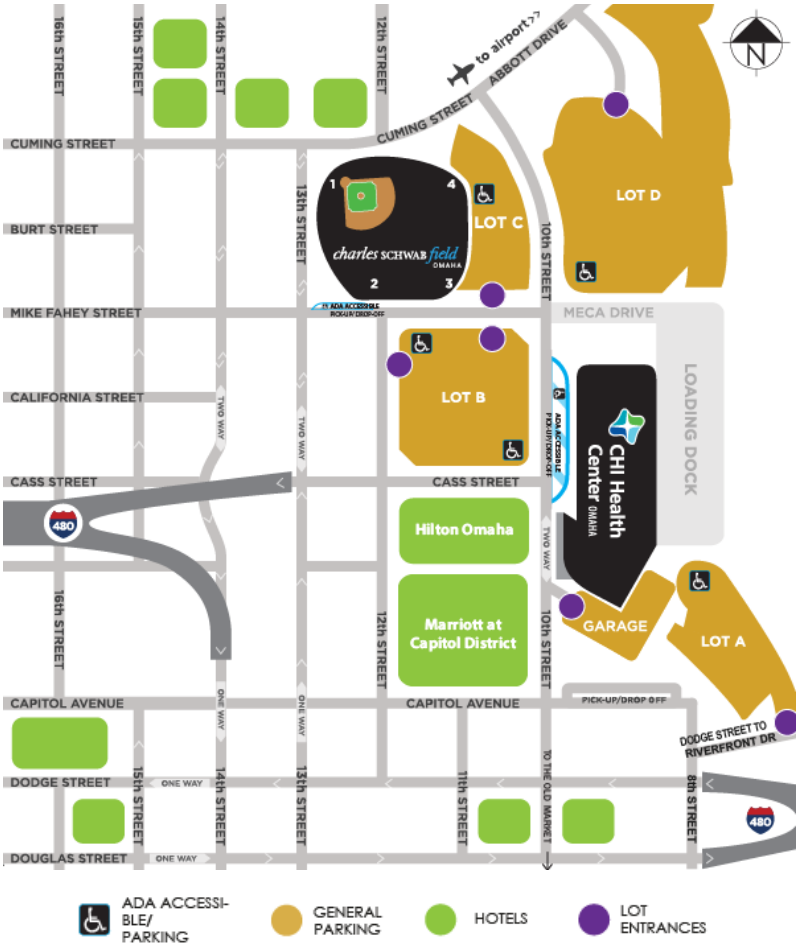
SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 24, 2025.

THE OMAHA CONVENTION & VISITORS BUREAU WILL ACT AS THE HOUSING AGENT FOR ALL PROPERTIES.

Hilton Omaha - 1001 Cass Street
$161 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 29, OR UNTIL FULL

Omaha Marriott Downtown - 222 North 10th Street
$164 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 28, OR UNTIL FULL

A RESERVATION AT ONE OF THE ABOVE IS NOT REQUIRED TO ATTEND THE STATE EDUCATION CONFERENCE



WEDNESDAY, NOVEMBER 19

Pre-Conference Sessions
1:00 to 4:00 PM

Exhibitor Reception
4:00 to 5:30 PM

THURSDAY, NOVEMBER 20

Board Member Boot Camp
7:00 to 8:00 AM

Opening Keynote Speaker
8:15 to 9:30 AM

A - Breakout Sessions
9:45 to 10:45 AM

B - Breakout Sessions
11:15 AM to 12:15 PM

Thursday Luncheon Keynote Speaker
12:30 to 2:00 PM

C - Breakout Sessions
2:15 to 3:15 PM

D - Breakout Sessions
3:30 to 4:30 PM

FRIDAY, NOVEMBER 21

Classroom Showcase
8:00 to 11:30 AM

NASB Delegate Assembly
8:00 to 9:30 AM

NASA Membership Meeting
8:00 to 9:30 AM

E - Breakout Sessions
9:15 to 10:15 AM

F - Breakout Sessions
10:30 to 11:30 AM

Friday Luncheon Keynote Speaker
11:45 AM to 1:15 PM

19th

DAY 1
WEDNESDAY, NOVEMBER 19, 2025

NASB LEGISLATION COMMITTEE MEETING

NASA EXECUTIVE BOARD MEETING

PRE-CONFERENCE SESSIONS

EXHIBITOR RECEPTION

NASB BOARD MEETING

20th

DAY 2
THURSDAY, NOVEMBER 20, 2025

BOARD MEMBER BOOT CAMP

OPENING & LUNCHEON KEYNOTE SPEAKERS

SUPERINTENDENT OF THE YEAR RECOGNIZED

BREAKOUT SESSIONS (A, B, C & D)

21st

DAY 3
FRIDAY, NOVEMBER 21, 2025

NASB DELEGATE ASSEMBLY

NASA MEMBERSHIP MEETING

CLASSROOM SHOWCASE

BREAKOUT SESSIONS (E & F)

SCHOOL BOARD MEMBER OF THE YEAR PRESENTED

CLOSING KEYNOTE SPEAKER

ADJOURN



REDEFINE IMPOSSIBLE
JAMES LAWRENCE
THURSDAY MORNING OPENING SPEAKER - 8:15 TO 9:30 AM

Known as The Iron Cowboy for the signature cowboy hat he wears while running races so his five kids can see him coming from far away, James Lawrence is an ultra-endurance athlete who has pushed himself beyond what many doctors previously believed to be physiologically possible. In so doing, he has redefined both mental toughness and physical endurance. James spent a decade in the mortgage and finance business before losing it all in the financial crisis of 2008. At rock bottom, his career as the greatest endurance athlete on the planet started quite humbly, struggling to complete a local 4-mile fun run with his wife, Sunny. Inspired by that experience, on that day he learned a lesson that has served him well ever since. "I quickly realized that 'hard' looks different for everyone. Back then, four miles was really difficult for me. But I learned that one of the most important things in life is simply showing up." Today, James is one of the most dynamic, inspiring, larger-than-life keynote speakers in the world, is a best-selling author and the subject of a critically acclaimed feature film. He continues to redefine the impossible in his own life, while teaching audiences around the world to do the same in their own lives.



THRIVING AS A TEAM WITH THE 3 C'S
DR. JERMAINE DAVIS
THURSDAY LUNCHEON SPEAKER - 12:30 TO 2:00 PM

Dr. Jermaine's presentation "Thriving as a Team" will bring a new and fresh perspective to your team. His guidance will help your team focus on keeping "the main thing the main thing." Courageous conversations, cohesive cooperation, and committed collaboration are possible! Applying his practical and down-to-earth Dump Your Slump Model & Research, Dr. Jermaine's leadership expertise is rooted in his professional experience, academic research, and personal journey, giving him a real-world perspective that resonates. Born and raised in the Henry Horner Housing Projects on Chicago's West Side, Dr. Jermaine learned early that resilience wasn't just a skill—it was a necessity to survive and thrive. After losing six family members, including his youngest brother, Lil' Greg, to violence, he made a promise to break the cycle. Through mentorship, education, and determination, he became the first in his family to graduate from college, earning a B.A. in Speech Communication, an M.A. in Speech Communication, and a Doctorate in Organizational Leadership.



INVISIBLE THREADS:
PRIVACY IN THE WORLD OF AI
JOE TOSCANO
FRIDAY LUNCHEON SPEAKER - 11:45 AM TO 1:15 PM

Joe Toscano is an award-winning designer, author of Automating Humanity, and former Google consultant who left the tech industry over concerns about data misuse. Now based in Omaha, he works globally to promote ethical innovation, support privacy legislation, and raise awareness about the dark side of big tech. You may recognize Joe from Netflix's The Social Dilemma, his TEDx Talk "Want to work for Google? You already do," or his appearances on major news outlets. In "Invisible Threads," Joe explores the critical intersection of privacy and AI. He reveals how modern data flows impact our lives, highlights the ethical challenges of AI, and offers forward-thinking solutions to protect privacy in a connected world. This talk is essential for anyone shaping or navigating the digital future.

Pre

PRE-CONFERENCE SESSIONS
WEDNESDAY, NOVEMBER 19 - 1:00 TO 4:00 PM

YOUR DEPARTMENT OF EDUCATION: UNWRAPPED
Understanding the roles of the Nebraska Department of Education and the U.S. Department of Education as they relate to local schools can be confusing. During this pre-session opportunity, staff members of the Nebraska Department of Education will engage participants with knowledge and information sharing on the balance of federal, state, and local education policymaking. We will discuss the key roles the Nebraska Department of Education plays, share priority areas from a new strategic planning process, and discuss how changes at the federal level could impact Nebraska schools and students. Topics will include state and federal finance policy, state and federal requirements for assessment and accountability, accreditation and teacher certification, and much more.
PRESENTERS: Nebraska Department of Education staff

UTILIZING EFFECTIVE SUPERINTENDENT EVALUATION AND BOARD SELF-ASSESSMENT TO SUPPORT STUDENT SUCCESS
Designed for both boards and superintendents, this session will strengthen governance through effective superintendent evaluation, meaningful board self-assessment, intentional relationship-building, and building a district-wide foundation based on common values. Learn how to design an evaluation process that fosters professional goals, clarifies board expectations, and builds trust and cohesion. Explore "trust accelerators" to enhance collaboration, improve decision-making, and provide constructive feedback that supports growth and shared commitment to student success. Leave equipped with practical strategies and resources to enhance board–superintendent collaboration and sustain long-term student outcomes.
PRESENTERS: Troy Loeffelholz - NCSA; Stacie Higgins - NASB

JOIN US!!! EXHIBITOR RECEPTION
WEDNESDAY, NOVEMBER 19 - 4:00 TO 5:30 PM



Recognition & Tracks

SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE THURSDAY LUNCHEON

Previous Winners Include:

2025 - MELISSA POLONCIC, DC WEST
2024 - ANDY RIKLI, PAPILLION LA VISTA
2023 - MARK LENIHAN, WAYNE
2022 - TERRY HAACK, BENNINGTON
2021 - JIM SUTFIN, MILLARD
2020 - MARK ADLER, RALSTON
2019 - MIKE TEAHON, GOTHENBURG
2018 - JOHN SKRETTA, NORRIS
2017 - CAROLINE WINCHESTER, CHADRON
2016 - JAY BELLAR, BATTLE CREEK
2015 - BRIAN MAHER, KEARNEY
2014 - STEVE BAKER, ELKHORN
2013 - KEVIN RILEY, GRETNA
2012 - BILL MOWINKEL, GRAND ISLAND NW
2011 - MIKE CUNNING, HERSHEY
2010 - KEITH LUTZ, MILLARD
2009 - STEVE RECTOR, SOUTH SIOUX CITY
2008 - LARRY RAMAEKERS, AURORA
2007 - ROGER BREED, ELKHORN
2006 - RICHARD EISENHAUER, LEXINGTON
2005 - ROY BAKER, NORRIS
2004 - DAN ERNST, WAVERLY
2003 - RANDY NELSON, NORFOLK
2002 - PHILIP SCHOO, LINCOLN
2001 - KEITH ROHWER, NEBRASKA CITY
2000 - STEVE JOEL, BEATRICE
1999 - KENNETH ANDERSON, HASTINGS
1998 - KEN BIRD, WESTSIDE
1997 - RICK BLACK, CONESTOGA
1996 - GARY HAMMACK, KEARNEY
1995 - MARTIN PETERSEN, ALLIANCE
1994 - VANDLE PHILLIPS, SOUTH SIOUX CITY
1993 - FRED BELLUM, COLUMBUS
1992 - GLENN LARSEN, ADAMS CENTRAL
1991 - NORBERT SCHUERMAN, OMAHA
1990 - DOUG CHRISTENSEN, NORTH PLATTE
1989 - DONALD STROH, MILLARD

ANN MACTIER - SCHOOL BOARD MEMBER OF THE YEAR WILL BE PRESENTED AT THE FRIDAY LUNCHEON

Previous Winners Include:

2024 - BRAD WILKINS, AINSWORTH
2023 - ALLISON WELCH, CONESTOGA
2022 - MARCIA MAHON, SOUTH SIOUX CITY
2021 - STEVE KOCH, HERSHEY
2020 - MARIAN HOLSTEIN, WINNEBAGO
2019 - VALERIE FISHER, PAPILLON-LA VISTA
2018 - KATHY DANEK, LINCOLN
2017 - BONNIE HINKLE, GRAND ISLAND
2016 - TERRI HAYNES, CHADRON
2015 - LINDA RICHARDS, RALSTON
2014 - BRAD KRIVOHLAVEK, NORFOLK
2013 - PATTY BENTZINGER, NORRIS
2012 - KATHY BARTEK, FALLS CITY
2011- JULIE AGARD, KEARNEY
2010 - KIM FASSE, ELKHORN
2009 - RON PEARSON, ESU #3
2008 - SANDRA JENSEN, OMAHA
2007 - JOHN HANSEN, BELLEVUE
2006 - FRED TAFOYA, PAPILLON-LA VISTA
2005 - WAYNE ERICKSON, WISNER-PILGER
2004 - ANN MACTIER, OMAHA

BOARDSMANSHIP
CAREER & COLLEGE READINESS
COMMUNITY ENGAGEMENT
CURRICULUM
ESU
FACILITIES
LEGAL & POLICY
LEGISLATIVE & ADVOCACY
MANAGEMENT/ADMINISTRATION
NEW BOARD MEMBER/NEW SUPERINTENDENT
SAFETY
STUDENTS/EARLY CHILDHOOD
TECHNOLOGY
WELLNESS & RETENTION

THURSDAY

A1 LEGISLATIVE UPDATE
A2 DUAL CREDIT AND WORKFORCE PREPARATION
A3 PUBLIC COMMENT UNDER THE OPEN MEETINGS ACT
A4 LEADERSHIP, CULTURE AND COMMON LANGUAGE
A5 BOARD MEMBER PERSONAL LIABILITY
A6 HONORS COURSE ENROLLMENT AND SUCCESS
A7 ENHANCE COMMUNICATION W NON-ENGLISH FAMILIES
A8 ELEVATING BOARD LEADERSHIP
A9 PARTNERSHIPS TO COMBAT THE TEACHER STORAGE
A10 SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT
A11 THE ROLE OF THE ATHLETIC ADMINISTRATOR

B1 Q & A WITH NSAA
B2 SUPERINTENDENT PANEL - "A DAY IN THE LIFE"
B3 HANDLING CLOSED SESSION CORRECTLY
B4 COMMUNITY PARTNERSHIPS WITH A PURPOSE
B5 PAIN IN THE APP, V. 11.0
B6 DEVELOPING NEBRASKA'S FUTURE EDUCATORS
B7 DESIGN, CONSTRUCTION, FINANCE, AND MORE
B8 STRENGTHENING BOARD & SUPERINTENDENT LEADERSHIP
B9 EMPOWERING STUDENTS THROUGH SUMMER LEARNING
B10 CELL PHONES OFF
B11 TRANSFORMING SCHOOL CULTURE

C1 STUDENT VOICES
C2 THINGS YOU NEED TO KNOW AS AN ESU BOARD MEMBER
C3 NEGOTIATIONS FOR BOARD MEMBERS
C4 WHY YOUR SCHOOL STORY MATTERS!
C5 BARGAINING & CONTRACT CONSIDERATIONS
C6 A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP
C7 SCHOOL FINANCE REVIEW COMMISSION UPDATE
C8 COMMUNITY-CENTERED STRATEGIC PLANNING
C9 EMPOWERING STUDENTS IN SCHOOL MEDIA
C10 AN EVOLVING TECHNOLOGICAL LANDSCAPE
C11 ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

D1 LISTENING SESSION W/ MEMBERS OF THE STATE BOARD
D2 EHA BENEFITS UPDATE
D3 GLOBAL INSIGHTS
D4 TEACHER APPRENTICESHIP
D5 HOT TOPICS WITH KAREN & JIM
D6 NCSA 3-YEAR MENTORING PROGRAM
D7 UNDERSTANDING HUMAN TRAFFICKING
D8 HOW FOUNDATIONS UNITE TO SUPPORT

FRIDAY

E1 POSITIVITY PROJECT: THE '80S MIX TAPE VERSION
E2 BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS
E3 TEACHER SHORTAGE: RECRUITING, AND ONBOARDING
E4 CREATING A CULTURE OF ATTENDANCE
E5 TRENDS IN DISABILITY LAWS
E6 ADDRESSING THE TEACHER SHORTAGE
E7 INCORPORATING AI RESOURCES WITHIN SCHOOLS
E8 USING DATA TO DRIVE ACCOUNTABILITY & SUCCESS
E9 RENEWED 'TUDE (RESILIENT EDUCATORS)

F1 SUPERINTENDENT SHORTAGES & INCREASED INTERIMS
F2 RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, ETC
F3 GENERATIVE AI IN PUBLIC SCHOOLS
F4 FILLING THE ED PIPELINE
F5 CONSTRUCTION DELIVERY METHODS
F6 CULTIVATING A CULTURE OF COLLABORATION
F7 CO-TEACHING: CHATGPT & ME
F8 STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

BOARD MEMBER BOOT CAMP

THURSDAY, NOVEMBER 20 - 7:00 TO 8:00 AM

ROLES, RESPONSIBILITIES, AND CHARACTERISTICS OF EFFECTIVE GOVERNANCE

Start your day with a continental breakfast and an interactive Bootcamp for all board members and superintendents too! Move through the eight engaging stations, each highlighting a key characteristic of an effective board from governance vs. management to fostering accountability and actionable tools to take back to your district. This session serves as a warmup for Breakout Session A8: Elevating Board Leadership: Effective Board Governance = Student Success where we move from the "what" of board work to the "how" of focusing on measured student success. Register for the Bootcamp through the QR Code:

A - BREAKOUT SESSIONS
THURSDAY, NOVEMBER 20 - 9:45 TO 10:45 AM



A1 LEGISLATIVE UPDATE - 2025 LEGISLATIVE RECAP AND LOOK TO 2026
Join Colby and Mike for a dive into what the Legislature accomplished in 2025 and a look at what is in store for 2026. New policy mandates, option enrollment discussion, retirement and benefit changes, and direction of school finance will all be discussed.
PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA

A2 DUAL CREDIT AND WORKFORCE PREPARATION: THE TRANSFORMATIVE POWER OF THE CAREER ACADEMY
The Career Academy is a joint venture between Lincoln Public Schools and Southeast Community College. TCA provides academic and real-world experiences to high school juniors and seniors through high school and dual credit courses. We'll share innovative models that integrate high school academics with industry-relevant skills, creating pathways to immediate employment and higher education; and showcase data-driven outcomes that highlight strategic partnerships between schools and businesses that address critical workforce gaps. This presentation will empower attendees to implement and expand dual credit initiatives, ensuring students graduate with the skills demanded by today's job market.
PRESENTERS: Annie Mumgaard, Josh Jones & John Skretta - Lincoln Public Schools

A3 PUBLIC COMMENT AND LEGAL CONSIDERATIONS UNDER THE OPEN MEETINGS ACT
In this session, we will walk through public comment as prescribed by the Open Meetings Act. Then, we will walk through real-world examples and how boards should handle both simple and complicated scenarios under the Open Meetings Act.
PRESENTERS: Justin Knight - Perry Law Firm

A4 CONTROL THE CONTROLLABLES THROUGH LEADERSHIP FOCUSED ON CULTURE AND COMMON LANGUAGE
Attendees will hear how Westside Community Schools is focused on controlling what we can control through leadership, collaboration, and an emphasis on district culture. We will share ideas on how to create common language and a mindset about being focused on our classrooms while all kinds of things go on around us that we can't control. We will also share various "culture game plans" and an emphasis on E+R=O leadership.
PRESENTER: Mike Lucas - Westside Community Schools

A5 DOLLARS AND SENSE: BOARD MEMBER PERSONAL LIABILITY AND RELATED CONCERNS
It's already an unpaid volunteer job, and now you're telling me I could be personally liable?! Sometimes, maybe, possibly, yes. This presentation will focus on those situations where school board members (and superintendents) could face allegations leading to personal liability (i.e., money out of your own pocket), criminal sanctions, and even removal related to service on the school board. Don't fret too much--it doesn't happen often, but it's worth knowing when those situations could arise and how to navigate them!
PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law

A6 OPPORTUNITY & ACCESS: BREAKING DOWN BARRIERS TO HONORS COURSE ENROLLMENT AND SUCCESS

Discover how one school district in Nebraska implemented system-wide changes to increase access and opportunity for honors courses for all students, with a particular emphasis on how the action steps were operationalized within social studies honors courses. Explore a step-by-step process and consider how similar impactful actions could be adopted in your own context!

PRESENTERS: Jaclyn Kellison & Takako Olson - Lincoln Public Schools

A7 INTEGRATING RESOURCES TO ENHANCE COMMUNICATION WITH NON-ENGLISH SPEAKING FAMILIES

Columbus Public Schools will share the available resources that can be integrated into your regular communication strategies to create seamless access for your non-English speaking families.

PRESENTERS: Nicole Anderson & Chip Kay - Columbus Public Schools

A8 ELEVATING BOARD LEADERSHIP: EFFECTIVE BOARD GOVERNANCE = STUDENT SUCCESS

Building on the Board Member Boot Camp warmup, this breakout takes you beyond the "what" of board roles and responsibilities into the "how" of using those roles to drive student success. Through scenarios, discussion, and practical resources, learn how to connect governance leadership to student outcomes, align board work with district improvement goals, and foster a culture of continuous growth. Leave equipped to move from understanding your role to leveraging it for maximum impact on student success.

PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB

A9 CREATING PARTNERSHIPS TO COMBAT THE TEACHER STORAGE

Learn how UNK and Kearney Public Schools have partnered to form the Kearney Education Collaborative aimed at improving educational opportunities and partnerships for recruiting teachers. Specifically, they will discuss "Teachmates," a program where selected UNK and KPS students form a mentee-mentor relationship. The speakers will discuss the "Kearney Teachers Tomorrow" scholarship program which created a Kearney High School to UNK to KPS pipeline for selected students/teachers. This session will highlight how other districts can consider similar options for their districts, both large and small.

PRESENTERS: Jason Mundorf - Kearney Public Schools; Mark Reid - UNK

A10 SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT

Children who feel SAFE will take risks, ask questions, make mistakes, learn to trust, share their feelings, and grow! The Nebraska Department of Education (NDE) School Safety Team has built guidance and resource tools for schools in the safety and security requirements and best practices. The NDE Safety Team operates under the four pillars of prevention, preparedness, response, and recovery while using acronyms like EOP, SRP, SRM, PFA-S, and TA. Additionally, State Statutes implemented or introduced must also be adhered to. Schools who learn the acronyms, state statutes, and how to apply these concepts, toolkits, presentations, videos, and trainings are those recognized by NDE & their community to place school safety first. Join the NDE School Safety Director to make sure your school community is earning their Badge in safety and security.

PRESENTER: Jay Martin - NDE

A11 THE ROLE OF THE ATHLETIC ADMINISTRATOR

This session will help school district administrators and members of boards of education understand the multiple roles and responsibilities of the athletic administrator. Attendees will gain a better understanding of how to support and retain their athletic administrator, including the mentoring and professional growth opportunities available through both the National Interscholastic Athletic Administrators Association and the Nebraska State Interscholastic Athletic Administrators Association.

PRESENTERS: Nate Larsen - O'Neill Public Schools; Mark Armstrong - NSIAAA; Steve Throne - Millard Public Schools

B - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 11:15 AM TO 12:15 PM



B1 Q & A WITH NSAA

This session will explore topics affecting NSAA member schools. Bring your questions as we discuss emerging trends and their impact on NSAA sanctioned activities.

PRESENTERS: NSAA Staff

B2 SUPERINTENDENT PANEL - "A DAY IN THE LIFE"

Practicing Superintendents present, discuss, and answer questions regarding their efforts in developing positive and personal work relationships with their board of education.

PRESENTERS: Troy Loeffelholz & Kevin Wingard - NCSA; Chris Prososki - Hastings Public Schools; Chip Kay - Columbus Public Schools; Mitch Kubicek - Milford

B3 HANDLING CLOSED SESSION CORRECTLY: LEGAL REMINDERS AND REMEDIES

Closed session can be a very complicated area of the law. In this session, we will walk through the legal requirements and case studies involving entering into closed session, discussions during closed session, "leaks" from closed session, and other legal issues that may arise in closed session.

PRESENTER: Justin Knight - Perry Law Firm

B4 COMMUNITY PARTNERSHIPS WITH A PURPOSE

Located on the Omaha Reservation in Macy, Nebraska, the UmónHon Nation "Against the Current" Career Academy is a model for small school districts seeking to create opportunities for local students and strong partnerships. Designed by BVH Architecture and built by Boyd Jones in close collaboration with the district, the Academy equips students with hands-on skills in automotive, construction, culinary, early childhood, entrepreneurship, and healthcare - offering direct career pathways within the community. This project demonstrates the power of team collaboration and local partnerships to develop resources, bringing meaningful workforce pipelines to life and reinvesting in their communities.

PRESENTERS: Kari Bappe, Cleveland Reeves, Stacie Hardy & Mark Pfister - Boyd Jones Construction

B5 PAIN IN THE APP, V. 11.0

This presentation is already in middle school, at 11 years and going strong. Come join the KSB attorneys for the latest and greatest in legal and practical developments around social media, technology, cell phones, and other key topics for administrators and board members.

PRESENTERS: Sara Rogers & Amanda Dabney - KSB School Law

B6 GROW YOUR OWN: DEVELOPING NEBRASKA'S FUTURE EDUCATORS

The Grow Your Own Education and Training Program of Study is a statewide, open-resource curriculum to help Nebraska schools develop future educators. This four-course program aligns with Nebraska state standards, embeds Universal Design for Learning, integrates Educators Rising, and meets dual-credit requirements. Attendees will learn how to implement the curriculum, access teacher training, and engage students in career exploration. Discover how this program can help build a sustainable educator pipeline for your district and invest in Nebraska's future teachers.

PRESENTERS: Lynne Herr - ESU 6; Katie Soto - ESU 9

B7 PROJECT PLANNING 101: INSIGHTS FROM PARTNERS IN DESIGN, CONSTRUCTION, FINANCE, AND MORE

Navigating a school construction project is no small task. This panel of experts will guide school leaders through three critical steps: identifying key partners, selecting the right delivery method, and understanding financing options; lease-purchase agreements, bonds, and building fund dollars. Attendees will gain actionable strategies and valuable perspectives from industry leaders, leaving equipped to navigate the complexities of construction planning with confidence and clarity. Whether planning a new project or refining your approach, this session will provide the essential knowledge to move your district forward successfully.

PRESENTERS: Aaron Plas - Bennington Public Schools; Steve Thiele - Hausmann Construction, Inc.; Tobin Buchanan - Northland Securities; Bob Soukup - Carlson West Povondra Architects

B8 STRENGTHENING BOARD AND SUPERINTENDENT LEADERSHIP: UTILIZING A BOARD HANDBOOK FOR EFFECTIVE GOVERNANCE

Effective governance is the foundation of a successful school district, and a well-structured Board of Education Handbook serves as a vital tool for aligning leadership, clarifying roles, and fostering strong superintendent-board relationships. This session will explore the process of implementing a BOE Handbook to enhance communication, decision-making, and governance efficiency. Participants will learn strategies for creating and utilizing a handbook that sets clear expectations, promotes collaboration, and strengthens the leadership capacity of both board members and superintendents. Practical examples and best practices will provide attendees with actionable steps to enhance their district's governance framework.

PRESENTERS: Sean Molloy, Derrick Joel & Gary Kubicek - Norris School District 160; Marcia Herring - NASB

B9 TAKING LEARNING BEYOND 175: EMPOWERING STUDENTS THROUGH SUMMER LEARNING

"Taking Learning Beyond 175" is a dynamic session designed to showcase the innovative summer school program aimed at expanding educational opportunities for all students beyond the regular 175 school days. Building on the foundation of whole-student excellence, this innovative "summer school" program goes beyond traditional boundaries by offering creative, hands-on learning experiences that foster growth, imagination, and resilience. Explore how this program has helped us enhance skills and empower students to reach their full potential. We'll discuss the program's impact on student activities and teacher satisfaction, at limited to no expense to the school district.

PRESENTERS: Susan Lindblad, Libby Lollman & Shawn Scott - Adams Central Public Schools

B10 CELL PHONES OFF

Grand Island Senior High School implemented a comprehensive effort to strictly enforce a no cell phone throughout the school day policy in January of 2024. GISH administrators, staff, and students will discuss the reasons behind the action, how students and parents were prepared for the implementation, what worked and didn't work, and where they are after living this change for almost two years.

PRESENTERS: Matt Fisher, Calvin Hubbard, GIPS teachers & students - Grand Island Public Schools

B11 BUILDING BRIDGES, NOT WALLS: TRANSFORMING SCHOOL CULTURE THROUGH RESTORATIVE PRACTICES

At Brady Public Schools, we've been reshaping our school culture by embracing restorative practices, which have become a cornerstone of how we connect, work, and grow together. These practices have strengthened relationships, fostered mutual respect, and created a true sense of community among students, staff, administrators, and the school board. Through collaboration and open communication, restorative practices have fostered a positive, supportive environment across our entire school ecosystem. In this presentation, we'll highlight how restorative practices have embedded our core values, helping repair harm, prevent conflict, and ensure everyone feels valued—building a community, not just a school.

PRESENTERS: Sara Gentry & Ann Foster - Brady Public Schools

C - BREAKOUT SESSIONS
THURSDAY, NOVEMBER 20 - 2:15 TO 3:15 PM



C1 STUDENT VOICES
Students from Nebraska high schools share their perspectives on issues that are important to the leaders of tomorrow.

C2 YOU ARE AN ESU BOARD MEMBER - 17 THINGS YOU NEED TO KNOW
As ESU Board Members, you will learn up to date information about the services in ESUs, the work of the ESUCC, the MOU with the NDE, legislative priorities, and more! Come ready to learn, share, and problem solve together.
PRESENTERS: Larianne Polk - ESUCC; Brad Dirksen - NDE; Colby Coash - NASB

C3 NEGOTIATIONS FOR BOARD MEMBERS
Negotiations is one of the most important functions of a school board. In fact, "personnel" is the largest item of a school district's budget. This session will walk through the statutory requirements for negotiations. We will also give boards an update on negotiations "hot topics" and ideas for your upcoming negotiations season.
PRESENTER: Justin Knight - Perry Law Firm

C4 BUCKLE UP: JOURNEYING THE STATE AND WHY YOUR SCHOOL STORY MATTERS!
Why do Nebraska schools rank high nationally? Why are Nebraska students sought after by employers everywhere? We'll take you to school districts across our great state in a quest to find the answers. The NCSA Ambassador Program and Nebraska Public School Advantage advocate for public education one remarkable story at a time. Since 2016, we have gathered nearly 500 stories of public school success. These stories, from the Metro to The Panhandle, are examples of the student first, Nebraska way. Buckle up!
PRESENTERS: Kevin Wingard & Tyler Dahlgren - NCSA

C5 LET'S DEAL! BARGAINING & CONTRACT CONSIDERATIONS FOR TOUGH POSITIONS & SHORTAGES
Every year, we're all getting more creative to address staffing issues. Those range from bargaining things like retention or hiring bonuses to salary schedule placement gamesmanship. The contract renewal process is becoming an arms race, with more schools incentivising staff to recommit or resign sooner. Plus there are always unique contract considerations for those unique positions and hybrid roles as staffing shortages continue. This presentation will go through all your options, pros and cons, and leave board members and administrators feeling ready to tackle these questions at your district.
PRESENTERS: Steve Williams & Sara Rogers - KSB School Law

C6 A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP
In today's digital world, teaching students to navigate online spaces responsibly is just as important as traditional academics. That's why the Hershey Board of Education made digital citizenship a formal priority for the 24-25 school year with the board goal to "Provide instruction on acceptable use of technology to better prepare students for responsible digital citizenship." To support this goal, we partnered with A.Plum Creative to develop engaging, fact-checked content that promotes responsible digital habits. Our initiative includes weekly social media posts, digital signage across campus, and ongoing resources for families and staff to help build a culture of integrity and safety in digital spaces, and we're already seeing results. Conversations around digital safety are increasing across classrooms and homes, showing the power of this effort.
PRESENTERS: Jane Davis & Steve Koch - Hershey Public Schools

C7 SCHOOL FINANCE REVIEW COMMISSION UPDATE

Join members of the recently created School Finance Commission for a panel presentation, Q & A, and update on the work of the commission.

PRESENTERS: Ann Foster - Brady Public Schools; Jason Dolliver - Pender Public Schools; Aaron Plas - Bennington Public Schools; Liz Standish - Lincoln Public Schools; John Schwartz - Millard Public Schools; Shavonna Holman - Omaha Public Schools; Keith Runge - Lakeview Community Schools

C8 LISTENING, LEARNING, LEADING: COMMUNITY-CENTERED STRATEGIC PLANNING

Engaging stakeholders for graduate success and long-term district planning. In partnership, the board and superintendent lead efforts to connect with the community, parents, staff, students, and local partners to define what every graduate must know and be able to do. This work begins with strategies for effective community engagement drawing from research linking public involvement to improved student outcomes and continues through ongoing stakeholder conversations that shape a shared vision for student success.

PRESENTERS: Caden Frank, Ben Anderjaska & Avary Pansing Brooks - NASB

C9 EMPOWERING STUDENTS IN SCHOOL MEDIA: CONTENT CREATION & MANAGEMENT

This session will showcase how students take an active role in managing and producing school media content. From publishing sports, extracurricular, and academic achievements on social media to creating engaging visuals for two video boards, students gain hands-on experience in digital media. By taking ownership of projects, they develop critical skills in communication, design, and media production. This presentation is ideal for school leaders seeking innovative ways to enhance media presence while providing students with real-world skills in communication, design, and project management.

PRESENTERS: Crystal Hassenstab & Shawn Scott - Adams Central Public Schools

C10 AN EVOLVING TECHNOLOGICAL LANDSCAPE: UPDATES TO SPARQ MEETINGS, NEGOTIATIONS, AND ONLINE PUBLISHING

Join us to learn about how Sparq Meetings and Negotiations have adapted to the ever-changing landscape of board governance. In this session, we will discuss updates to these applications and review tips and tricks to help you become more efficient and proficient. In addition, we will give an overview of Sparq Online Publishing and how it integrates with Sparq Meetings and your board governance.

PRESENTERS: Darion Miller & Nicole Kobus - Sparq Data Solutions

C11 REDEFINING ROUTES: ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

Learn how Central Community College collaborates with institutions like Kearney Public Schools to establish accessible pathways to education careers. CCC's statewide, cost-effective offerings have already demonstrated significant impact in alleviating staffing challenges across K-12 institutions. This session will equip administrators and board members with practical knowledge to consider, potentially transforming their approach to recruitment and professional development. Join us to explore how these innovative programs are not only addressing immediate staffing shortages but also cultivating a sustainable pipeline of qualified educators for the future.

PRESENTERS: Megan Schmidt - Kearney Public Schools; Taylor Brase & Amy Mancini - Central Community College



D - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 3:30 TO 4:30 PM



D1 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION

Share your thoughts on statewide education policy with members of the State Board of Education. State Board members are particularly interested in what is currently affecting local school boards and districts, and the solutions you have to offer for these issues. Topics may include school accountability, accreditation, and approval; educator certification; and statewide assessment, among others. Attending this session is a great opportunity for you to have your voice heard among members of the State Board of Education.

PRESENTERS: Elizabeth Tegtmeier - State Board of Education; Ryan Foor - NDE

D2 EHA BENEFITS UPDATE

Come learn more about the changes to the Medical and Dental plan effective September 1, 2026!

PRESENTERS: Cortney Ray - Blue Cross Blue Shield of NE; Greg Long - EHA

D3 GLOBAL INSIGHTS, LOCAL IMPACT: LESSONS FROM SINGAPORE AND SOUTH KOREA

Larianne Polk and Dan Schnoes had the privilege of participating in an international leadership academy in Singapore and South Korea, gaining invaluable insights into global leadership practices, innovative educational strategies, and cultural exchange. By observing how these countries tackle educational challenges and foster growth, we gained a deeper understanding of their approaches to teaching and learning. We hope you take away a desire to explore similar opportunities for yourself or your leadership personnel, as these global experiences not only enrich leadership development but also bring fresh, transformative perspectives that can benefit our entire educational ecosystem.

PRESENTERS: Larianne Polk - ESUCC; Dan Schnoes - ESU 3

D4 TEACHER APPRENTICESHIP - EXPERIENCES FROM THE FIELD

This session highlights the collaborative efforts of the Nebraska State Department of Education, Westside Community Schools, and Midland University in developing a successful apprenticeship program aimed at diversifying and strengthening Nebraska's teaching workforce. The session underscores the program's core purpose: to create sustainable pipelines of educators who are deeply grounded in their communities. The discussion covers the program's benefits - such as increased on-the-job training, community familiarity, and addressing critical staffing shortages - as well as lessons learned through ongoing stakeholder feedback, comprehensive support, and celebrating milestones. Future plans focus on expanding apprentice graduation rates, ensuring program sustainability through continued funding, and forging partnerships to meet high-need areas across Nebraska. Attendees will gain insights into the program's impact, lessons learned, and strategies for scaling these innovative pathways into teaching careers.

PRESENTERS: Nancy Christensen, Johanna Barnes, & Cammy Romanuck Murphy - Midland University; Andrea Haynes - Westside Community Schools; Kelly Baehr - NDE

D5 HOT TOPICS WITH KAREN & JIM

Join veteran school attorneys Jim from Perry Law and Karen from KSB for an insightful and entertaining session on the latest "Hot Topics" in school law. This dynamic duo will break down key legal issues that Nebraska school board members need to understand, whether they're already on your radar or just around the corner. Expect valuable takeaways... and a bit of lively banter between Jim and Karen along the way!

PRESENTERS: Karen Haase - KSB School Law; Jim Gessford - Perry Law Firm

D6 NCSA 3-YEAR MENTORING PROGRAM

Research shows that the retainment of school administrators is more successful if they are engaged in a strong multi-year mentoring program that supports the school administrator beyond a one year mentor program.
PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO

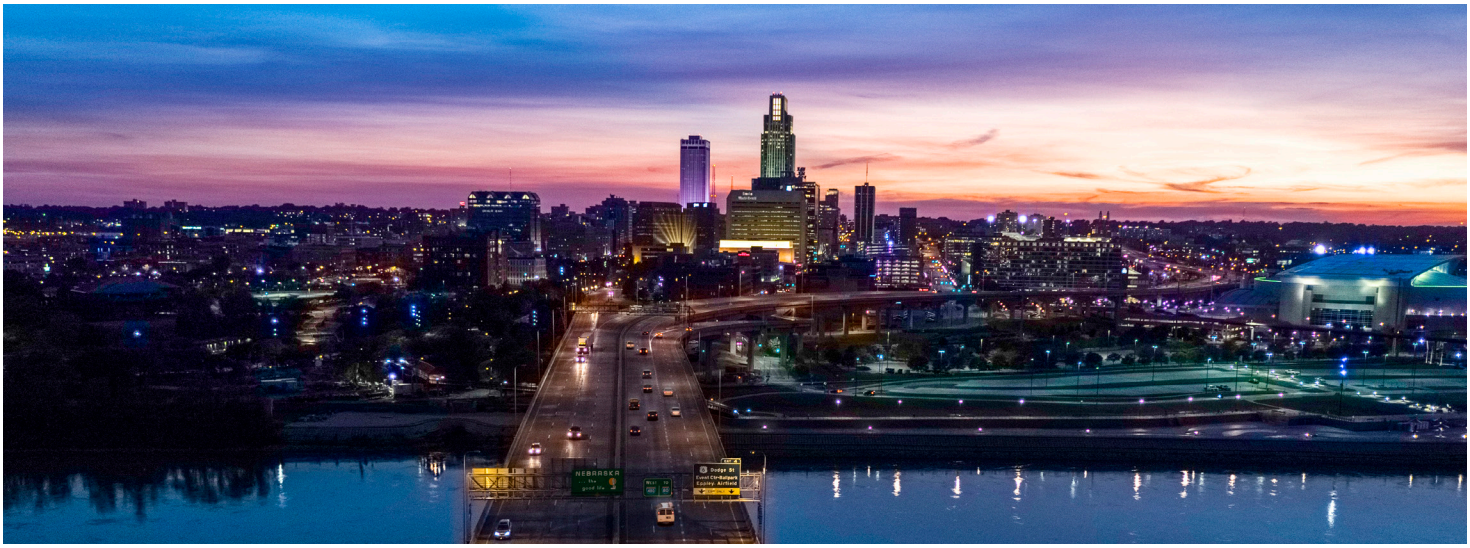
D7 UNDERSTANDING HUMAN TRAFFICKING AND EMPOWERING SCHOOLS TO TAKE ACTION

This session will offer a thorough overview of human trafficking, aiming to debunk common myths and highlight the harsh realities of this critical issue. Participants will explore how trafficking affects communities, recognizing warning signs and vulnerabilities that make students susceptible. The presentation will also introduce ESU 2's Human Trafficking Youth Prevention Education (HTYPE) program, which supports school districts in implementing prevention strategies. Attendees will learn how ESU 2 can collaborate with schools to provide tailored training for staff, students, and caregivers, equipping them with the knowledge to identify and prevent trafficking in their communities.
PRESENTER: Megan Reese - ESU 2

D8 STRENGTH IN PARTNERSHIPS: HOW FOUNDATIONS, DISTRICTS, AND COMMUNITIES UNITE TO SUPPORT TEACHERS AND STUDENTS

Education foundations play a unique and essential role in bridging the gap between district needs and community resources. This session will explore how one rural and one metro foundation have successfully partnered with their district and local community to create impactful programs that directly benefit teachers and students. Attendees will learn how collaborative initiatives such as teacher grants, student scholarships, technology enhancements and community-driven fundraising have strengthened public education and fostered engagement. Through real-life examples and practical takeaways, this session will highlight strategies for building meaningful partnerships, securing sustainable funding, and aligning efforts with district goals.
PRESENTERS: Toba Cohen-Dunning - Omaha Public Schools Foundation; Terri Burchell - North Platte Public Schools





E - BREAKOUT SESSIONS
FRIDAY, NOVEMBER 21 - 9:15 TO 10:15 AM



E1 POSITIVITY PROJECT: THE '80S MIX TAPE VERSION

With a fun and nostalgic '80s mixed tape anthem, this session will spotlight our district's PK-12 SEBL curriculum implementation of the Positivity Project. We will make connections to our CIP, the MTSS framework, PBIS, and our efforts to transform school culture by living out our district's mission to educate, embrace, and empower the whole child. We will share schoolwide activities we have implemented, our tiered approach to supporting student mental health and behavior learning, and resources we have found beneficial. Walk in with your best air guitar, walk out with power ballads and rad ideas on how Positivity Project could impact your school culture!

PRESENTERS: Allie Holcomb, Angela Zach & Brittany Vinchattle - Wakefield Community School

E2 BUILDING STRONG FOUNDATIONS: THE SCHOOL AS HUB BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS

The first eight years are crucial for a child's success, with schools playing a key role. The School as Hub Birth-Grade 3 Approach is built on an evidence-based framework designed to close opportunity gaps by strengthening early learning, family-school partnerships, and instruction. This session explores strategies for integrating early childhood with elementary education, building leadership, and engaging families and communities. Join us to learn actionable steps for transforming schools into hubs of support, ensuring all children and families have access to opportunities for lifelong learning and success from birth through age eight.

PRESENTERS: Cris Lopez Anderson - Buffet Early Childhood Institute; Itzeni Nayeli Lopez - University of Nebraska

E3 PRACTICAL STRATEGIES AND LESSONS LEARNED IN THE TEACHER SHORTAGE: RECRUITING, ONBOARDING, AND TRANSITIONING FOREIGN-TRAINED TEACHER CONTRACTS

As schools across Nebraska continue to grapple with teacher shortages, districts are exploring innovative and ethical strategies to recruit and retain high-quality educators. We will share and discuss practical strategies, along with lessons learned in recruitment, certification, and onboarding, as well as legal and ethical considerations when transitioning or ending contracts with international teachers.

PRESENTERS: Daniel Oldenburg, Katelyn Larsen & Jeremy Christiansen - Laurel-Concord-Coleridge School; Justin Knight - Perry Law Firm

E4 CREATING A CULTURE OF ATTENDANCE: STRATEGIES FOR REDUCING CHRONIC ABSENTEEISM IN HIGH-POVERTY RURAL SCHOOLS

Chronic absenteeism is a major issue in elementary schools, especially in high-poverty rural areas. This session will explore strategies for reducing absenteeism by improving school culture, implementing targeted interventions, and enhancing family support. Drawing from our experience, where we reduced absenteeism from 39% to 9% in three years, we'll share practices like building a positive school environment, early identification, and personalized support for at-risk students. Participants will gain actionable strategies to foster consistent attendance.

PRESENTER: Charla Brant - Hastings Public Schools

E5 MMMMM...SMELLS LIKE MEDICAL MARIJUANA AND MONEY DAMAGES: WHAT YOU NEED TO KNOW ABOUT TRENDS IN DISABILITY LAWS

Disability laws (IDEA, 504, ADA, etc.) can be tricky, because superintendents and board members usually aren't directly involved but certainly cut the checks and get the phone calls. This presentation will cover the emerging trends in special education that you have to know about in 2025 in a school leadership role, including policy implications and other legal considerations.

PRESENTERS: Bobby Truhe, Jordon Johnson & Amanda Dabney - KSB School Law

E6 MOVING TO THE HEAD OF THE CLASS: HOW ONE DISTRICT IS ADDRESSING TEACHER SHORTAGE

To combat teacher shortages, Lincoln Public Schools is implementing innovative "Grow Your Own" (GYO) programs to develop future educators from within its community. Participants will explore helpful strategies for creating and sustaining successful GYO programs, from identifying potential future teachers in local high schools to supporting paraprofessionals and career changers on their path to certification. Learn about the pilot Para Pathway to Teaching (PPT) program, Educators Rising Career, and Technical Student Organization opportunities. Learn practical ideas to build homegrown talent pipelines that reflect the richness and strengths of your student population, ultimately fostering a teaching workforce invested in its community.

PRESENTERS: John Skretta, Vann Price & Annie Mumgaard - Lincoln Public Schools

E7 INCORPORATING AI RESOURCES & GUIDELINES WITHIN NEBRASKA SCHOOLS

Attendees will hear from Westside Community Schools as they outline the process they have recently gone through to further study Artificial Intelligence and determine how to best embrace it and provide efficient and ethical guidelines for students, staff, parents, and community.

PRESENTERS: Mike Lucas, Andrea Haynes, Mark Weichel - Westside Community Schools

E8 ASKING THE RIGHT QUESTIONS: USING DATA TO DRIVE ACCOUNTABILITY & STUDENT SUCCESS

Accountability and student success begin with the questions board members bring to the table. This interactive session will help boards understand how to use data effectively to guide decision making, understand realistic expectations for improvement, and support district priorities. Learn how a Data Assessment Framework strengthens governance and why ongoing professional development matters. Explore the board's role in advancing system interventions to ensure a positive impact on student learning. Leave with practical questions and strategies to ensure your board is driving improved student outcomes through informed, accountable leadership.

PRESENTERS: Stacie Higgins & Stephanie Summers - NASB

E9 RENEWED 'TUDE (RESILIENT EDUCATORS)

Life moves at breakneck speed, and the pace in today's classrooms is no different. How can teachers keep up with the demands of the ever-changing curriculum, school meetings, and the never-ending tasks of running a classroom while still having fuel for life and their families? How can we best prioritize the human element of teaching so we can thrive both at work and at home? This deep dive into the Science of Happiness, Psychology, and the latest findings from Neuroscience will provide teachers with personally relevant strategies and tools to thrive in their professional and personal lives!

PRESENTER: Christopher Knoell - UNK



F - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 10:30 TO 11:30 AM



F1 HELLO! THERE ARE SUPERINTENDENT SHORTAGES & INCREASED INTERIM POSITIONS. WHY?

Shortages in the teacher ranks are not the only shortages in education. What does the current landscape look like to replace school superintendents and administrators across the state.

PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO

F2 RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, AND COMPLIANCE VISITS. HOW BOARD MEMBERS CAN SUPPORT SUPERINTENDENTS

Rule 10 has several sections, numerous statutes, and over 200 regulations. This is for board members who want to support their superintendent through having a better understanding of what it means to be accredited through Rule 10.

PRESENTERS: Decua Jean-Baptiste, Todd Wolverton & Sandra Suiter - NDE

F3 GENERATIVE AI IN PUBLIC SCHOOLS SEEMS LIKE THE "WILD, WILD WEST" - HOW SCHOOL BOARDS AND ADMINISTRATORS NEED TO UNDERSTAND AND MIGHT ADDRESS CORRALLING IT!

Jim and Derek will address the current status of AI, how many schools are or are not using it and what's in the future!

PRESENTERS: Jim Gessford & Derek Aldrege - Perry Law Firm

F4 LEVERAGING CAREER & TECHNICAL STUDENT ORGANIZATIONS TO FILL THE ED PIPELINE

Nebraska FCCLA is reaching nearly 3,000 Nebraska students with over 30 competitive events and programming opportunities that develop career skills in education and childcare. FCCLA's members are preparing for careers in some of the state's most concerning shortage areas. Join us to learn how your continued support of Family and Consumer Sciences and FCCLA can continue to enable your students and communities to thrive.

PRESENTERS: Nebraska FCCLA State Officers, Nebraska FCCLA Board of Directors

F5 CONSTRUCTION DELIVERY METHODS: THE PROS, THE CONS, AND THE RISKS

Choosing the right construction delivery method is critical for the success of your school project. This session will break down the details of common delivery methods, including hard bid, construction manager as advisor, construction manager at risk, and design-build. Learn how each method impacts cost, schedule, and collaboration - and which one aligns best with your goals. Through real-world examples, we'll discuss lessons learned, potential pitfalls, and key factors in making an informed decision. Whether you're planning a renovation or a new build, this session will help you confidently navigate the construction process.

PRESENTERS: Steve Thiele - Hausmann Construction, Inc.; Coady Pruett - KSB School Law

F6 STRATEGIC LEADERSHIP: CULTIVATING A CULTURE OF COLLABORATION

Delve into the essential elements that foster a culture of collaboration within education organizations. Gain insights into the underlying purpose, leadership approaches, and structural frameworks that propel collaborative efforts forward with an emphasis on the importance of leading with intentionality and focus. Attendees will explore four key levers, along with associated strategies and actions, that shape and nurture collaboration as well as have opportunities to make connections to deepen understanding throughout the session. The content, strategies, and resources are designed to accommodate various levels of implementation and stages of collaborative culture development.

PRESENTERS: Bill Pulte, Scott Blum & Cecilia Wilken - ESU 3

F7 CO-TEACHING: CHATGPT & ME

In this forward-leaning exploration, we will consider questions about Artificial Intelligence, ranging from its definition and potential applications/use cases to more fundamental issues such as ethical considerations and implications for classrooms and students. Our discussion will be both upbeat and honest, and you will leave with valuable insights for navigating the future that skipped our doorstep and is already in our classrooms.

PRESENTER: Christopher Knoell - UNK

F8 POLICY TO PRACTICE: STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

Strong school board leadership is essential for student success. This session will explore the NASB Board Governance Standards and their role in promoting effective governance, strategic decision-making, accountability, and policy leadership. Participants will gain insights into how policy serves as the foundation for board work, guiding district operations and aligning decisions with student-focused priorities. Whether you are a new or experienced board member, this session will provide valuable guidance on fostering a high-functioning, policy-driven board that supports improved student outcomes.

PRESENTERS: Marcia Herring, Caden Frank & Becky Erdkamp - NASB

Registering for the Conference

REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025

To register, go to the NASB website at www.NASBonline.org and log in using your email and password, and click the State Education Conference link.

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 19.

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT TAIDA GRANTSKI AT TGRANTSKI@NASBONLINE.ORG TO ARRANGE ALTERNATIVE MENUS.



NASB
Nebraska Association of
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1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED

2025 State Education Conference

November 19-21 - CHI Health Center - Downtown Omaha

"Out of the Public Schools Grows the Greatness of the Nation"

— Mark Twain

NASB
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Co-Sponsored by the Nebraska Association of School Boards
and the Nebraska Association of School Administrators

SEPT 2025

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

NASB Nebraska Association of SCHOOL BOARDS

Leadership Innovation Vision Engagement #liveNASB

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

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Snapshots














THIS MONTH IN ...

Leadership Innovation Vision Engagement

NASB Nebraska Association of SCHOOL BOARDS

2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260

https://members.nasbonline.org/

THIS MONTH IN ...

A quick snapshot of the various programs, services, support and events NASB has planned for its members in the coming month!

ADVOCACY & GOVERNMENT RELATIONS ... Fall is a great time to engage your Senator to come visit your district. Let us know if we can help connect you with your Senator. Check out a number of updates and additions to the NASB GR page too as we look to 2026 ... and be sure to have your Delegate selected for the Delegate Assembly. Call Colby & Matt any time!

ALICAP ... ALICAP continues to collect annual contributions from all 225 Schools and ESUs. Reminder to those members, if you haven't already, ALICAP Contributions are DUE SEPTEMBER 30th! And take notice of the $1.7 Million dividend!

AWARDS OF ACHIEVEMENT ... With Area Membership Meetings wrapping up, almost all of our individual and Board Award recipients have been recognized. This year, one board earned the President's Board Award (Gretna), 14 boards earned the Board of Excellence Award (Ainsworth, Bloomfield, Brady, Cedar Bluffs, Cross County, David City, ESU 3, Hershey, Norris, Osmond, Palmer, Ralston, St. Paul, and Sutton), four board members received their Level X (Brad Wilkins, Ainsworth; Steve Diemoz, ESU 13; Stacie Higgins, Nebraska City; and Kathy Wolfe, Palmer), seven received their Level IX, 14 reached Level VIII, and 26 earned Level VII. Photos from this year's Area Meetings can be found on Pages 13-16. You can learn more about NASB's Awards of Achievement Program under the Programs & Services tab of the NASB website.

BOARD LEADERSHIP ... Check out "At the Board Table" on Pages 6-7 to learn about all things Board Leadership.

EDUCATION LEADERSHIP SEARCH SERVICE ... Did you know...NASB has a leadership search process to help school districts and ESUs find their next leader. We can prepare a proposal to outline the steps of a search process or answer questions. If you are an applicant considering applying for a position, give Shari a call for all the details.

ENERGY PURCHASING ... We are already fielding inquiries from districts wishing to sign up for our natural gas purchasing consortiums next Spring during the annual signup period. This can be one less item your Superintendent and Business Manager need to focus on each year since our market consultants watch the gas markets every day throughout the year to lock up supplies whenever buying opportunities occur. NJUMP and CJUMP are protected by having significant amounts of natural gas already purchased for the 2025-26 heating season to help districts stretch their financial resources.

GALLUP STRENGTHS ... Our featured Gallup theme this month is **Includer**. With Includer in your Dominant Strengths, you naturally notice when people are excluded or overlooked. You feel compelled to welcome them into the group. This naturally accepting nature contributes to a culture where everyone feels valued, leading to better team cohesion and trust. Schedule a Gallup retreat with Shari for your board or leadership team.

MEMBER ENGAGEMENT ... It has been wonderful seeing so many of you at the first eight Area Membership Meetings! We are looking forward to the final AMM in Fremont on September 24. Be sure to register now for the Labor Relations Conference in Lincoln October 1–2. I really enjoyed presenting at the Hayes Center board meeting in September.

TECHNOLOGY ... Welcome New Sparq Negotiations Subscriber: Syracuse-Dunbar-Avoca Public Schools Check out "Teacher/Administrator Negotiations Made Easy" on Page 10. Contact Darion or Nicole today!

TRAINING, NETWORKING, ENGAGEMENT & EVENTS

Leader... Innovation Vision Engagement #liveNASB



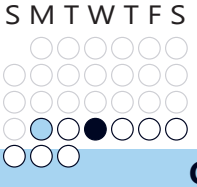
NASB Nebraska Association of SCHOOL BOARDS

JOIN US!

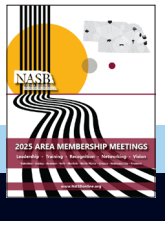
...ents 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

https://members.nasbonline.org/events

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



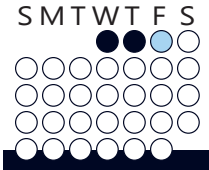




Governor's School Finance Commission Meeting - Monday, September 22

Area Membership Meeting - Wednesday, September 24 - Fremont

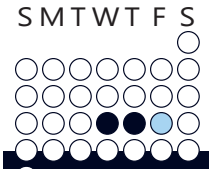




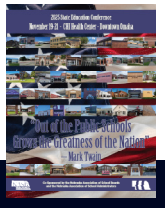


Labor Relations Conference - October 1-2 - Lincoln

State Education Conference: Student Nomination Form Deadline - Friday, October 3



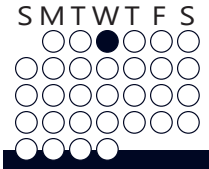




State Education Conference - November 19-21 - Omaha

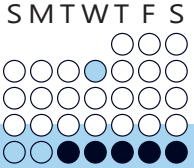
"Out of the Public Schools Grows the Greatness of the Nation"

Delegate Assembly - Friday, November 21 @ 8:00 AM - Omaha (see Page 4)





New Board Member Workshop - Wednesday, December 3 - Kearney





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

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

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

YOUR 'DELEGATE HANDOUT' IS NOW POSTED

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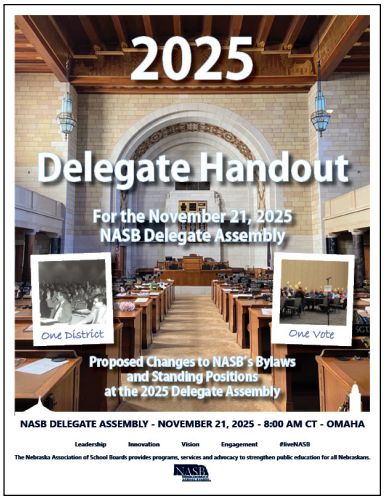
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https://members.nasbonline.org/government-relations

The **NASB Delegate Handout** of proposed changes to the bylaws and standing positions for your review prior to the 2025 Delegate Assembly is now posted on the NASB website. To better prepare you and your board's voting representative for the Delegate Assembly, please download, review, and bring this Handout with you to Omaha.

https://members.nasbonline.org/government-relations/nasb-advocacy-handbook



This year's Delegate Assembly will take place ***Friday, November 21, at 8:00 AM***, in conjunction with the State Education Conference, at the CHI Health Center - downtown Omaha. All items within the **Delegate Handout** will be considered by the Delegate Assembly.

If you haven't already, each board should select one board member to represent the district or ESU as the voting delegate, although multiple members from each board may attend. As a school board member, this is YOUR chance to be heard and help craft the 2026 legislative and leadership initiatives for NASB.

This year's agenda includes:

- Who Is Your Delegate?
- Key Legislative Dates & Resources
- Advocacy & Engagement - What is Your Role?
- Your 2025 NASB Legislation Committee
- Bylaws Relating to the 2025 Delegate Assembly
- Proposed NASB Bylaw Amendments
- Proposed NASB Standing Positions
- Your NASB Standing Positions
- Delegate Assembly Rules of Procedure

"GOVERNMENT IS RUN BY THE PEOPLE WHO SHOW UP"

ONE DISTRICT/ESU. ONE VOTE.

MAKE SURE YOUR DISTRICT OR ESU VOICE IS HEARD!

If you have questions, you may reach us at 402-423-4951

MARK YOUR CALENDARS - KEY LEGISLATIVE DATES FOR 2026

November 21, 2025	**Delegate Assembly**
January 7, 2026	**The 109th Legislature - Second Session begins** **This 60-Day Session will last until mid-April**
January 21, 2026	**Day 10: All bills must be introduced by this date**
January 25, 2026	**NASB Legislation Committee Meeting - Lincoln**
January 25-26, 2025	**Legislative Issues Conference - Lincoln ... JOIN US!**
January-February	**Committee Hearings take place**
Mid-February	**Priority Bills are identified**

***All dates subject to change.**

FINDING THE RIGHT LEADERSHIP FIT STARTS HERE

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One of the most critical responsibilities of a board member is hiring and evaluating your ESU Administrator or Superintendent. As we enter the season when retirements are announced and leadership transitions begin, this Fall is already active. While the goal is always to retain leadership as long as possible, leadership changes are inevitable. It's essential to know who to call should the need arise.

At NASB, leadership searches are a team effort. Our staff and consultants have expertise in the search process, board development, communications, marketing, and school law to ensure a smooth, professional experience. We work closely with each member-district/ESU to tailor the process to your unique needs and provide support from the vantage point of a board member, every step of the way.

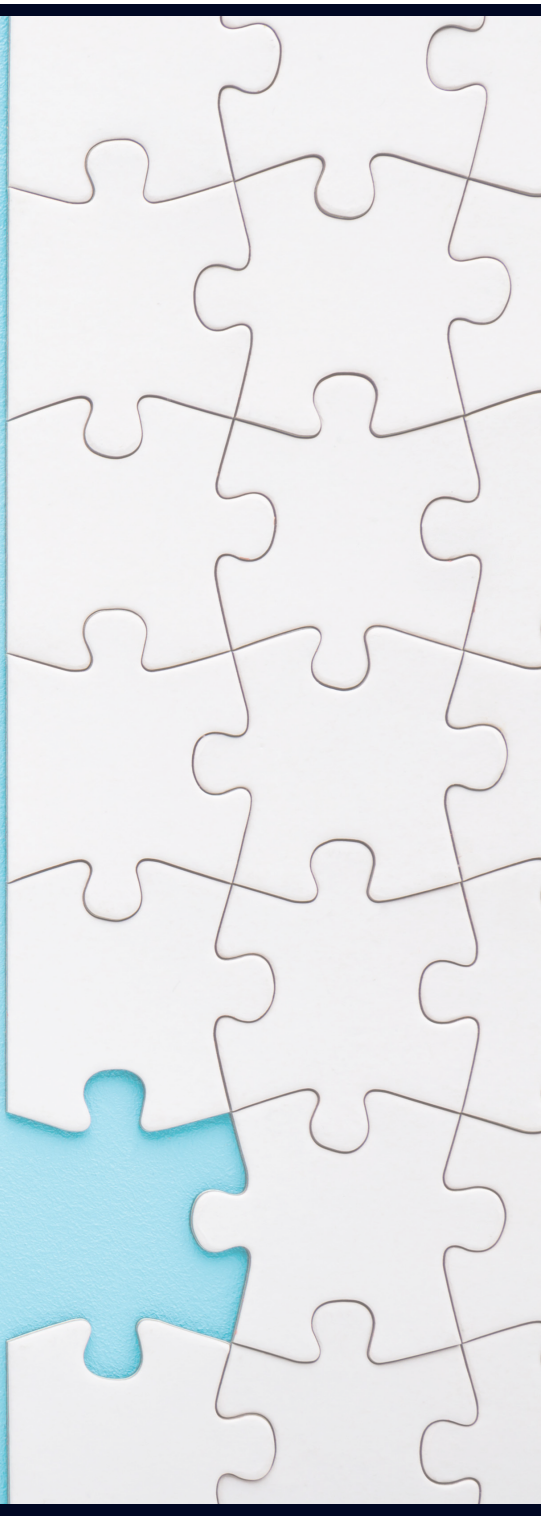
It all begins with the creation of a Leadership Profile, developed from board member input. This profile helps shape interview questions, assists the board in the evaluation of applicants, and eventually serves as a guide for the discussion between the board and new superintendent in a retreat setting.

To recruit the best talent, NASB taps into a wide network – including our membership in the National Affiliation of Superintendent Searchers (NASS). Shari Becker, Director of the Education Leadership Search Service and Past Chair of NASS, maintains direct connections with 39 state School Board Associations, expanding our reach and reference capabilities.

Applications are submitted through a shared online platform, giving us national visibility. Each applicant is carefully screened by NASB staff using a detailed protocol. We ensure the board has a clear understanding of each candidate's experience and leadership qualities, presented in both open and closed sessions.

Our commitment doesn't end with the hire of your new leader. NASB offers a two-year guarantee for boards that complete a leadership team goal-planning session with us – an added value included in the search fee.

If you anticipate a leadership vacancy, it's never too early to reach out. Let NASB help you find the perfect fit for your next leader.



For details on the application process, or to request a proposal, contact: Shari Becker, Director
402-423-4951 or sbecker@NASBonline.org

NASB SEARCH MISSION STATEMENT
Through a collaborative working relationship with the Board of Education and district, NASB Education Leadership Search Service ensures a highly professional search process designed to attract the very best applicants, and bring credit to the board for the manner in which the search is conducted.

Facing a leadership vacancy? Questions about the search or application process? Catch up with Shari at sbecker@NASBonline.org

BOARD LEARNING OPPORTUNITIES

Board Leadership
NEBRASKA ASSOCIATION OF SCHOOL BOARDS
402-423-4951
banderjaska@NASBonline.org

2025 STATE CONFERENCE–NOVEMBER 19-21 BOARD LEADERSHIP BREAKOUT SESSIONS

Wednesday, Nov 19

Pre-Conference Session (1-4 p.m.)
Utilizing Effective Superintendent Evaluation and Board Self-Assessment to Support Student Success
Dr. Troy Loeffelholz, NCSA Associate Executive Director
Stacie Higgins, NASB Board Leadership Specialist

Designed for both board members and superintendents, this session will strengthen governance through effective superintendent evaluation, meaningful board self-assessment, intentional relationship building, and building a district-wide foundation based on common values.

Thursday, Nov 20

7:00-8:00 a.m.
Board Member Bootcamp: Roles, Responsibilities, and the Characteristics of Effective Governance
NASB Board Leadership Team Members

Start your day with a continental breakfast and an interactive bootcamp for all board members—and superintendents too! This session serves as a warmup for Breakout Session A8 (Elevating Board Leadership: Effective Board Governance = Student Success). Register for the Bootcamp through the QR Code to the right! (**Note: the QR Code is for Bootcamp only, NOT State Conference.**)

Breakout Session A8 (9:45-10:45 a.m.)
Elevating Board Leadership: Effective Board Governance = Student Success
Marcia Herring, NASB Director of Board Leadership
Stacie Higgins, NASB Board Leadership Specialist
Stephanie Summers, NASB Board Leadership Specialist

Building on the Board Member Bootcamp warmup, this breakout takes you beyond the "what" of board roles and responsibilities into the "how" of using those roles to drive student success.

Thursday, Nov 20 (cont.)

Breakout Session B8 (11:15 a.m.-12:15 p.m.)
Strengthening Board and Superintendent Leadership: Utilizing a Board Handbook for Effective Governance
Marcia Herring, NASB Director of Board Leadership
Dr. Derrick Joel, Norris Superintendent
Sean Molloy, Norris Assistant Superintendent
Gary Kubicek, Norris Board of Education

A well-structured board handbook is a vital tool for ensuring effective school district governance by aligning leadership, clarifying roles, and fostering strong superintendent-board relationships. This session will explore the development and implementation of a board handbook to enhance communication, decision-making, and efficiency.

Breakout Session C8 (2:15-3:15 p.m.)
Listening, Learning, Leading: Community-Centered Strategic Planning
Marcia Herring, NASB Director of Board Leadership
Caden Frank, NASB Board Leadership Community Engagement Associate
Ben Anderjaska, NASB Board Leadership Engagement Associate
Avary Pansing Brooks, NASB Board Leadership Engagement Associate

Stakeholder engagement is a vital component of long-term district planning. This session will provide strategies for effectively engaging your community, parents, staff, students, and local partners to shape a shared vision for student success.

Friday, Nov 21

Breakout Session E8 (9:15-10:15 a.m.)
Asking the Right Questions: Using Data to Drive Accountability and Student Success
Marcia Herring, NASB Director of Board Leadership
Stacie Higgins, NASB Board Leadership Specialist
Stephanie Summers, NASB Board Leadership Specialist

Accountability and student success begin with the questions board members bring to the table. This interactive session will help boards understand how to use data effectively to guide decision-making, understand realistic expectations for improvement, and support district priorities.

Breakout Session F8 (10:30 -11:30 a.m.)
Policy to Practice: Strengthening Board Leadership
Marcia Herring, NASB Director of Board Leadership
Stacie Higgins, NASB Board Leadership Specialist
Becky Erdkamp, NASB Board Leadership Engagement Associate

Strong school board leadership is essential for student success. This session will explore the NASB Board Governance Standards and their role in promoting effective governance, strategic decision-making, accountability, and policy leadership.

ADDITIONAL LEARNING OPPORTUNITIES*

New Board Member Workshop

Dec 3, 2025 (Kearney Holiday Inn)

For new AND experienced board members alike, this full-day workshop offers in-depth training on the critical topics you need to know, such as board role and responsibilities, board operations, Open Meetings Law, superintendent evaluation, board self-assessment, and more! Superintendents are encouraged to attend with their board members. For more information, contact Marcia Herring (mherring@NASBonline.org).

President's Retreat

Feb 16, 2026 (Kearney Holiday Inn)

Expand your knowledge and understanding of the role of board president, leadership of the board, and management of the board meeting to advance board operations. Perfect for board presidents, vice presidents, aspiring presidents, superintendents, and/or ESU administrators. For more information, contact Marcia Herring (mherring@NASBonline.org).

Simplified meetings. Streamlined negotiations. Improved policy visibility. See how Sparq can make your life easier at info@sparqdata.com

JOIN US AT THE LABOR RELATIONS - OCTOBER 1-2

Leadership Innovation Vision Engagement #liveNASB



Wednesday, October 1 ... Preconference & Social: The ABCs of Negotiations with Perry Law

Thursday, October 2 ... Keynote & Concurrent Sessions:
Leading with Excellence Through Challenging and Changing Times with Dr. Charlie Cartwright

Concurrent Session Topics Include: Wages and Payment Collection; Negotiations and Arrays; Communication in Labor Relations; School Retirement Plan; EHA Health Care Member Support; HR Hot Topics; Legal Updates; Workers Comp; FLSA; Federal Labor Case Law; Superintendent Role in Board Relations; and more!

For more information and to register go to
https://members.nasbonline.org/events/labor-relations-conference

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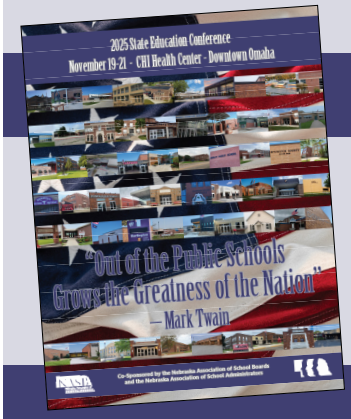
Did you know? ALICAP's districts/ESUs had over 145,000 Safety Training Completions in the 2024-2025 year!

2025 STATE EDUCATION CONFERENCE UPDATES

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NASB Nebraska Association of SCHOOL BOARDS

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https://members.nasbonline.org/events/state-education-conference

November 19-21 - CHI Health Center-Omaha

Registration is open now for the 2025 State Education Conference. You won't want to miss this annual event where over 1,000 school leaders and board members gather to learn and network. There will be two pre-conferences, three general sessions, 58 breakout sessions, over 100 vendors, and unlimited opportunities to grow in your role supporting public education. Hotel room requests open at 10:00 AM CT on Wednesday, September 24. You must already be registered for Conference in order to participate in the hotel room booking process.

Get Involved ... Classroom Showcase

This is an opportunity for students and teachers to demonstrate projects and programs that reflect the integration of technology in curriculum. The Classroom Showcase is scheduled for 8:00 to 11:30 AM, Friday, November 21, 2025. Contact Julie Moore at **executivedirector@netasite.org** with questions or to sign up.

Get Involved ... Student Voices

Nominate a student from your district to participate in the panel discussion where they can offer their perspective on a variety of issues. Our goal for the session this year is to include students from all levels of High School achievement and participation. We would love to see some students that will pursue a 2-year degree, some that may enter the Military or workforce after graduation, in addition to those who plan to pursue a 4-year degree. Special consideration will be given to nominees who have overcome obstacles to be successful. This breakout session will take place Thursday, November 20 from 2:15 to 3:15 PM. Visit the State Conference link above to download the nomination form. Email nominations to Sharon at **sendorf@NASBonline.org** by October 3.

Get Involved ... Call For Moderators

Board members, superintendents, and administrators are invited to serve as breakout session moderators at the following times:

- Thursday, November 20 - 9:45 AM (A Sessions), 11:15 AM (B), 2:15 PM (C), 3:30 PM (D)
- Friday, November 21 - 9:15 AM (E), 10:30 AM (F)

Please email Sharon by October 3, if you would be interested in helping. All volunteers will receive 5 award points toward their Awards of Achievement. Thanks in advance for your help!

Keynote Speakers



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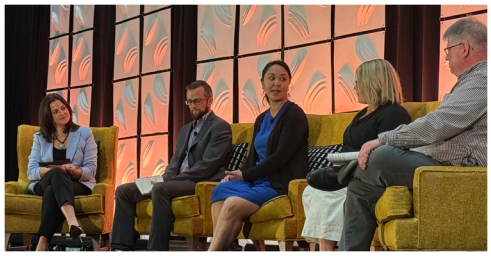


Sparq Negotiations provides you the tools necessary to stay competitive in your array, remain ahead of the game, and achieve successful negotiations. It provides the resources and knowledge to gain a strategic advantage in all stages of the negotiation process by providing real-time, quick-change calculations while comparing peer districts in your array, which saves tremendous amounts of time in the process! Say goodbye to the days of manual calculation with this user-friendly platform. Schools can run studies of any school in the state and see the comparison reports from other districts. This allows you and your board to work from more accurate data to settle negotiations fair and fast!

To learn more, schedule a demo, and see how Sparq Negotiations can make your life easier, contact Darion Miller at 800-422-4572, or email dmiller@sparqdata.com today!

NASB REPRESENTS AT THRIVING CHILDREN & FAMILIES

NASB was well represented at the 2025 Thriving Children and Families Conference, hosted by the Nebraska Children and Families Foundation. Our crew was fortunate enough to be a part of the planning committee, lead sessions on building community coalitions and governance, moderate panels, and to network with champions for children from all over the state. It was great to see our members not just participating but leading through their own presentations. A huge thank you to all of the team at NCFF and Communities 4 Kids for their leadership in such a collaborative, energizing, and innovative conference!













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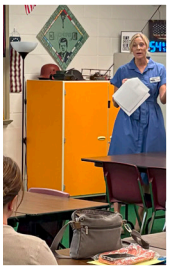
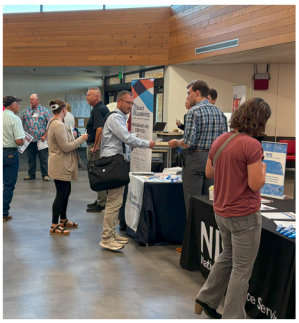
AREA MEETINGS IN PHOTOS: EIGHT DOWN, ONE TO GO

Leadership Innovation Vision Engagement #liveNASB

https://members.nasbonline.org/events/area-membership-meetings

Leadership - Training - Recognition - Networking - Vision



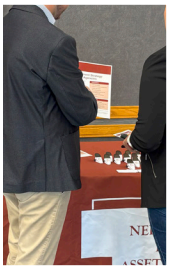




















Valentine

Gering

AREA MEETINGS IN PHOTOS: EIGHT DOWN, ONE TO GO

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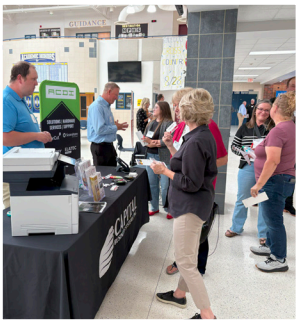




















Congrats to the four Level X recipients for 2025 ... Brad Wilkins (Ainsworth), Steve Diemoz (ESU 13), Stacie Higgins (Nebraska City), Kathy Wolfe (Palmer)

AREA MEETINGS IN PHOTOS: EIGHT DOWN, ONE TO GO

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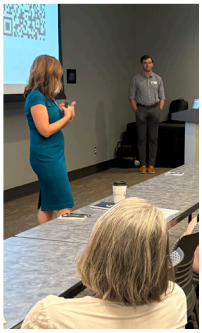


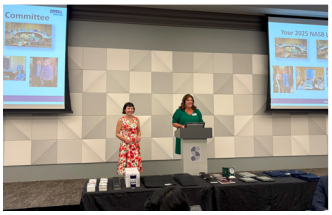



























AMM Did You Know ... In 2025, one Board (Gretna Public Schools) received the President's Board Award

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Paul Grieger
Managing Director,
Public Finance
402-392-7986
pgrieger@dadco.com



Cody Wickham
Senior Vice President,
Public Finance
402-392-7989
cwickham@dadco.com



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FALL 2025

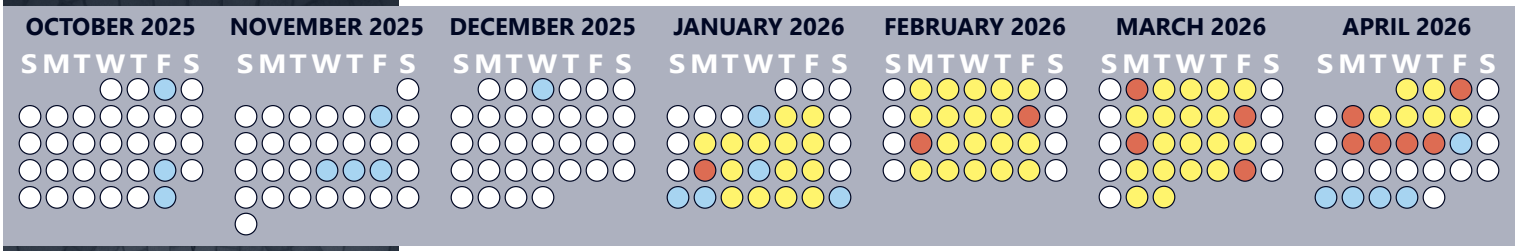
NASB LEGISLATIVE NOTES

TRACKING THE 2025-26 LEGISLATURE FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

NASB Nebraska Association of SCHOOL BOARDS

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OCTOBER
10/3 - LR 192 & LR 194
10/24 - LR 206 & LR 213
10/31 - LR 258
10/31 - School Finance Mtg

NOVEMBER
11/7 - LR 149
11/19 to 11/21 - State Ed Conference
11/20 - LR 97
11/21 - Delegate Assembly
11/21 - LR 96 & LR 230

DECEMBER
12/3 - NBMW

JANUARY
1/7 - Legislative Session Begins
1/21 - Day 10
1/25 to 1/26 - LIC
1/25 to 1/31 - SBM Week!

APRIL
4/17 - Final Day of Session
4/26 to 4/29 - Federal Advocacy Fly-In

MAY
5/12 - Statewide Primary Election

Legislature In Session (Subject to Change)

Recess Day/Holiday (Subject to Change)

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Sen. Jana Hughes, Vice Chair
Sen. Danielle Conrad
Sen. Megan Hunt
Sen. Margo Juarez
Sen. Dan Lonowski
Sen. Glen Meyer
Sen. Rita Sanders

"ENGAGING IN ADVOCACY HAPPENS ALL YEAR LONG ..."

You've heard us say it for years. Well, here you go! It's Fall, and we've got the latest on ...

- **Federal Vouchers**
- **Petitions**
- **Governor's School Finance Commission**
- **"Pink Postcards"**
- **Interim Hearings**
- **Option Enrollment/Special Ed Students**
- **Questions FROM Senators**
- **Delegate Assembly - November 21**
- **New Board Member Workshop - December 3**
- **Legislative Issues Conference - January 25-26**
- **Federal Advocacy Fly-In - April 26-29**
- **And more ...**

FEDERAL VOUCHERS

As you may have seen, a portion of the "One Big Beautiful Bill" included a federal tax scholarship component. While rules and regulations are yet to be determined, Governor Pillen will exercise his authority to opt-in to the program.

- https://nebraskaexaminer.com/2025/09/29/nebraska-gets-a-private-school-tax-credit-thanks-to-trump/

PETITIONS

So far, we have four petitions floating around. Three have been brought by "AFAN" - Advocates For All Nebraskans. Those three include provisions to:

- Cut property taxes by 50% (not valuations); (Statutory Change)
- Cap annual property valuation at 3% (Constitutional Amendment)
- Establishes a state minimum base salary of $50k, funded by the State. (Statutory Change)

To be determined is how the State would finance its new obligations for school funding under these petitions should they pass. Would they raise taxes? Per AFAN, "These petitions will make TEEOSA obsolete."



PETITIONS (CONTINUED)

The fourth is EPIC 2.0, which would ban state and local governments from collecting property, income, and inheritance taxes. Like EPIC 1.0, there would be no added "consumption tax" as well. More to come on any and all petitions down the road ...

- https://sos.nebraska.gov/current-petitions-circulation
- https://nebraskaexaminer.com/2025/08/25/petition-effort-seeks-to-halve-nebraska-property-taxes-cap-valuations/
- https://nebraskaexaminer.com/2025/09/29/new-nebraska-property-tax-relief-petition-adds-push-for-50k-base-salary-for-public-school-teachers/

GOVERNOR'S SCHOOL FINANCE COMMISSION

Two meetings have been held with the leadership established in the Commission. The first meeting took place Tuesday, August 12, the second meeting was Monday, September 22, and a third is scheduled for Friday, October 31 at 8:00 AM CT. All meetings have been held at NDE in Lincoln. Commissioner Maher leads the meetings with John Schwartz, Millard Superintendent, elected Vice-President. Two locally-elected school board members serve on the 18-member Commission. Dr. Shavonna Holman of the Omaha Public Schools Board of Education represents Class V schools, and Keith Runge of Lakeview Community Schools represents Class III schools. The Commission discussion has been largely focused on goals. Goals discussed at the last meeting include:

- Bringing levys closer together
- Examining what the "State" pays vs. what the "Locals" pay
- Examining out of state landowners and personal property taxes paid
- Examining the Needs side of the TEEOSA formula
- Examining Option Enrollment
- Examining the Averaging Adjustment

The Commission is working in good faith with intelligent people at the table. They are trying to be proactive and stay within their statutory charge expressed in LB 303.

- https://nebraskalegislature.gov/FloorDocs/109/PDF/Final/LB303.pdf

They have a statutory deadline of December 1, 2025 to produce a report to the Legislature. The report will be the start of a conversation within this Commission on the work they are doing with more substantive analysis and recommendations coming in the following years. Comments from legislators indicate belief the Legislature will not be waiting for this commission to give them direction as to the future of school finances. We will see a variety of bills on school finance inside and outside of the work of this Commission.

- https://nebraskaexaminer.com/2025/09/22/nebraska-school-finance-commission-looks-to-thread-the-needle-on-policymaking-recommendations/
- https://www.education.ne.gov/commissioner/school-financing-review-commission/

"PINK POSTCARDS"

There has been a lot of dialogue about the future of the "pink postcard" meetings. While some continue to advocate for these meetings as a way of engaging the public, others are expressing doubts about the real impact these meetings have. There is discussion about changing provisions of the joint public meetings including:

- Moving the dates to earlier this year
- Altering the information posted on the postcard to point toward political subdivisions budget hearings

We are actively involved in discussions about alternatives to the postcard meetings. Our goal remains to increase public engagement in the budget process which we believe is best done through participation at the budget meetings.



INTERIM HEARINGS

As of now there have been relatively few hearings scheduled, however we do anticipate the Education Committee to schedule several in late October, through November. We have been involved in the following:

https://nasb.enviseams.com/legislative-bills

- LR 144 - Interim study to examine potential changes to Nebraska's teacher certification requirements to create an apprenticeship-based pathway for persons seeking to transition into teaching grades kindergarten through twelve. **Sen. Kauth has been holding meetings outside of the hearing process which have been productive.**

- LR 192 - Interim study to investigate public notice requirements in Nebraska, including those mandated under the Open Meetings Act and the Administrative Procedure Act. **John Spatz will be testifying on Friday (10/3). NASB has engaged other political subdivisions in Nebraska to evaluate current requirements regarding public notice. We hope the legislature will look to evolve notice requirements for schools that better fit how our constituents consume information. We are committed to ensuring that schools provide adequate notice to ensure all interested public have access to our meetings.**

- LR 230 - Interim study to examine options for allowing retired teachers to return to intermittent work at a school. **We will be monitoring and testifying if requested. It is scheduled to be heard Friday, November 21.**

- LR 258 - Interim study to examine a philanthropic endowment and location to host a week-long camp for certain children who live in low-income urban areas to learn about agriculture. **We will be monitoring and testifying if requested. It is scheduled to be heard Friday, October 31.**

Other hearings we will be engaging in yet to be scheduled include:

- LR 98 - Examine issues within the jurisdiction of the Nebraska Retirement Systems Committee
- LR 164 - Examine to what extent inmates between five and twenty-one years of age, under the care of the Department of Correctional Services, are being provided educational services
- LR 175 - Examine issues relating to assaults in Nebraska
- LR 176 - Examine the establishment and recognition of tribal customary adoptions for Native American children in Nebraska
- **LR 189 - Examine the financing of public education through the TEEOSA formula and develop recommendations for improving school funding in Nebraska**
- LR 196 - Study truancy in Nebraska schools
- LR 202 - Analyze the various higher ed teacher preparation programs around the state
- LR 204 - Examine the causes of burnout in K-12 grade teachers and its impact on teachers and students
- LR 205 - Examine barriers to and benefits of data sharing between the State Dept. of Ed and the Dept. of Health and Human Services for purposes of the Early Childhood Integrated Data System
- LR 217 - Examine the current fee structure for reports and filings submitted to the Nebraska Accountability and Disclosure Commission
- LR 220 - Examine the adequacy of funding and resources available to Level 3 Special Education Contractual Services for children
- LR 228 - Examine and assess the adequacy of compensation for higher education faculty who primarily engage in classroom instruction within Nebraska's public institutions
- LR 251 - Examine the adequacy and accessibility of transportation options for people with disabilities in NE
- LR 254 - Examine potential adjustments to the collection of motor vehicle tax, motor vehicle tax distribution schemes, motor vehicle fees, and other revenue sources due to the potential elimination of the Nebraska inheritance tax



- LR 255 - Examine the fiscal, constitutional, and administrative implications of adopting LR 12 CA, 2025, which proposes reforms to Nebraska's property tax system
- LR 256 - Examine the trend of increasing numbers of Nebraska voters who register as nonpartisan and how these voters are restricted from fully participating in partisan primary elections for some statewide, federal, and local offices
- LR 259 - Examine the feasibility, benefits, and framework for establishing a high school agriculture student exchange program within Nebraska modeled after foreign student exchange programs

OPTION ENROLLMENT/SPECIAL ED STUDENTS

Senators continue trying to solve the problem of students with IEPs gaining the same access to option enrollment as their peers do. Bills continue to focus on "quotas" and "thresholds" which do not take into consideration the aspects districts consider when accepting option students - student needs, district capacity, and the available workforce to meet those needs. Until recently, only data related to option DENIALS was collected. Data regarding option acceptance is now being collected, which helps. We continue to work with stakeholders to find solutions which expands option opportunities, yet maintains a district's ability to manage their student population as it relates to non-resident students.

- **https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=59267&docnum=LB653&leg=109**

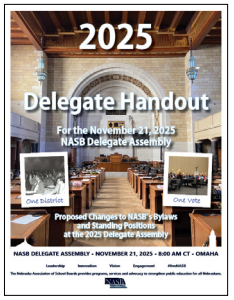
QUESTIONS FROM SENATORS

Colby spent part of this Fall educating Senators on the State Aid formula. It's been a productive use of NASB resources and helpful for Senators. As he has been meeting with Senators, here are the questions they have:

- **How did districts respond with regard to tax asking after increased Special Education reimbursement and the establishment of Foundation Aid?**
- **Why would districts expand their authority to tax (by a super-majority of the board), but not actually levy on that authority?**

The answers to these questions are district specific and each district has their own story to tell. We are encouraging districts to have answers to these questions and have conversations with their State policymakers.

DELEGATE ASSEMBLY/DELEGATE HANDOUT



The **NASB Delegate Handout** of proposed changes to the bylaws and standing positions for your review prior to the 2025 Delegate Assembly is now posted on the NASB website. To better prepare you and your board's voting representative for the Delegate Assembly, please download, review, and bring this Handout with you to Omaha.

https://members.nasbonline.org/government-relations/nasb-advocacy-handbook

This year's Delegate Assembly will take place ***Friday, November 21, at 8:00 AM***, in conjunction with the State Education Conference. If you haven't already, each board should select one board member to represent the district or ESU as the voting delegate, although multiple members from each board may attend. As a school board member, this is YOUR chance to be heard and help craft the 2026 legislative and leadership initiatives for NASB.



NEW BOARD MEMBER WORKSHOP

https://members.nasbonline.org/events

Whether you're newer to the board, or a savvy veteran, there will be items to learn, or get refreshed on at this year's New Board Member Workshop. Join NASB's Board Leadership Team in ***Kearney on December 3rd*** for an evening designed to strengthen your understanding of board governance and superintendent leadership, and gain practical insights to improve board effectiveness and support student success.

LEGISLATIVE ISSUES CONFERENCE

https://members.nasbonline.org/events

Just weeks after the start of the Legislative Session, join us in Lincoln as we invite key committee chairs, senators, the governor, and education leaders to share their respective views throughout the morning, and get a firsthand look at all the bills introduced that will have an impact on public education in Nebraska during each year's legislative session. We close the conference with many Senators joining us for a luncheon to network and discuss key items from that morning. Mark your calendars now ... ***Sunday January 25th, and Monday, January 26th,*** at the Cornhusker Hotel in Lincoln.

FEDERAL ADVOCACY FLY-IN

NASB will once again host a Federal Advocacy Fly-In trip to Washington, DC. This year's dates will be ***April 26-29***. Look for more details to coming in the next few months. In 2025, we hosted this event for the third year, bringing together around 40 school board members and education leaders from across Nebraska. The goal was to strengthen our relationships with our congressional delegation and their staff, engage with the U.S. Department of Education, and participate in federal-level advocacy. We look forward to another extremely productive and memorable trip in 2026!



KEY LINKS AND RESOURCES

NASB Government Relations Page: https://members.nasbonline.org/government-relations

NASB Bills Page: https://nasb.enviseams.com/legislative-bills

NASB Rack Cards: https://members.nasbonline.org/government-relations/know-your-data

Nebraska Legislature: https://nebraskalegislature.gov/

NASB Twitter/X: https://x.com/NASBonline

NASB Facebook: https://www.facebook.com/NASBonline/

YOUR NASB LEGISLATIVE TEAM: COLBY COASH, JOHN SPATZ, MATT BELKA & LINDSEY HEADRICK