

Board of Education Regular Meeting

SEM Board Conference Room
205 E 5th Avenue
Sumner, NE 68878

Monday, September 14, 2026 7:30 PM

Mrs. Jennifer Anderson: Absent

Mr. Kirby Burden: Present

Cynthia Burman: Present

Mr. Matthew Hothem: Present

Mrs. Laura Robbins: Present

Audrey Schipporeit: Present

1. Declaration of Intend – Open Meetings Act

2. Call to Order

Motion to excuse Mrs. Anderson Passed with a motion by Mrs. Laura Robbins and a second by Cynthia Burman.

Yea: 5, Nay: 0

2.1. Pledge of Allegiance

2.2. Roll Call of Members

2.3. Recognition of Student Achievement

3. Consent Agenda

Motion to approve Consent Agenda Passed with a motion by Mr. Matthew Hothem and a second by Mr. Kirby Burden.

Yea: 5, Nay: 0

3.1. Approval of Minutes

3.2. Approval of the Monthly bills, Claims and Payroll

3.3. Approval of Treasurer's Report and Budget Report.

4. Administrative Report

4.1. Teacher/Staff Report

4.2. Principal's Report

4.3. Superintendent's Report

5. Board of Education Subcommittee Report(s)

6. Business Items

6.1. Policy Review

Motion to approve all listed policies from our Policy Review Calendar Passed with a motion by Mr. Matthew Hothem and a second by Audrey Schipporeit.

Yea: 5, Nay: 0

6.2. Social Media/Website Update

6.3. Budget Update

7. Adjourn

Motion to adjourn at 7:49 pm Passed with a motion by Cynthia Burman and a second by Mr. Kirby Burden.

Yea: 5, Nay: 0

TREASURER'S REPORT
SEPTEMBER 14TH , 2026
All balances as of 08/31/2026
Five Points Bank

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<u>Hot Lunch Fund:</u>	\$ 4,403.86	-----

<u>General Fund Account Checking:</u>	\$ 876,304.76	
<u>General Fund Clearing Account:</u>	\$ 3,000.00	
<u>General Fund ICS Account</u> <u>9582</u>	\$ 403,706.88	

<u>SEM Building Savings Fund: #1839</u>	\$ 1,427,039.52	
<u>SEM Building Fund C.D. #95218202</u> Int 4.26% for 7 months Maturity date of Nov 14, 2026	\$ 104,687.39	
<u>SEM Building Checking Fund #10162</u>	\$ 200.00	

<u>SEM Depreciation ICU #9558</u>	\$ 142,132.96	
<u>SEM Depreciation Fund C.D. #95130312</u> Int. @4.10% for 5 months maturity 06/22/2027	\$ 100,371.60	
<u>SEM Depreciation Fund Checking #10154</u>	\$ 200.00	

<u>SEM Employee Benefit Fund Savings #600369</u>	\$ 536.06	
<u>SEM Employee Benefit Fund C.D. #95220158</u> Int. @ 4.10% Maturity June 28, 2027 5 mon term	\$ 47,914.94	

<u>SEM Student Fee Fund: #10378952</u>	\$ 0	
<u>SEM Bond Fund #10505857</u>	\$ 396,923.10	

Revenue Journal (Reprint)

Fiscal Year: 2026

Entry Line	Date Account	Received From	Receipt Description	Accrue	Description	Bank ID/Account Receivable	Received
Journal: 230		09/02/2026	Revenue Journal				
Entry	08/15/2026	Buffalo	9218.95		treasurer	A GENERAL Security State	
1	01-1-01125-000-000		Motor Vehicle Taxes			0.00	2,894.01
2	01-1-01100-000-000		Local District Taxes			0.00	4,075.95
3	01-1-01140-000-000		penalties and interest on taxes			0.00	1.24
4	01-1-02110-000-000		County Fines And License			0.00	491.79
5	01-1-03130-000-000		Homestead Exemption			0.00	1,755.96
Totals for Entry 16514						0.00	9,218.95
Entry	08/15/2026	custer co	1636.92		treasurer	A GENERAL Security State	
1	01-1-01125-000-000		Motor Vehicle Taxes			0.00	750.68
2	01-1-01100-000-000		Local District Taxes			0.00	441.38
3	01-1-02110-000-000		County Fines And License			0.00	173.78
4	01-1-03130-000-000		Homestead Exemption			0.00	271.08
Totals for Entry 16515						0.00	1,636.92
Entry	08/15/2026	Dawson	16628.19		treasurer	A GENERAL Security State	
1	01-1-01125-000-000		Motor Vehicle Taxes			0.00	4,653.73
2	01-1-01100-000-000		Local District Taxes			0.00	8,795.04
3	01-1-01140-000-000		penalties and interest on taxes			0.00	2.82
4	01-1-03130-000-000		Homestead Exemption			0.00	2,465.68
5	01-1-02110-000-000		County Fines And License			0.00	710.92
Totals for Entry 16516						0.00	16,628.19
Entry	08/15/2026	state of ne	1665.88		mac	A GENERAL Security State	
1	01-1-04709-000-000		MECATEC / NASB Medicaid Consort.			0.00	1,665.88
Entry	08/15/2026	laurie smith	600		rent	A GENERAL Security State	
1	01-1-01910-000-000		Rent On School Facilities			0.00	600.00
Entry	08/15/2026	lunch w/h	48.98		lunch w/h	A GENERAL Security State	
1	01-1-09000-001-000		Non Programed Receipt Eftps			0.00	48.98
Entry	08/15/2026	ne retirement	28718.54		ne retirement	A GENERAL Security State	
1	01-1-09000-900-000		Retirement to write one check			0.00	28,718.54
Entry	08/15/2026	e	800		ESU	A GENERAL Security State	
1	01-1-02210-000-000		Esu Receipts			0.00	800.00
Entry	08/15/2026	ESU 10	3900		esu	A GENERAL Security State	
1	01-1-02210-000-000		Esu Receipts			0.00	3,900.00
Entry	08/15/2026	lunch	159.58		aug lunch payroll	A GENERAL Security State	
1	01-1-09000-002-000		Non Prog. Receipt Hot Lunch Payroll			0.00	159.58
Totals for Journal 230						0.00	63,377.04
Bank Account Totals							
		A	GENERAL CKING		Security State Bank		63,377.04
Fund Summary							
01	GENERAL FUND					0.00	63,377.04

Check and Deposit Slip Register

ALL Data

Cycle Number: 390
Period End: 08/31/2026
Check Date: 09/02/2026

Arranged by:
Check Number

Bank ID	Bank Account	Bank Name		Earning	Deduction	Net	Fringe
Email	Chk Num	Emp PR ID	Employee Name				
Deposits							
Fund: 01 GENERAL FUND							
A	GENERAL CKING		Security State Bank				
	00012345	BAKERRILEY	Riley Baker	3,493.50	-871.03	2,622.47	3,053.01
	00012346	BENTANN	Ann C Bentley	680.00	-52.02	627.98	52.02
	00012347	BOMBERGER	Karen Bomberger	340.00	-26.01	313.99	26.01
	00012348	BOSAKJUSTI	Justin S. Bosak	7,178.55	-2,240.39	4,938.16	3,583.07
	00012349	BOSAKMAND	Mandy L Bosak	4,489.07	-1,056.89	3,432.18	689.58
	00012350	BOWIE	Tierra D Bowie	6,644.50	-1,885.67	4,758.83	3,524.79
	00012351	BROWNE	Luke Browne	5,357.52	-1,667.89	3,689.63	3,316.72
	00012352	BROWNEMM	Emme Brown	4,880.63	-1,193.56	3,687.07	1,657.55
	00012353	BRUSH	Parker Brush	3,570.56	-958.18	2,612.38	1,461.39
	00012354	BURDENCERY	Crystal L Burden	3,394.02	-697.10	2,696.92	2,417.22
	00012355	BURMANCYN	Cynthia Burman	2,662.98	-709.50	1,953.48	1,335.86
	00012356	CARR	Hannah CARR	2,764.47	-800.23	1,964.24	1,341.18
	00012357	CASTELLAN	Dilla Castellanos	3,425.00	-890.48	2,534.52	1,431.20
	00012358	CLAFL	Brenna Claflin	2,996.97	-832.67	2,164.30	2,345.70
	00012359	CLAFLINTIF	Tiffany Claflin	4,735.06	-1,398.39	3,336.67	3,234.60
	00012360	DANIEGGLES	Dani Eggleston	2,110.25	-343.01	1,767.24	324.17
	00012361	EGGLES	Marissa Eggleston	4,546.69	-1,285.22	3,261.47	3,204.60
	00012362	EGGLESTON	Madiera G Eggleston	5,423.71	-1,501.26	3,922.45	3,343.77
	00012363	EYNETICH	Brianna Eyenetich- Hanson	4,521.00	-1,208.27	3,312.73	3,206.84
	00012364	FRANSCOT	Scott L Franzen	9,195.75	-2,586.14	6,609.61	3,896.64
	00012365	FREEMANMI	Misty L. Freeman	3,228.74	-729.28	2,499.46	2,851.24
	00012366	GUTIERRA	Christian Gutierra	3,570.56	-958.18	2,612.38	1,461.39
	00012367	HARDERANN	Anna Linn Marie Harder	992.00	-75.88	916.12	75.88
	00012368	HARSHBARG	Alexis Harshbarger	340.00	-26.01	313.99	26.01
	00012369	HOOSJANA	Jana Hoos	2,584.29	-235.43	2,348.86	207.75
	00012370	HOTHEM	Katie Hothem	6,276.32	-1,944.48	4,331.84	3,453.26
	00012371	HRASKYSHA	Shane Hrasky	2,192.00	-270.79	1,921.21	167.68
	00012372	HUNT	Ramsey Hunt	6,088.44	-1,561.93	4,526.51	924.65
	00012373	HUNTMCKEN	Mckenna Hunt	5,013.25	-1,361.49	3,651.76	2,640.13
	00012374	HUNTMEGAN	Megan Hunt	2,305.10	-488.99	1,816.11	1,269.06
	00012375	JOHNCONJ	Connie J Johnson	1,942.89	-178.81	1,764.08	156.19
	00012376	KALSBECK	MacI kalsbeck	3,844.56	-1,041.92	2,802.64	1,502.42
	00012377	KAPPELERIK	Erika M. Kappel	8,636.94	-2,140.34	6,496.60	3,823.11
	00012378	KARLBERGK	Kurt M Karlberg	262.71	-20.10	242.61	20.10
	00012379	KENTONTAM	Tammy R Kenton	6,730.13	-1,913.24	4,816.89	2,881.00
	00012380	KULHANEK	Kurt Kulhanek	170.00	-13.01	156.99	13.01
	00012381	LEETCHRIST	Christopher Leet	170.00	-13.01	156.99	13.01
	00012382	LONGRONA	Ronald R Long	170.00	-33.01	136.99	13.01
	00012383	MARTIN	Colleen R Martin	4,698.38	-1,327.46	3,370.92	3,244.23
	00012384	MCARTHURJ	John D McArthur	6,586.27	-1,734.30	4,851.97	3,516.07
	00012385	MILLERWILL	Will Miller	1,027.50	-78.61	948.89	78.61
	00012386	PATTERSON	Dave Patterson	71.22	-5.45	65.77	5.45
	00012387	PERDOMO	Rosalinda Perdomo	2,330.54	-458.99	1,871.55	366.88
	00012388	PLAGMANN	Navarre Plagmann	345.00	-26.39	318.61	26.39
	00012389	ROHDEBREN	Brenda K Rohde	2,150.49	-443.69	1,706.80	1,252.96
	00012390	ROHDEJOHN	John A Rohde	6,147.88	-1,486.72	4,661.16	2,523.70
	00012391	ROSENJAKE	Jake Rosentreader	1,810.56	-191.18	1,619.38	145.54

Check and Deposit Slip Register

ALL Data

Cycle Number: 390
Period End: 08/31/2026
Check Date: 09/02/2026

Arranged by:
Check Number

Bank ID Email	Bank Account Chk Num	Bank Name Emp PR ID Employee Name	Earning	Deduction	Net	Fringe
	00012392	SCHROEDER Lana Schroeder	5,171.75	-1,301.74	3,870.01	3,299.99
	00012393	SCHWARZ Bailey SCHWARZ	3,425.00	-882.88	2,542.12	2,398.39
	00012394	SHOEMAKER Kristi Shoemaker	6,496.67	-1,607.48	4,889.19	2,601.18
	00012395	SIMMONSAR Aaron Simmons	4,194.19	-1,312.55	2,881.64	3,171.14
	00012396	SINDTHOLLY Holly Sindt	6,099.56	-1,631.55	4,468.01	3,443.19
	00012397	SMITHLAURI Laurie L Smith	7,160.57	-2,409.90	4,750.67	3,602.06
	00012398	SUTHERLAN Emma SUTHERLAND	3,437.50	-953.97	2,483.53	2,410.53
	00012399	TOMMYE Tommye Davenport	2,700.11	-840.76	1,859.35	1,337.68
	00012400	TRAMPETIFF Tiffany Trampe	7,328.69	-1,965.53	5,363.16	3,627.23
	00012401	WILLIAMS Scott A. Williams	6,780.99	-2,279.15	4,501.84	3,540.40
	00012402	WISEMANHA Haley S. Wiseman-Kociemba	6,512.88	-1,792.82	4,720.06	1,893.68
	00012403	WRIGHTBEN Ben Wright	11,517.25	-3,490.61	8,026.64	4,250.07
Fund Totals:			232,921.16	-61,431.54	171,489.62	111,680.19
Fund: 06 LUNCH FUND						
B	HOT LUNCH CKING	Security State Bank				
	00123456	ANDERJASK Aubree Anderjaska	1,329.45	-408.42	921.03	2,728.06
	00123457	ARNOLD Betty arnold	134.10	-10.25	123.85	10.25
	00123458	SCOVILLE Sarah Scoville	4,059.17	-911.99	3,147.18	3,153.49
Fund Totals:			5,522.72	-1,330.66	4,192.06	5,891.80
Totals:			238,443.88	-62,762.20	175,681.68	117,571.99
Report Totals:			238,443.88	-62,762.20	175,681.68	117,571.99

Bank Account Totals

Fund:

A	GENERAL CKING	Security State Bank	171,489.62
B	HOT LUNCH CKING	Security State Bank	4,192.06

Consolidated Check Listing

Direct Dep.	Check	Check Date	Payable To	Amount
01 - GENERAL FUND				
	00043564	09/10/2026	Aflac Administrative Services	2,992.22
	00043565	09/10/2026	Ameritas Life Insurance Corp	716.00
	00043566	09/10/2026	Awards Unlimited Inc	483.63
	00043567	09/10/2026	Blue Cross Blue Shield	78,816.45
	00043568	09/10/2026	B S N Sports LLC	2,497.06
	00043569	09/10/2026	Builders How To Warehouse	328.96
	00043570	09/10/2026	Charactor Strong	1,999.00
	00043571	09/10/2026	Computer Hardware	4,157.00
	00043572	09/10/2026	County of Dawson 2	6,436.98
	00043573	09/10/2026	County of Dawson 3	32,567.02
	00043574	09/10/2026	County of Dawson 1	49,372.80
	00043575	09/10/2026	Country Partners Cooperative	6,208.58
	00043576	09/10/2026	Crane River Theater	210.00
	00043577	09/10/2026	Culligan	259.14
	00043578	09/10/2026	customlanyard.net	245.00
	00043579	09/10/2026	Dawson Public Power	6,310.73
	00043580	09/10/2026	Dearborn National	150.48
	00043581	09/10/2026	Eggleston Oil Company	448.22
	00043582	09/10/2026	Educational Service Unit 10	4,307.25
	00043583	09/10/2026	ESU #5	35,800.00
	00043584	09/10/2026	Frontier	1,208.93
	00043585	09/10/2026	General Fund Clearing Fun	2,883.79
	00043586	09/10/2026	graham stamps	110.54
	00043587	09/10/2026	Harris School Solutions	375.67
	00043588	09/10/2026	Hometown Leasing	2,383.36
	00043589	09/10/2026	J.W. Pepper & Son, Inc.	147.98
	00043590	09/10/2026	Kappel Electric	2,104.18
	00043591	09/10/2026	KSB School Law	158.00
	00043592	09/10/2026	Landmark Implement, Inc.	403.40
	00043593	09/10/2026	Lexington Clipper-herald	103.59
	00043594	09/10/2026	Madison National Life Ins. Co., Inc.	879.78
	00043595	09/10/2026	Menards -- Kearney	1,248.52
	00043596	09/10/2026	NCS Pearson, Inc.	230.00
	00043597	09/10/2026	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	658.00
	00043598	09/10/2026	Nebraska State Fire Marshall	120.00
	00043599	09/10/2026	Nebraska Council Of School Ad	318.00
	00043600	09/10/2026	Paper Tiger Shredding	53.00
	00043601	09/10/2026	PestoX	137.00
	00043602	09/10/2026	rasmussen mechanical services	9,618.89
	00043603	09/10/2026	Scholastic, Inc	1,794.92
	00043604	09/10/2026	Sem Hot Lunch Fund	580.00

ALL Data

Consolidated Check ListingArranged by:
Check Number

Direct Dep.	Check	Check Date	Payable To	Amount
	00043605	09/10/2026	Sem Public School 24-0101	600.00
	00043606	09/10/2026	TK Elevator Corp	339.97
	00043607	09/10/2026	true blue collison	425.00
	00043608	09/10/2026	Twin Valley Automotive	453.75
	00043609	09/10/2026	Tyler Griffith	807.84
	00043610	09/10/2026	University of NE at Kearney	250.00
	00043611	09/10/2026	US Bank	13,396.05
	00043612	09/10/2026	USI	16.69
	00043613	09/10/2026	Verizon Business	102.15
	00043614	09/10/2026	Village Uniform	227.39
	00043615	09/10/2026	Village Of Sumner	1,350.00
	00043616	09/10/2026	Yanda's Music And Pro Audio	918.23
01 - GENERAL FUND Totals:				278,711.14
06 - LUNCH FUND				
	00008727	09/10/2026	Aflac Administrative Services	128.18
	00008728	09/10/2026	Ameritas Life Insurance Corp	51.44
	00008729	09/10/2026	Blue Cross Blue Shield	5,153.08
	00008730	09/10/2026	Cash-wa Distributing	14,644.99
	00008731	09/10/2026	County of Dawson 2	98.08
	00008732	09/10/2026	County of Dawson 3	785.25
	00008733	09/10/2026	County of Dawson 1	977.11
	00008734	09/10/2026	Dearborn National	8.36
	00008735	09/10/2026	Madison National Life Ins. Co., Inc.	20.96
06 - LUNCH FUND Totals:				21,867.45
Report Total:				300,578.59



EDUCATIONAL SERVICE UNIT 10

PO BOX 850
KEARNEY NE 68848-0850
Phone: 308-237-5927

IMPORTANT!
PLEASE RETURN REMITTANCE
COPY WITH YOUR PAYMENT
AND INDICATE WHICH CHARGES
ARE BEING PAID

SEM PUBLIC SCHOOLS
PO BOX 126
SUMNER NE 68878

AÇCT NO 192200
DATE 09/01/2026

DESC CODE	DESCRIPTION	PREVIOUS BALANCE	CURRENT CHARGES	PAYMENTS	PRESENT BALANCE
ADMIN	ADMINISTRATION	0.00			
1380	AUG 2026 ADMIN MEETING FT-		60.00		60.00
NIS	NETWORK INFORMATION SERVICES	1,973.33			
1300	27724 ABSENCE & LEAVE		250.00		
1080	27724 CAVSC/TECH SUPPORT		2,505.00		
1320	27724 EVALUATION TOOL		500.00		
1070	27724 OFF-SITE BACKUPS		350.00		
1110	27724 TECHNICAL SUPPORT		42.50		
1030	27724 TECHNOLOGY BUYS		27.00		
1000	AUGUST Payment - Thank you			160.00	
1010	AUGUST Payment - Thank you			701.25	
1110	AUGUST Payment - Thank you			1,112.08	
					3,674.50
SPED	SPECIAL EDUCATION	0.00			
8200	10139 SPEECH PATH BELOW 5		392.75		392.75
TL	TEACHING & LEARNING	280.00			
1170	27783-1 TEACHING & LEARNING		140.00		
1170	27783-2 TEACHING & LEARNING		40.00		
1170	AUGUST Payment - Thank you			280.00	
					180.00

YOUR CANCELLED CHECK WILL SERVE AS YOUR RECEIPT

TOTAL PREVBAL	TOTAL CHARGES	TOTAL PAYMENT	TOTAL BAL DUE
\$2,253.33	\$4,307.25	\$2,253.33	\$4,307.25

Account Number: 4485 5945 5557 4175
Unique ID: XXXX XXXX XXXX 0970
S-E-M PUBLIC SCHOOL
Statement Date: 08-24-2026



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Corporate Account Summary

Previous Balance	\$3,559.86
Purchases and Other Charges	\$13,396.05
Cash Advances	\$0.00
Cash Advance Fees	\$0.00
Late Payment Charges	\$0.00
Credits	\$0.00 CR
Payments	\$3,559.86 PY

New Balance \$13,396.05

Disputed Amount \$0.00

Payment Information

Amount Due \$13,396.05

Payment due in accordance with your agreement with U.S. Bank.

QUESTIONS OR TO REPORT A LOST OR STOLEN CARD,
CALL CUSTOMER SERVICE: 1-800-344-5696

To overnight or courier a payment, please send to:
Corporate Payment Systems
3180 Rider Trail S, Department 790428
Earth City, MO 63045-1518

Corporate Account Activity

S-E-M PUBLIC SCHOOL

Account Number: 4485 5945 5557 4175

Unique ID: XXXX XXXX XXXX 0970

Total Corporate Activity
\$3,559.86 CR

Post Date	Tran Date	Reference Number	Transaction Description	Amount
08-17	08-14	74798266229000000000821	PAYMENT - THANK YOU 00000 C	3,559.86 PY

New Activity

Account Number: 4485 5910 0171 3316	Purchases	\$12.65	Total Activity	\$12.65
Unique ID: XXXX XXXX XXXX 9270	Cash Advances	\$0.00		
	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
07-27	07-27	24011346208100074557622	MICROSOFT*FORTNITE CRE MICROSOFT.COM WA <i>renewal</i> 12.65	

(transactions continued on next page)

Payment may be made electronically or by check made payable to Corporate Payment Systems.

CORPORATE PAYMENT SYSTEMS
P.O. BOX 6343
FARGO, ND 58125-6343

4485594555574175 001339605 001339605

Account Number: 4485 5945 5557 4175
Unique ID: XXXX XXXX XXXX 0970
Amount Due: \$13,396.05

Amount Enclosed \$

If paying by check, include coupon with payment to address below.

CORPORATE PAYMENT SYSTEMS
P.O. BOX 790428
ST. LOUIS, MO 63179-0428

000031961 TUSB05DD082526272539 01 01000000 023556 002

S-E-M PUBLIC SCHOOL

New Activity cont

SCOTT FRANZEN	Purchases	\$3,442.87	Total Activity	\$3,442.87
Account Number: 4485 5900 0788 0129	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 0742	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
08-11	08-09	24445006222300733589853	CASEYS #2711 515-965-6100 NE	252.74
08-13	08-11	24251386224030045837545	DAYLIGHT DONUTS KEARNEY NE	101.16
08-13	08-12	24692166224301750347324	IN *POWER OF ICU 615-4562281 TN	3,088.97

SEM SCHOOL	Purchases	\$9,522.97	Total Activity	\$9,522.97
Account Number: 4485 5910 0317 3386	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 2902	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
07-29	07-28	24717056210122104154285	LEE*KEARNEY HUB DAVENPORT IA	AD - 14.99
07-29	07-29	24793386210001579771229	AG SHOP 010-8342084 CA	AG - 62.76
07-31	07-30	24036296211714120615029	TEACHERSPAYTEACHERS.COM 646-588-0910 CA	renewal 52.75
07-31	07-30	24116416211718120777124	BOOM LEARNING INC 833-969-2666 WA	renewal 49.99
07-31	07-30	24692166211406892617628	IN *INTEGRATED SECURITY S 308-8302199 NE	Safety 8.00
07-31	07-30	24717056212122124555055	LEE*LEXINGTONCLIPPER-HER DAVENPORT IA	AD - 19.99
08-03	08-01	24692166213408032283467	GOOGLE *YOUTUBETV SPT G.CO/HELPPAY# CA	Wiring 58.01
08-03	08-01	24906416213263723608501	BOOKS.COM	28.47
08-05	08-04	24137466216300931749660	USPS PO 3086700878 SUMNER NE	11.50
08-06	08-05	24492166218100005470489	SP GUARDIAN SPORTS SHOP.GUARDIAN GA	FB caps 925.41
08-10	08-08	24011346221100072161412	SP ANDREA GADDIS THE-CLEMONS-C TN	66.48
08-10	08-09	24692166221301911926233	V*FINDIES *COM 800-952-5210 NV	49.99
08-12	08-10	24692166223300540117873	QDOBA 2570 KEARNEY NE	Star 1,108.50
08-13	08-12	24692166224301750687463	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	169.93
08-13	08-12	24692166224301750687471	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	169.93
08-13	08-12	24692166224301750687489	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	169.93
08-13	08-12	24692166224301750687497	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	169.93
08-13	08-12	24692166224301750687505	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	169.93
08-13	08-12	24692166224301750687513	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	169.93
08-13	08-12	24692166224301750687521	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	169.93
08-13	08-12	24692166224301750687539	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	169.93

(transactions continued on next page)



00031961 32528 0002-0002 DUSB05DD062526272544 001 00023566 STNDSOME

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New Activity cont

08-13	08-12	24692166224301750687547	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	169.93
08-13	08-12	24692166224301750687554	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	169.93
08-13	08-12	24692166224301750687562	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	169.93
08-13	08-12	24692166224301750687570	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	169.93
08-13	08-12	24692166224301750687588	IN *TWIN VALLEY AUTOMOTIV 308-5293372 NE	455.73
08-14	08-14	24011346226100027336346	MSFT * E010105HLL MICROSOFT.COM WA	1,329.30
08-14	08-13	24492166226100063050620	XTRAMATH.ORG HOME.XTRAMATH WA	50.00
08-14	08-12	24639236225900015894479	ACROPRINT TECH INC 800-5188925 CA	115.00
08-17	08-14	24011346227100007198616	AMC* VVOGUELANEE VOGUELANEE.CO CA	29.50
08-17	08-15	24492166227100028136066	BLOOKET BLOOKET.COM DE	59.88
08-17	08-15	74609056227100020000243	WWW.BOOKWIDGETS.COM KORTENBERG	49.00
08-19	08-18	24055236230863730143069	WALMART.COM 800-925-6278 AR	256.70
08-19	08-17	24137466230100353918864	MENARDS KEARNEY NE KEARNEY NE	74.75
08-19	08-18	24492166231100001916512	WWW.SHOWME.COM SHOWME.COM OH	149.99
08-20	08-19	24036296231714342762563	AIRBNB * HMRJDCRFFM AIRBNB.COM CA	2,263.95
08-21	08-20	24692166232409716160028	SQ *SPORTBOARDZ GOSQ.COM IA	18.63
08-24	08-23	24000776236100002423076	OPENRANGE SHOPMOCO.COM OH	59.59
08-24	08-21	24137466233301106819691	USPS PO 3086700878 SUMNER NE	2.85
08-24	08-22	24204296234001511286068	GOOGLE AVAST SOFTWARE 650-2530000 CA	42.19
08-24	08-21	24492166233100055746409	MOONLIGHT * SEM CROSS MOONLIGHTEMB. NE	69.91

Pen repairs
renewals
Kitchen Business
renewal
FFA
Band
FFA
postage
renewal
XC

KRIS SHOEMAKER	Purchases	\$172.39	Total Activity	\$172.39
Account Number: 4485 5900 0663 5391	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 1568	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
08-11	08-10	24226386223028429185401	WAL-MART #0598 KEARNEY NE	21.89
08-12	08-11	74083426224100004863346	CHALK.COM VANCOUVER BC	99.00
08-18	08-17	24137466229300934524461	USPS PO 3086700878 SUMNER NE	11.50
08-21	08-19	74350156233009521397589	NOVISIGN LTD KEFAR SAVA	40.00

	Purchases	\$179.00	Total Activity	\$179.00
Account Number: 4485 5900 0683 2196	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 1662	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
08-12	08-11	24000776224100004890979	SMORE.COM SMORE.COM MS	179.00

BEN WRIGHT	Purchases	\$66.17	Total Activity	\$66.17
Account Number: 4485 5900 0859 2103	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 0694	Cash Advances Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
07-30	07-29	24011106210900012887989	JOY'S TABLE PASTA & STEAK KEARNEY NE	41.63
07-30	07-28	24692166210405444583222	TST*CUNNINGHAMS JOURNAL KEARNEY NE	24.54
			Department: 00000	Total: \$13,396.05
			Division: 00000	Total: \$13,396.05

meetings

September Board Meeting 2026

August Students of The Month

PK-3rd Grade:

Jude Harder: Jude got nominated to be our first VIK (Very Important Kindergartener). He is such a kind friend, works really hard and is always on task! He's off to a great start in Kindergarten

4th-8th Grade:

Jameson Harder Today the 4th and 5th grade boys came into my room and the girls all went into the 5th grade room. The boys came in and sat down. One of my students says that no one sat by me. Jameson instantly got up and said.... I will sit with you! He then proceeded to ask Jameson if he could give him a hug and Jameson said.. SURE! They sat and played rock, paper, scissors together until it was time for lunch. This action by Jameson was completely done on his own and the way he made my student feel involved and a part of a group changed his attitude from sad to extremely happy! I am so proud of the way Jameson put the feelings of another student as a priority!

9th-12th Grade:

Braxton Line: It was brought to my attention that Braxton jumped in to help out with a minor situation with an elementary student yesterday, and did so in a very responsive and respectful manner.

.

MAPS testing went well, with many high scores and good achievements. We will be changing the reward system and trying something new.

We had High School and will be having Elementary and District MTSS meetings. There were good discussions on interventions and on MAPS scores along with students that are in need of interventions and ways to help struggling students. .

Mustang sports teams are off to a great start.

Parent teacher conferences are scheduled for Thursday Sept. 17th from 1:00 to 7:00, . No School on Thursday Sept. 17th, and Friday, Sept. 18th. We will have a teacher

workday on the morning of the 17th with the ESU coming and going over IPG walkthroughs and MTSS data.

Homecoming week is Sept. 28th - Oct. 2nd. The students will be decorating the school and have different dress up days. .

Extra Duty Assignments 2026-2027

Class Sponsorship:

7th Grade: John Rohde, Brianna Hanson
8th Grade: Mr. G, Mr. Browne, Mrs. Sutherland
9th Grade: Tierra Bowie, Justin Bosak
10th Grade: Ramsey Hunt, Maci Kalsbeck
11th Grade: Tiffany Trampe, Tammy Kenton
12th Grade: Katie Hothem, Riley Baker, John McArthur

Football

Head - Shane Hrasky
Assistant - Will Miller
Assistant - John Rohde

Boys Basketball

Head Coach - Darby Line
Assistant - John Rohde
Vol. Assistant - Colt Schroeder

Wrestling

Head Coach - Marlin Berg
Assistant - Traven Claflin

Girls Wrestling

Crystal Burden
Kirby Burden

Jr. High Football

John Rohde
Luke Browne

Jr. High Boys Basketball

Darby Line

Jr. High Track

John Rohde
Luke Browne

Music/Pep Band

Justin Bosak

Cheerleading - Hannah Carr

Esports - Justin Bosak

Cross Country - Brianna Hanson

Volleyball

Head - Erika Kappel
Assistant - Anna Harder

Girls Basketball

Head Coach - Megan Hunt
Assistant - Luke Browne

Track

Head - Erika Kappel

Assistant - Brianna Hanson
Assistant - Ron Long

Annual

Tammy Kenton

Jr. High Volleyball

Brianna Hanson
Megan Hunt

Jr. High Girls Basketball

Megan Hunt
Brianna Hanson

Jr. High Wrestling

Marlin Berg

FFA

Maci Kalsbeck

Student Leadership Team

Katie Hothem

Quiz Bowl

James Beavers

Luke Browne

Concessions

Cindy Burman

FBLA

Tammy Kenton

NHS

Ramsey Hunt

Science Olympiad

Ramsey Hunt

Speech Tierra Bowie



Ben Wright
Superintendent
September 14th, 2026

September Board Report

1. Financial Report

We are getting real close to the end of the 2026–27 budget process and continue to be in a strong financial position as we begin the new school year. I appreciate the Board's work throughout the budget process and the continued willingness to look at our finances from a long-term perspective. As we move forward, I will continue monitoring expenditures, state funding, enrollment, and revenue throughout the year to ensure we remain fiscally responsible while continuing to provide the best opportunities possible for our students.

I also continue to communicate with NDE Finance and monitor changes at the state level to ensure SEM remains in compliance with all financial requirements.

2. Transportation, Buildings, and Grounds

With the school year now underway, our focus has shifted from summer projects to maintaining the building and grounds while identifying needs for the remainder of the year. Overall, the building and transportation operations have started the school year well. We do continue to have major and minor things arising in our HVAC system but with Aaron and Rasmussen we are maintaining and fixing what we need to.

I would like to continue developing a more consistent process for documenting maintenance needs, projects, and long-term facility concerns. This will allow us to prioritize projects, communicate progress, and ensure the Board is kept up to date on the condition and needs of our facilities.

I also want to continue scheduling regular building walkthroughs and committee meetings so we can be proactive rather than reactive when it comes to our facilities.



3. Vacancy Update

We began the 2026–27 school year fully staffed in our available positions. I appreciate the work of our staff and administration in making sure we were prepared to welcome students back this fall. We do now have two positions open do to resignations. We are looking for a ELL Paraprofessional and a Head of Maintenance.

As we move through the school year, we will continue to monitor staffing needs and begin planning early for the 2027–28 school year.

4. School Improvement and Instruction

Our primary focus as we begin the school year is continuing to improve student achievement while creating consistency in instruction across the building. We are continuing our work with NeMTSS, Explicit Instruction, data use, and intervention systems.

Mr. Franzen and I have been working with staff to establish clear expectations for instruction, student support, and the use of data to make decisions. We will continue using walkthroughs and other forms of instructional feedback to identify strengths and areas where we can improve.

Our district improvement goals remain an important focus as we move forward, particularly in the areas of reading comprehension across content areas and social-emotional learning/student focus. We will continue monitoring our progress and adjusting our practices based on the evidence we collect.

5. Staff Culture and Leadership Development

One of my major priorities this year is continuing to strengthen the culture of SEM. As a small school district, our relationships and ability to work together have a tremendous impact on our students and our overall success.

I have begun meeting individually with staff members to better understand their experiences, hear their concerns, identify what is working well, and determine areas where we can improve. These conversations are important because I want to make sure all staff members feel heard while also establishing clear expectations for professionalism, communication, and working together.

My goal is to build a culture where we can have difficult conversations when necessary, hold one another accountable, celebrate successes, and remain focused on what is best for our students. I



believe this will take time, consistency, and strong leadership, but it is an important priority for me as I begin my second year as superintendent.

6. Superintendent Development

As I begin my second year as superintendent, I have spent the beginning of the school year reflecting on what we accomplished during my first year and identifying areas where I can continue to grow as a leader.

My focus has been on becoming more consistent and intentional in communication, strengthening district systems, improving staff relationships, maintaining strong financial oversight, and continuing to develop a clear vision for SEM.

I also continue working on my doctoral program and dissertation, which has provided an opportunity to reflect on system-level leadership, instructional improvement, and how rural school districts can build leadership capacity. I believe the work I am doing academically can also provide value to the work we are doing here at SEM.

7. Board Development

I would like to continue developing opportunities for the Board to grow together as a governance team. Our goal should be to continually improve our understanding of the Board's role, the superintendent's role, and how we can work together effectively to move the district forward.

I will continue looking for opportunities for Board professional development and would like to schedule a Board retreat during the school year focused on governance, school improvement, district goals, and long-term planning.

I appreciate the Board's continued support as we begin another school year. We have a lot of great things happening at SEM, and I believe our focus should remain on building a strong school culture, improving student achievement, maintaining financial responsibility, and continuing to provide our students with opportunities to be successful.

Thank you for your continued support of SEM Public Schools.

Board Subcommittees 2026

Negotiations & Finance

Jennifer Andersen, Audrey Schipporeit, Laura Robbins

Building, Grounds, & Transportation

Kirby Burden, Matt Hothem, Cindy Burman

Americanism Committee & Curriculum

Laura Robbins, Kirby Burden, Cindy Burman

Policy & Handbook

Jennifer Anderson, Matt Hothem, Audrey Schipporeit

1001 General Policy Statement

The organization, management, and control of this school district is vested in its board of education ("board"). To guide the board and school district operations, and to assist it and its designees in carrying out duties, the board will establish, maintain, and amend a set of policies.

Written board policies serve the following purposes:

1. Formally articulating the board's goals and long-term objectives.
2. Providing district administrators and staff with guidance in making decisions that affect students, employees and patrons of the district.
3. Informing the public of the manner that the board and district will conduct its business and its relationships with staff, pupils, parents and patrons.

To avoid unnecessary rigidity, these policies are stated in general terms. With the exception of statutory requirements or instances when the specific application of a policy is essential to the long-term welfare of the district, these policies are intended to provide administrators with the flexibility to apply them to a wide range of situations.

The policies are not the only guidelines for district operations. Specific regulations, procedures, and practices also help guide and govern actions and decisions. They must be consistent with policies, but serve a different purpose.

Exceptional Circumstances

The board cannot foresee every situation that may arise, and circumstances will occur when these policies provide inadequate guidance. In such circumstances, the superintendent should use his or her best judgment, and communicate with the board about the situation as soon as is convenient.

Validity of Policies

Each policy and its provision should be interpreted so that it is valid under applicable law. If a court determines that a provision of a policy is invalid, such invalidity shall not affect the remaining provisions of that policy.

Adopted on: October 20, 2020

Revised on: _____

Reviewed on: February 12, 2024

1002
Creation, Amendment and Distribution of Policies

Each of these policies shall become the official policy of the school district when the board has approved it by majority vote of the members present at any lawfully convened meeting of the board.

It shall generally be the practice of the board to adopt or amend any policy after a single reading at any regular or special board meeting. However, the board may, in its discretion, review policies at multiple meetings prior to taking action.

The superintendent shall maintain an official copy of the board's policies, which may be in paper copy in the central office or on the district's website or electronic board meeting site. For any policies with specific review, hearing, or posting requirements, the superintendent will ensure those obligations are completed. The superintendent will also ensure all board members have access to a copy of the district's policies.

Adopted on: July 14, 2025

Revised on: July 14, 2025

Reviewed on: _____

1003
Mission Statement

Empowering students to embrace learning to achieve their best, while instilling critical thinking skills.

Adopted on: January 17, 2024

Revised on: _____

Reviewed on: _____

2001 Role of the Board of Education

The board of education (board) is charged by the Legislature with the duty of providing public elementary and secondary education to the citizens of the district. The Legislature has also created the State Board of Education and the State Department of Education, and has delegated certain regulatory and advisory functions to them. The board is responsible to these agencies as specified by law.

The board's primary duties are: (1) to establish a mission, goals, and policies; (2) to establish and maintain school facilities; (3) to select a superintendent; (4) to adopt a fiscally responsible budget; and (5) to evaluate programs.

1. Establishment of Mission, Goals and Policies

The board shall concern itself with broad questions of mission, goals and policy, rather than administrative details. The application of policies is an administrative task to be performed by the superintendent of schools and his or her administrative staff, who shall be held responsible for the effective administration and supervision of the entire school district.

2. Establishment and Maintenance of School Facilities and Other Resources

The board is the legal agency through which the community works to provide the physical facilities, curriculum, instructional supplies and staff to enable the district's mission and objectives to be carried out. The board will establish and maintain school facilities necessary to educate the students of the district.

3. Selection of the Superintendent of Schools

The board will employ a superintendent of schools as the chief executive to whom it will delegate the administration of the school program. As the chief administrator for the board, the superintendent will implement board policies and supervise the day-to-day operation of the school system. The superintendent will keep the board informed of the implementation of the plans and policies, and will recommend changes to policies as necessary. The superintendent will furnish educational leadership to the board, the school staff, and the community.

4. Fiscally Responsible Budget

The board will annually adopt a fiscally responsible budget that will permit the district to accomplish its goals and objectives. The management of the financial program and the development of the proposed budget for the district is delegated to the superintendent.

The board will work for adequate and dependable financial support of the public schools, promotion of effective and efficient organization, and administration of the district.

5. Evaluation of Program

The board will evaluate, or cause to be evaluated, the progress and results of the educational program on a continuous basis. In making these evaluations, the board will seek and give appropriate weight to the superintendent's analysis and recommendations.

Adopted on: 10/12/20

Revised on: _____

Reviewed on: 4/08/24

2002
Organization of the Board, Board Officers, Check Signing, and
Committees

1. Membership, Term and Election

- a. The Board of Education shall be comprised of six members who will be elected at large.
- b. Those who wish to serve on the board shall file, be elected, and serve terms of office on the board according to law.

2. Internal Organization and Officers

a. President

- i. At the regular January meeting, the board shall elect from among its members a president who shall serve in that capacity for one year.
- ii. The president shall preside at all board meetings, and shall perform such other duties as may be prescribed by law or by action of the board.

b. Vice President

- i. At the regular January meeting, the board shall elect from among its members a vice president who shall serve in that capacity for one year.
- ii. The vice president shall preside in the absence of the president, and shall perform such other duties as are assigned by the board.

c. Secretary

- i. At the regular January meeting, the board shall elect a secretary who need not be a member of the board. The secretary shall serve in that capacity for one year. If the secretary is a member of the board, an assistant secretary may be named and his or her duties and compensation set by the board.

- ii. The secretary shall see that an accurate record of the proceedings of the board is kept, that a copy of the proceedings is provided to each board member and to the superintendent, and that a concise summary of each month's meeting is published along with a list of all approved claims. The secretary shall perform such other duties as are prescribed by law and assigned by the board.

d. Treasurer

- i. At the regular January meeting, the board shall elect, employ, or appoint a treasurer who need not be a member of the board if permitted by law. The treasurer shall serve in that capacity for one year, unless the board designates a longer term for the treasurer.
- ii. The treasurer may be designated to sign checks and certain other documents. The treasurer is the custodian of the monies of the district.
- iii. The treasurer shall give bond or equivalent insurance coverage payable to the district as prescribed by law with the cost of the bond being paid by the district.
- iv. The treasurer shall issue no warrant of payment of claim against the district until such claim has been duly authorized.

3. Signing and Authorizing Checks, Warrants, and other Instruments.

- a. Unless otherwise delegated by the board, the president and secretary of the board shall sign checks, warrants, and other instruments of the district.
- b. The board may delegate another person to sign and validate any checks, warrants, and other instruments. Facsimile signatures of board members may be used.
- c. The board delegates that the vice president or treasurer may sign any warrant in the absence of either the president or the secretary.

4. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:

If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.

5. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics. The committee's duties shall be those prescribed by Nebraska statutes, which include:
 - i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
 - ii. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
 - iii. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;

- iv. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
- v. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
- vi. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
- vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
 - 1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
 - 2. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
 - 3. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event;

- viii. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

6. Vacancies

- a. A vacancy on the board of education shall exist when any one of the following occurs:
 - i. A member submits his or her formal resignation from the board.
 - ii. A member removes himself or herself from the district or is absent from the district for a continuous period of sixty days.
 - iii. A member misses more than two consecutive regular board meetings unless excused by a majority of the remaining members.
 - iv. Such other reasons as are set forth in Nebraska statutes.
- b. The board shall make note the vacancy in its minutes and shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term to (1) the election commissioner or county clerk, and (2) the public by published notice in a newspaper of general circulation in the district.
- c. Vacancies shall be filled in the manner set forth in Nebraska statutes.

Adopted on: 10/12/20

Revised on: _____

Reviewed on: April 8, 2024

2003

Development and Education of Board Members

1. New Board Member Orientation

- a. All new board members are strongly encouraged to attend new board member training and workshops.
- b. Sitting board members and the superintendent will assist each new member-elect to understand the board's functions, policies, and procedures before he or she takes office.

2. Ongoing Development and Education

- a. Board members provide the most effective service to the district when they are continuously updated on educational and legal issues. Attendance at meetings directly or indirectly related to education or school matters is encouraged for the value they have to the school system and the professional growth of board members.
- b. Board members are encouraged to engage in continuing education such as:
 - i. Participation in local, regional and state conferences and workshops such as meetings of the Nebraska Association of School Boards, the Nebraska Rural Community Schools Association, and the Nebraska Council of School Administrators.
 - ii. Participation in legislative sessions and related activities.
 - iii. Participation in national conventions such as the National School Boards Association and/or the American Association of School Administrators on a rotating basis among the members.
 - iv. Examination of other school facilities and their programs.

The superintendent shall notify board members of all relevant conferences and workshops, other local and regional meetings, and/or in-service activities.

Board members should refer to Policy 2007 for information on reimbursement for attendance at continuing education and training.

Adopted on: 10/12/20

Revised on: _____

Reviewed on: April 8, 2024

**2004
Oath of Office**

No board member is required to take an oath of office pursuant to Nebraska law. However, new board members may voluntarily take the following oath before entering into their official duties:

I,, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of member of the board of education, according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God.

Board members may affirm the oath orally or in writing. Copies of written oaths will be retained as official records of the school district in the main administrative office and such other places as may be required by law. Board members who give the oath orally will be noted in the minutes.

Adopted on: 10/12/20

Revised on: _____

Reviewed on: 4/08/24

2005 Conflict of Interest

Any member of the board of education who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For purposes of this policy:

a. Business with which a board member is associated shall include the following:

- (1) A business in which the board member or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.
- (2) A business in which the board member or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the board member or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the board member reports the name and address of the company and stockbroker.

b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.

c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes.

2. Contracts with the School District.

a. No board member or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in

- any one year, with this school district unless the contract is awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular office hours the proposals considered and the contract awarded. Board members who enter into employment contracts with the school district must also comply with the board's policy on the employment of board members.
- b. The existence of any conflict of interest in any contract in which the board member has an interest and in which the school district is a party, or the failure to make public the board member's interest known, may render a contract null and void.
 - c. The prohibition of a conflict of interest or requirement for the board member to make public notice shall apply when the board member, or his or her parent, spouse, or child has a business association with the business involved in the contract or will receive a payment, fee, or commission as a result of the contract.
 - d. The prohibition in this section does not apply if the contract is an agenda item approved at a board meeting and the board member:
 - (1) Makes a declaration on the record to the school board regarding the nature and extent of his or her interest prior to official consideration of the contract;
 - (2) Does not vote on the matters of granting the contract, making payments pursuant to the contract, or accepting performance of work under the contract, or similar matters relating to the contract, except that if the number of members of the school board declaring an interest in the contract would prevent the board with all members present from securing a quorum on the issue, then all members may vote on the matters; and
 - (3) Does not act for the school board as to inspection or performance under the contract in which he or she has an interest.

3. Contracts with Board Member's Immediate Family.

- a. If a person in a board member's immediate family is an employee of this school district, the board member may vote on all issues of a contract which are generally applicable to:
 - (1) All district employees.
 - (2) All employees within a specific classification but which does not single out the member of his or her immediate family.

4. Employing Members of the Immediate Family.

- a. A board member may recommend for employment or supervise the employment of an immediate family member if:
 - (1) The board member does not abuse his or her position.
 - (2) Abuse of official position shall include, but not be limited to, employing an immediate family member:
 - (i) who is not qualified for and able to perform the duties of the position;
 - (ii) for any unreasonably high salary;
 - (iii) who is not required to perform the duties of the position.
 - (3) The board makes a reasonable solicitation and consideration of applications for employment.
 - (4) The board member makes a full disclosure on the record to the governing body of the school district and to the secretary of the board. If the secretary of the board of education would be the individual filing the disclosure statement, the statement shall be filed with the president of the board of education.
 - (5) The board approves the employment or supervisory position.

- b. The board has not terminated the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

5. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment

- a. No board member shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:

- (1) a public official, public employee, or candidate.
- (2) a member of the immediate family of an individual listed in Subparagraph 'a' above.
- (3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.

- b. No board member shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the board member would thereby be influenced.

- c. A board member shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which he or she is associated.

- d. A board member shall not use personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.

6. Conflict of Interest Relating to Campaigning or Political Issues

- a. Except as provided below, the board shall not authorize the use of personnel, property, resources, or funds under its jurisdiction for the purpose of campaigning for or against the nomination or

election of a candidate or the qualification, passage, or defeat of a ballot question.

- b. This does not prohibit the board from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
- c. This does not prohibit the board from discussing and voting upon a resolution supporting or opposing a ballot question.
- d. This does not prohibit the board, while legally seated as a body, from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
 - (1) The board may designate one or more members of its body, or one or more of its school administrators, to speak on behalf of the board on specific occasions such as public meetings or legislative hearings.
 - (2) Any member of the board may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the board. However, this shall not be done during a time that the individual is engaged in his or her official duties.

7. Conflict of Interest Statement

- a. Any board member who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (1) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;
 - (2) Deliver a copy of the statement to the school board secretary who shall enter the statement onto the school district's public records; and
 - (3) Abstain from participating or voting on the matter in which he or she has a conflict of interest.
- b. If the board member would like a formal opinion from the NADC as to whether there is an actual conflict of interest, he/she shall deliver a copy of the statement to the NADC.

8. Recordkeeping

- a. The board secretary shall maintain a separate record of the following information for every contract entered into by the school board in which a board member has an interest and for which disclosure was made pursuant to section 2d of this policy:
 - (1) The names of the contracting parties.
 - (2) The nature of the interest of the board member in question.
 - (3) The date that the contract was approved.
 - (4) The amount of the contract.
 - (5) The basic terms of the contract.
- b. The information supplied relative to the contract shall be provided no later than ten (10) days after the contract has been signed by both parties. The ledger kept by the board secretary shall be available for public inspection during normal working hours of the office in which it is kept.

9. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

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2006 Complaint Procedure

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to complaints unless the complaint is subject to a different procedure required by law, policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems at the lowest level of the chain of command. When those efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth in any specific policy addressing those areas or the procedures set forth below. Allegations of sex discrimination covered by Title IX will be addressed through the board's Title IX policy.

References to "coordinator" in this policy refer to the board-designated coordinator for the applicable area, such as the Section 504 Coordinator for allegations of disability-based discrimination.

Under this policy, factual conclusions will be based on a preponderance of the evidence.

Complaint and Appeal Process.

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant reasonably believes speaking directly to the person would subject complainant or complainant's student to discrimination or harassment.
2. The second step is for the complainant to speak to the building principal, coordinator, superintendent, or president of the board of education, as set forth below. Anyone with questions about the appropriate person to speak with may request clarification from the superintendent.
 - a) Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.

- b) Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.
 - c) Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.
 - d) Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age may be submitted to the applicable coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at OCR.KansasCity@ed.gov; by telephone at (816) 268-0550; or by fax at (816) 268-0599.
3. When a complainant submits a complaint to an administrator or coordinator, the administrator or coordinator shall first determine whether another applicable procedure is required by policy or law and if so, direct the complaint to the appropriate person to follow that procedure. If not, the administrator or coordinator will promptly and thoroughly investigate the complaint, and shall:
- a) Determine whether the complainant has discussed the matter with the respondent.
 - 1) If the complainant has not, urge the complainant to discuss the matter directly with the respondent, if appropriate.
 - 2) If the complainant refuses to discuss the matter with the respondent, the administrator or coordinator shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
 - b) Strongly encourage the complainant to reduce his or her concerns to writing.
 - c) Interview the complainant and, if necessary, the respondent against whom the complaint is filed, to determine:
 - 1) All relevant details of the complaint;

- 2) All witnesses and documents which the complainant believes support the complaint;
 - 3) The action or solution which the complainant seeks.
 - d) Respond to the complainant. If the complaint involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or coordinator receives the complaint.
- 4. If either the complainant or the respondent is not satisfied with the decision, he or she may appeal the decision to the superintendent. The superintendent may assign a qualified designee to hear any appeal.
 - a) The appeal must be in writing.
 - b) This appeal must be received by the superintendent no later than three (3) calendar days from the date of the decision.
 - c) For complaints addressed through other applicable procedures that do not include a separate investigatory process, the superintendent will investigate as he or she deems appropriate.
 - d) The superintendent will prepare a written decision and provide it to the complainant and any other person entitled by law to receive the appeal decision. For complaints involving discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the superintendent received complainant's written appeal. Appeals to the superintendent from complaints involving discrimination or harassment are final once the superintendent delivers the written decision, as are all other appeals/complaints to the superintendent unless the complaint can be appealed on the limited grounds to appeal to the board below.
- 5. The board's role is to set policy, establish and implement a budget, and evaluate the superintendent. The board does not manage the daily operations of the school district entrusted to its administration unless required by law or policy. Because of the board's statutory roles, it does not hear complaints or appeals that

may involve oversight or discipline of students, staff, or others, unless those involve allegations against the superintendent as discussed below. The board does not hear complaints or appeals based on allegations of discrimination or harassment unless otherwise required by law. The board will hear appeals only in the following circumstances:

- a) When the complaint is about a board policy, not implementation of the policy;
- b) When the complaint involves the budget or school expenditures that have been or must be approved by the board; or
- c) When the board is required by law, policy, or contract to hear a complaint or appeal.

If a complaint involves those limited grounds and a party is not satisfied with the superintendent's decision regarding the complaint or appeal, he or she may appeal the decision to the board.

- d) This appeal must be in writing.
- e) This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated the decision to the complainant.
- f) This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint or appeal. However, all matters involving discrimination or harassment allegations against the superintendent shall be promptly and thoroughly investigated by the board president or a designee.
- g) The board president will notify the complainant and any other person legally required to receive the decision in writing of the decision. If the complaint involves discrimination or harassment allegations against the Superintendent, the board president shall submit the decision within 180 calendar days after receiving the written appeal.
- h) There is no appeal from any decision of the board unless authorized by law.

6. Formal complaints about the superintendent shall be filed with the president of the board. However, complaints about the superintendent do not include disagreement with the superintendent's decision on appeal based on a complaint of discrimination, harassment, or action of any other employee who is not the superintendent. Upon receipt of a complaint, the board president or his or her designee shall promptly and thoroughly investigate the complaint, and shall:
 - a) Coordinate with school district staff, other than the superintendent, to determine if another procedure in policy or law requires the complaint against the superintendent to follow another procedure. If so, the board president will coordinate handling the complaint through that procedure. If another procedure applies, such as in the case of allegations of sex discrimination against the superintendent, the board president or, at his or her discretion, the full board will serve only to hear any appeal by a party to the complaint.
 - b) Determine whether the complainant has discussed the matter with the superintendent.
 - 1) If the complainant has not, the board president or designee will urge or require the complainant to discuss the matter directly with the superintendent, if appropriate or required.
 - 2) If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
 - c) Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting by the full board.
 - d) Respond to the complainant or appeal. If the complaint or appeal involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.

- e) Appoint or contract with other individuals qualified to assist the board through this process or any other applicable procedure used to address allegations against the superintendent.

No Retaliation. The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

Special Rules Regarding Educational Services and Related Services to Students with Disabilities. Students with disabilities and their families have specific rights outlined in state and federal law, including administrative processes by which they may challenge the educational services being provided by the school district. Therefore, the appeal process contained in this policy may not be used to challenge decisions made by a student's individualized education plan (IEP) team or 504 team.

Complaints about the educational services provided a student with a disability, including but not limited to services provided to a student with an IEP, access to curricular and extracurricular activities, and educational placement must be submitted to the school district's Director of Special Education. The Director of Special Education will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of IDEA Parental Rights promulgated by the Nebraska Department of Education.

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

Complaints about the educational services provided to a student who is suspected of having a disability must be submitted in writing to the school district's Director of Special Education or to the district's 504 Coordinator. The Director of Special Education or 504 Coordinator will either refer the student for possible verification as a student with a disability or will provide prior written notice of the district's refusal to do so.

Bad Faith or Serial Filings. The purpose of the complaint procedure is to resolve complaints at the lowest level possible within the chain of

command. Individuals who file complaints (a) without a good faith intention to attempt to resolve the issues raised; (b) for the purpose of adding administrative burden; (c) at a volume unreasonable to expect satisfactory resolution; or (d) for purposes inconsistent with the efficient operations of the district may be dismissed by the superintendent or board president without providing final resolution other than noting the dismissal. There is no appeal from dismissals made pursuant to this section.

Adopted on: _____

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2007
Reimbursement and Miscellaneous Expenditures

1. Board members, employees, and volunteers of the school district are expected to maintain and enhance their effectiveness by being well-informed on issues affecting education. They are encouraged to attend education workshops, conferences, training programs, official functions, hearings, and meetings sponsored by the school district or state and national educational organizations which are helpful to them in performing their duties or which are in the best interests of the school district.
2. This board hereby gives prior approval for board members to attend meetings described in the preceding paragraph. Upon approval by the board president, or the superintendent or designee when the board president is unavailable, such board members may attend authorized meetings without further action or approval by the board, and shall be paid or reimbursed for registration costs, tuition costs, fees or charges, travel expenses, and costs of meals and lodging as permitted by law.
 - a. The superintendent or the superintendent's designee may authorize employees and volunteers to attend meetings described in the first paragraph and may authorize the payment of such registration costs, tuition costs, fees, charges, travel expenses, costs of meals, and/or costs of lodging as he or she deems appropriate and as permitted by law.
 - b. Expenses for attendance at any of the above activities shall be paid by the school district as allowed by law. The Board shall pay or reimburse attendees for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that such reimbursement is permitted by law.
 - c. The board authorizes the expenditure of funds for non-alcoholic beverages for individuals attending public meetings of the board and non-alcoholic beverages and meals for individuals while performing or immediately after performing relief, assistance, or support activities in emergency situations, and for any volunteers during or

immediately following their participation in any activity approved by the board.

- d. It is in the best interest of this school district to recognize service by board members, employees, and volunteers. The board authorizes the president, superintendent or the superintendent's designee to determine when and to whom plaques, certificates of achievement, flowers or other items of value should be granted, provided that no such plaque, certificate, flowers or other item of value shall cost more than \$100.00.
- e. Funds may be spent for one recognition dinner each year for elected and appointed officials, employees or volunteers of the school district. The maximum cost per person for such a dinner shall not exceed \$50.00.

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