Scottsbluff Board of Education Regular Meeting
Monday, August 10, 2026 6:00 PM

Scottsbluff High School Board Meeting Room
313 E 27th Street
Scottsbluff, Nebraska 69361

Mark Lang:	Present
Beth Merrigan:	Present
Robert Polk:	Absent
Scott Reisig:	Present
Tory Schwartz:	Present
Paul Snyder:	Present

1. Opening Procedures
The Regular Board Meeting was called to order by Board President Scott Reisig at 6:00 PM.
1.a. Call to Order
1.b. Roll Call
1.c. Excuse Absent Member(s)
Motion to excuse absent member Rob Polk Passed with a motion by Mark Lang and a second by Paul Snyder.
Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea
2. Pledge of Allegiance
3. Open Meetings Law
This meeting was held in accordance to the Open Meetings Act. Notice of this meeting was published in the Star-Herald on Saturday, August 8, 2026 and on the Scottsbluff Public Schools website on Wednesday, August 5, 2026.
4. Consent Agenda
Motion to accept the Consent Agenda Passed with a motion by Beth Merrigan and a second by Tory Schwartz.
Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea
4.a. Adopt Agenda
4.b. Approve Minutes as follows:
4.b.1. July 13, 2026
5. Expenditures
5.a. Expenditures, without Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C.: $1,605,935.16
Motion to approve the expenditures without Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogel, P.C. for the amount of $1,605,935.16 Passed with a motion by Mark Lang and a second by Paul Snyder.
Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea
5.b. Expenditures for Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C.: $362.50

Motion to approve the expenditures for Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogel, P.C. for the amount of $362.50 Passed with a motion by Tory Schwartz and a second by Mark Lang.
Paul Snyder: Abstain (With Conflict), Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

6. Update

6.a. Property Tax Savings Website
Director of Communications Melissa Price presented an update to the Board of Education.

7. Public Comment - a total of 120 minutes will be allotted (no more than 5 minutes per speaker).
There were no members of the public present who wished to address the Board of Education.

8. New Business

8.a. Emergency Operations Plan
Motion to approve the Emergency Operations Plan as presented. Passed with a motion by Beth Merrigan and a second by Paul Snyder.
Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.b. Early Retirement Notification Resolution - 2026-2027
Motion to approve the 2026-2027 Early Retirement Notification Resolution as presented. Passed with a motion by Paul Snyder and a second by Mark Lang.
Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.c. Salaried Compensation Procedures Document
Motion to approve the Salaried Compensation Procedures document as presented. Passed with a motion by Tory Schwartz and a second by Beth Merrigan.
Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.d. Property Disposal
Motion to approve the auction of the storage container through Kraupie's Real Estate and Auctioneers. Passed with a motion by Mark Lang and a second by Paul Snyder.
Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

9. Reports and Proposals

9.a. Board Members
Board member Tory Schwartz welcomed back the staff for the year and thanked Director of Facilities Travis Rickey and the maintenance crew for the work they did over the summer, both inside the buildings and on district grounds. He noted the team has done a great job of keeping up the grounds, painting inside buildings, and other tasks.

Board Vice President Beth Merrigan stated it was nice to see all the staff and that she is looking forward to the new school year.

Board President Scott Reisig echoed Beth's comments, noting the District leadership continues working throughout the summer. Scott thanked them for their work and stated he is looking forward to another great school year.

Board Member Mark Lang welcomed back staff members and wished them a great year. Mark stated he had a chance to visit Westmoor Elementary and commented it is coming along well and looks very nice.

9.b. Board Committee Reports

9.b.1. Curriculum & Instruction/Americanism Committee - Next Meeting: August 21, 2026 @ 11:30 AM

No report.

9.b.2. Facility Committee - Next Meeting: September 8, 2026 @ 12:30 PM

No report.

9.b.3. Finance Committee - Next Meeting: September 8, 2026 @ 11:00 AM

No report.

9.b.4. Policy Committee - Next Meeting: TBD

No report.

9.b.5. Student Services Committee - Next Meeting: August 20, 2026 @ 11:30 AM

No report.

9.c. From the Administrative Staff:

9.c.1. Executive Director of Curriculum and Instruction

No report.

9.c.2. Executive Director of Finance

Executive Director of Finance Marianne Carlson provided an update regarding the auction of the Lake Minatare property. Marianne also provided an update to the Board of Education regarding an approved change order for the Westmoor Elementary Modernization Project per Board Policy 3133.

9.c.3. Executive Director of Human Resources

No report.

9.c.4. Executive Director of Student Services

No report.

9.c.5. Superintendent

Superintendent Dr. Andrew Dick stated the District welcomed 19 new certified staff members approximately 10 days ago. Those staff members include 16 teachers, one registered nurse, one assistant principal, and one Speech Language Pathologist Technician. Dr. Dick noted this is a very small group of new hires, which speaks to the District's commitment to recruitment and retention efforts. Returning certified staff members were welcomed back on Thursday, August 6, and the past three days have been full of meaningful work. Dr. Dick credited principals and district leaders for the planning involved with the past few days, especially as the number of trainings and requirements for all staff members continues to grow each year. Dr. Dick noted that orientation for Bluffs Middle School would be held on Wednesday, August 12 and orientation for Scottsbluff High School would be held on Tuesday, August 11. Dr. Dick stated that staff are looking forward to welcoming students and parents back into the buildings, and thanked district leaders and principals for their work and preparation for these important days that help kick off a great school year.

10. Future Meetings and Dates to Remember

10.a. August 13, 2026 - First Day of 2026-2027 School Year

10.b. August 19, 2026 - NASB Area Membership Meeting @ 4:30 PM

10.c. August 31, 2026 - Special Board of Education Meeting @ 5:00 PM
10.d. September 7, 2026 - No School for Students & Staff
10.e. September 8, 2026 - ½ PD Day & ½ Work Day - No School for Students
10.f. September 14, 2026 - Board of Education Meeting
11. Adjournment

The Regular Board of Education Meeting adjourned at 6:22 PM.

Motion to adjourn Passed with a motion by Beth Merrigan and a second by Tory Schwartz.

Mark Lang: Yea, Beth Merrigan: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

Scottsbluff Star★Herald.com

PO Box 1709
Scottsbluff, NE 69363

AFFIDAVIT OF PUBLICATION

State of Florida, County of Broward, ss:

Anjana Bhadoriya, being first duly sworn, deposes and says: That (s)he is a duly authorized signatory of Column Software, PBC, duly authorized agent of Scottsbluff Star-Herald, a legal newspaper of general circulation, published daily except Mondays, at Scottsbluff, Scotts Bluff County, Nebraska; does hereby certify that the attached Notice was published in Scottsbluff Star-Herald and may be viewed online at starherald.com for not additional cost or registration and that the notice hereto attached and which forms a part of this affidavit was Published in said paper, and that said notice was published in the regular and entire issues and every number of the paper on the days mentioned, the same being the corresponding day of each week during the period of time of publication and that said notice was published in the newspaper proper and not in the supplement, with insertion date(s) having been on:

Aug. 8, 2026

Anjana Bhadoriya

(Signed)______________________________

VERIFICATION

State of Florida
County of Broward

NOTARY PUBLIC STATE OF FLORIDA

SHERI SMITH
Notary Public - State of Florida
Commission # HH804448
Expires on May 31, 2030

Subscribed in my presence and sworn to before me on this: 08/10/2026

S Smith

Notary Public

Printers Fee: **$12.00**
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Notarized remotely online using communication technology via Proof.

NOTICE IS HEREBY GIVEN that a Regular Meeting of the Board of Education for the School District of Scottsbluff, in the county of Scotts Bluff, in the State of Nebraska, will be held at 6:00 P.M. on Monday, August 10th, 2026, at Scottsbluff High School, 313 East 27th Street, Scottsbluff, NE 69361 and via virtual meeting.
The meeting agenda, kept continuously current, is available for inspection on the website www.sbps.net. Agenda items may be subject to Closed Session. Agenda items are subject to change up until 24 hours prior to the meeting. Sequence of the agenda may be adjusted, please attend the entire meeting.
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Scottsbluff, NE
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Scottsbluff Board of Education Regular Meeting
Monday, July 13, 2026 6:00 PM

Scottsbluff High School Board Meeting Room
313 E 27th Street
Scottsbluff, Nebraska 69361

Mark Lang:	Absent
Beth Merrigan:	Present
Robert Polk:	Present
Scott Reisig:	Present
Tory Schwartz:	Present
Paul Snyder:	Present

1. Opening Procedures
The Regular Board of Education Meeting was called to order at 6:00 PM by Board President Scott Reisig.

1.a. Call to Order

1.b. Roll Call

1.c. Excuse Absent Member(s)
Motion to excuse absent member Mark Lang Passed with a motion by Robert Polk and a second by Paul Snyder.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

2. Pledge of Allegiance

3. Open Meetings Law
This meeting was held in accordance with the Open Meetings Act. Notice of this meeting was published in the Star-Herald on Saturday, July 11, 2026, and on the Scottsbluff Public Schools website on Wednesday, July 8, 2026.

4. Consent Agenda
Motion to accept the Consent Agenda Passed with a motion by Tory Schwartz and a second by Beth Merrigan.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

4.a. Adopt Agenda

4.b. Approval of Jana Mason as the Title IX Coordinator for Employees and Others

4.c. Approve Minutes as follows:

4.c.1. June 8, 2026

5. Expenditures

5.a. Expenditures, without Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C.:
$1,592,173.59

Motion to approve the expenditures without Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C. for the amount of $1,592,173.59 Passed with a motion by Robert Polk and a second by Beth Merrigan.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

5.b. Expenditures for Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C.: $50.00
Motion to approve the expenditures for Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C. for the amount of $50.00 Passed with a motion by Tory Schwartz and a second by Beth Merrigan.
Paul Snyder: Abstain (With Conflict), Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea

6. Public Comment - a total of 120 minutes will be allotted (no more than 5 minutes per speaker). There were no members of the public present who wished to address the Board of Education.

7. Unfinished Business

7.a. Board Policy Additions, Revisions, and Removals - Second Reading
Motion to approve the addition of Board Policy 3129 - "Insurance Management (Risk Management)" and Policy 5003.1 - "Acceptance of External High School Credits," the revisions to Board Policy Revisions - Policy 1110 - "Bulletin Boards, Display Case, and Posted Material," Policy 1310 - "Gifts to the School District," Policy 3130 - "Purchasing Policies," Policy 3133 - "Approval of Change Orders," Policy 3560 - "Records Management and Disposition," Policy 4115 - "Certificated Employee Continued Education Credit," Policy 5004 - "Full-time and Part-time Enrollment," Policy 5005 - "Student Residence, Admission, and Contracting for Educational Services," Policy 5006 - "Option Enrollment," Policy 5006.1 - "Option Enrollment Resolution," Policy 5008 - "Attendance," Policy 5101 - "Student Discipline," Policy 5205 - "Graduation," Policy 5417 - "School Wellness Policy," Policy 7020 - "Guidelines for Building or Remodeling Facilities," Policy 7060 - "Design-Build," Policy 8140 - "Annual Organizational Meeting," Policy 8231 - "Reimbursement and Miscellaneous Expenditures" and Policy 8342 - "Designated Method of Giving Notice of Meetings," and the removal of Board Policy 3550 - "Rebates to School Personnel" and Policy 3601 - "Gifts to Employees." Passed with a motion by Paul Snyder and a second by Robert Polk.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

7.a.1. Board Policy Additions - Policy 3129 - “Insurance Management (Risk Management)” and Policy 5003.1 - “Acceptance of External High School Credits”

7.a.2. Board Policy Revisions - Policy 1110 - “Bulletin Boards, Display Case, and Posted Material,” Policy 1310 - “Gifts to the School District,” Policy 3130 - “Purchasing Policies,” Policy 3133 - “Approval of Change Orders,” Policy 3560 - “Records Management and Disposition,” Policy 4115 - “Certificated Employee Continued Education Credit,” Policy 5004 - “Full-time and Part-time Enrollment,” Policy 5005 - “Student Residence, Admission, and Contracting for Educational Services,” Policy 5006 - “Option Enrollment,” Policy 5006.1 - “Option Enrollment Resolution,” Policy 5008 - “Attendance,” Policy 5101 - “Student Discipline,” Policy 5205 - “Graduation,” Policy 5417 - “School Wellness Policy,” Policy 7020 - “Guidelines for Building or Remodeling Facilities,” Policy 7060 - “Design-Build,” Policy 8140 - “Annual Organizational Meeting,” Policy 8231 - “Reimbursement and Miscellaneous Expenditures” and Policy 8342 - “Designated Method of Giving Notice of Meetings”

7.a.3. Board Policy Removals - Policy 3550 - “Rebates to School Personnel” and Policy 3601 - “Gifts to Employees”

8. New Business

8.a. Coaching Services - Girls Golf
Motion to approve the Coaching Services as presented above. Passed with a motion by Robert Polk and a second by Tory Schwartz.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.b. Bluffs Middle School Cafeteria Tables
Motion to approve awarding the Bluffs Middle School Cafeteria Tables to Carroll Seating Co. for $43,757.90. Passed with a motion by Beth Merrigan and a second by Tory Schwartz.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.c. 2000 MCI (Bearcat 1) Disposal
Motion to approve the disposal of the 2000 MCI Bus to Rich's Wrecking & Salvage for $2,000. Passed with a motion by Robert Polk and a second by Beth Merrigan.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.d. Real Estate Auctioneer
Motion to approve using Kraupie's Real Estate & Auctioneers for the sale of the 4.98 acres situated in PT SE 13-22-54, Scotts Bluff County (Parcel ID #0010229361) with a minimum bid amount of $50,000. Passed with a motion by Tory Schwartz and a second by Robert Polk.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.e. 2026-2027 Scottsbluff Public Schools Staff Handbook
Motion to approve the 2026-2027 Scottsbluff Public Schools Staff Handbook as presented. Passed with a motion by Paul Snyder and a second by Beth Merrigan.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.f. 2026-2027 Scottsbluff Public Schools Substitute Handbook
Motion to approve the 2026-2027 Scottsbluff Public Schools Substitute Handbook as presented. Passed with a motion by Robert Polk and a second by Beth Merrigan.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.g. 2026-2027 Bear Cub Preschool Parent-Student Handbook
Motion to approve the 2026-2027 Bear Cub Preschool Parent-Student Handbook as presented. Passed with a motion by Beth Merrigan and a second by Paul Snyder.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.h. 2026-2027 Elementary Parent-Student Handbook
Motion to approve the 2026-2027 Elementary Parent-Student Handbook as presented. Passed with a motion by Tory Schwartz and a second by Robert Polk.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.i. 2026-2027 Bluffs Middle School Parent-Student Handbook
Motion to approve the 2026-2027 Bluffs Middle School Parent-Student Handbook as presented. Passed with a motion by Paul Snyder and a second by Robert Polk.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.j. 2026-2027 Scottsbluff High School Parent-Student Handbook
Motion to approve the 2026-2027 Scottsbluff High School Parent-Student Handbook as presented. Passed with a motion by Robert Polk and a second by Tory Schwartz.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.k. 2026-2027 ReConnect Parent-Student Handbook
Motion to approve the 2026-2027 ReConnect Parent-Student Handbook as presented. Passed with a motion by Paul Snyder and a second by Beth Merrigan.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.l. SLM SLP Therapy Services LLC Contract
Motion to approve the contract with SLM SLP Therapy Services LLC to provide speech-language pathology services for Scottsbluff Public Schools. Passed with a motion by Robert Polk and a second by Beth Merrigan.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.m. 2026-2027 Scottsbluff Public Schools District Parent-Student Handbook
Motion to approve the 2026-2027 Scottsbluff Public Schools District Parent-Student Handbook as presented. Passed with a motion by Paul Snyder and a second by Tory Schwartz.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

8.n. Resolution Approving Staff Trainings
Motion to approve the Resolution as presented. Passed with a motion by Beth Merrigan and a second by Robert Polk.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

9. Reports and Proposals

9.a. Board Members
Board member Paul Snyder noted the preparation of handbooks requires a good deal of work and expressed his appreciation for the work put into them each year. Board member Rob Polk echoed Paul's comments.

9.b. Board Committee Reports

9.b.1. Curriculum & Instruction/Americanism Committee - Next Meeting: August 21, 2026 @ 11:30 AM
No report.

9.b.2. Facility Committee - Next Meeting: August 3, 2026 @ 11:00 AM
No report.

9.b.3. Finance Committee - Next Meeting: August 3, 2026 @ 12:30 PM
No report.

9.b.4. Policy Committee - Next Meeting: TBD
No report.

9.b.5. Student Services Committee - Next Meeting: August 20, 2026 @ 11:30 AM
No report.

9.c. From the Administrative Staff:

9.c.1. Executive Director of Curriculum and Instruction
No report.

9.c.2. Executive Director of Finance
No report.

9.c.3. Executive Director of Human Resources
No report.

9.c.4. Executive Director of Student Services
No report.

9.c.5. Superintendent
No report.

10. Future Meetings and Dates to Remember

10.a. August 6, 2026 - First Day for Staff

10.b. August 10, 2026 - Board of Education Meeting

10.c. August 13, 2026 - First Day of 2026-2027 School Year

11. Move into Closed Session

11.a. Move pursuant to Neb. Rev. Stat. § 84-1410, the Nebraska Open Meetings Act, that the Board of Education for Scottsbluff Public Schools go into Closed Session to include Superintendent Dr. Andrew Dick for the purpose of discussion of the evaluation of the job performance of the Superintendent, to prevent needless injury to the reputation of the Superintendent, and at the conclusion of the Closed Session, that the Superintendent’s evaluation instrument be immediately placed in his personnel file.
The Board of Education moved into Closed Session at 6:44 PM.
Motion that the Board of Education for Scottsbluff Public Schools will move into Closed Session to include Dr. Andrew Dick for the purpose of discussion of the evaluation of the job performance of the Superintendent, to prevent needless injury to the reputation of the Superintendent, and at the conclusion of the Closed Session, that the Superintendent's evaluation instrument be immediately placed in his personnel file. Passed with a motion by Tory Schwartz and a second by Paul Snyder.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

12. Exit Closed Session
The Board of Education exited Closed Session at 7:17 PM.

13. Adjournment
The Regular Board of Education Meeting was adjourned at 7:17 PM.
Motion to adjourn Passed with a motion by Tory Schwartz and a second by Beth Merrigan.
Beth Merrigan: Yea, Robert Polk: Yea, Scott Reisig: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

Scottsbluff Public Schools

Fund Balances

Fiscal Year: 2025-2026

Month: July
Year: 2026
Fund Type:

☐ Include Cash Balance
☐ FY End Report

Fund	Description	Beginning Balance	Revenue	Expense	Transfers	Fund Balance
01	GENERAL FUND	$17,988,903.40	$43,319,153.84	($45,969,669.93)	$0.00	$15,338,387.31
02	SPECIAL BUILDING FUND	$2,202,767.24	$1,629,135.02	($2,075,721.13)	$0.00	$1,756,181.13
03	SCHOOL LUNCH FUND	$2,065,946.88	$2,208,302.12	($2,158,637.26)	$0.00	$2,115,611.74
04	QUAL CAPITAL PURPOSE FUND	$655,604.79	$530,153.95	$0.00	$0.00	$1,185,758.74
05	ACTIVITY FUND	$538,233.60	$1,043,904.22	($1,078,207.47)	$0.00	$503,930.35
06	DEPRECIATION FUND	$1,910,241.24	$0.00	($1,073,592.86)	$0.00	$836,648.38
07	STUDENT FEE FUND	$31,092.42	$12,492.31	($6,229.74)	$0.00	$37,354.99
08	EMPLOYEE BENEFIT FUND	$39,576.41	$244,764.83	($268,148.43)	$0.00	$16,192.81
09	COOPERATIVE FUND	$51,199.71	$0.00	($4,005.52)	$0.00	$47,194.19
10	BOND FUND	$4,590,147.56	$2,274,850.42	($2,631,170.00)	$0.00	$4,233,827.98
	Grand Total:	$30,073,713.24	$51,262,756.71	($55,265,382.34)	$0.00	$26,071,087.62

End of Report

Revenue Report

☐ Summary Only   From Date: 7/1/2026   To Date: 7/31/2026

Fiscal Year: 2025-2026

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
Fund: 01 GENERAL FUND					
01.1.1030.102.0.000.00 ACCOUNTS RECEIVABLES	$0.00	$0.00	$714.08	($714.08)	0.00%
01.1.1110.100.0.000.00 LOCAL DISTRICT TAXES	$12,374,907.00	$88,674.56	$5,589,711.34	$6,785,195.66	54.83%
01.1.1115.100.0.000.00 CARLINE TAXES / DEBATE	$8,500.00	$0.00	$5,174.26	$3,325.74	39.13%
01.1.1120.100.0.000.00 PUBL POWER SALES TAX	$400,000.00	$15.76	$401,504.10	($1,504.10)	-0.38%
01.1.1125.100.0.000.00 MOTOR VEHICLE TAX	$1,495,000.00	$136,299.62	$1,333,757.11	$161,242.89	10.79%
01.1.1270.100.0.000.00 PRESCHOOL RECEIPTS	$120,000.00	$0.00	$121,351.00	($1,351.00)	-1.13%
01.1.1270.100.0.015.00 PRESCHOOL RECEIPTS	$0.00	$0.00	$173,990.74	($173,990.74)	0.00%
01.1.1270.102.0.000.00 PRESCHOOL RECEIPTS	$0.00	$0.00	($172.33)	$172.33	0.00%
01.1.1270.102.0.015.00 PRESCHOOL RECEIPTS	$0.00	$0.00	($85.96)	$85.96	0.00%
01.1.1271.100.0.015.00 PRESCHOOL RECEIPTS	$0.00	$0.00	$58,549.66	($58,549.66)	0.00%
01.1.1271.102.0.015.00 PRESCHOOL RECEIPTS	$0.00	$0.00	($202.10)	$202.10	0.00%
01.1.1410.100.0.000.00 INTEREST INVESTMENTS/DIGITAL GRAPHIC ART	$450,000.00	$93,616.32	$671,918.12	($221,918.12)	-49.32%
01.1.1610.100.0.000.00 LOCAL LICENSE FEES	$20,000.00	$0.00	$0.00	$20,000.00	100.00%
01.1.1810.100.0.050.00 AFTER SCHOOL PROGRAM	$0.00	$90.63	$11,403.45	($11,403.45)	0.00%
01.1.1810.100.0.060.00 AFTER SCHOOL PROGRAM	$0.00	$0.00	$21,349.86	($21,349.86)	0.00%
01.1.1810.100.0.080.00 AFTER SCHOOL PROGRAM	$0.00	$70.00	$10,404.30	($10,404.30)	0.00%
01.1.1810.102.0.050.00 AFTER SCHOOL PROGRAM	$0.00	$0.00	($88.89)	$88.89	0.00%
01.1.1810.102.0.060.00	$0.00	$0.00	($199.15)	$199.15	0.00%

Revenue Report

☐ Summary Only From Date: 7/1/2026 To Date: 7/31/2026

Fiscal Year: 2025-2026

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
AFTER SCHOOL PROGRAM					
01.1.1810.102.0.080.00	$0.00	$0.00	($3.71)	$3.71	0.00%
AFTER SCHOOL PROGRAM					
01.1.1820.100.0.015.00	$0.00	$0.00	($3,759.56)	$3,759.56	0.00%
PRESCHOOL BEFORE & AFTER SCHOOL CARE					
01.1.1910.100.0.000.00	$10,000.00	$1,200.00	$10,865.00	($865.00)	-8.65%
RENTAL - SCHOOL FACILITIES					
01.1.1925.100.0.000.00	$0.00	$0.00	$2,660.42	($2,660.42)	0.00%
GRANT FROM CORP & OTHER PRIVATE INTEREST					
01.1.1990.100.0.000.00	$35,000.00	$0.00	$0.00	$35,000.00	100.00%
OTHER LOCAL RECEIPTS					
01.1.2110.100.0.000.00	$200,000.00	$20,941.49	$207,455.93	($7,455.93)	-3.73%
COUNTY FINES & LICENSES					
01.1.3110.100.0.000.00	$18,426,446.00	$0.00	$18,105,475.00	$320,971.00	1.74%
STATE AID					
01.1.3110.100.0.015.00	$0.00	$0.00	$320,971.00	($320,971.00)	0.00%
STATE AID					
01.1.3120.100.0.000.00	$6,600,000.00	$0.00	$6,856,919.00	($256,919.00)	-3.89%
SPECIAL ED					
01.1.3125.100.0.000.00	$55,000.00	$0.00	$106,271.00	($51,271.00)	-93.22%
SPECIAL EDUC. TRANSPORTATION					
01.1.3130.100.0.000.00	$0.00	$86,116.79	$430,583.95	($430,583.95)	0.00%
HOMESTEAD EXEMPTION					
01.1.3131.100.0.000.00	$0.00	($1,495.23)	$4,037,967.65	($4,037,967.65)	0.00%
PROPERTY TAX CREDIT					
01.1.3133.100.0.000.00	$0.00	$0.00	$532.05	($532.05)	0.00%
NAMEPLATE CAPACITY TAX					
01.1.3135.100.0.000.00	$10,000.00	$0.00	$16,759.00	($6,759.00)	-67.59%
HIGH ABILITY LEARNERS					
01.1.3180.100.0.000.00	$55,000.00	$8,213.99	$42,929.54	$12,070.46	21.95%
PRO RATE MOTOR VECHICLE TAX					
01.1.3200.100.0.000.00	$750,000.00	$0.00	$755,807.97	($5,807.97)	-0.77%
STATE APPORTIONMENT					
01.1.3540.100.0.000.00	$200,000.00	$0.00	$217,981.78	($17,981.78)	-8.99%
STATE EARLY CHILDHOOD-STADIUM					
01.1.3541.100.0.000.00	$306,850.00	$0.00	$137,106.00	$169,744.00	55.32%

Revenue Report

☐ Summary Only From Date: 7/1/2026 To Date: 7/31/2026

Fiscal Year: 2025-2026

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
EARLY CHILDHOOD SIXPENCE					
01.1.3599.100.0.000.00	$0.00	$0.00	$631.47	($631.47)	0.00%
OTHER STATE CATEGORICAL PROGRAMS					
01.1.3990.100.0.000.00	$1,000.00	$0.00	$16,685.42	($15,685.42)	-1568.54%
OTHER STATE RECEIPTS					
01.1.3992.100.0.000.00	$0.00	$0.00	$15,000.00	($15,000.00)	0.00%
EDUCATION QUEST					
01.1.3996.100.0.000.00	$0.00	$0.00	$5,539.60	($5,539.60)	0.00%
ENGINEERING PATHWAYS ASP GRANT					
01.1.3997.100.0.000.00	$0.00	$0.00	$40,000.00	($40,000.00)	0.00%
LEVERAGE GRANT - ASP					
01.1.4200.100.0.000.00	$1,200,000.00	$0.00	$451,681.00	$748,319.00	62.36%
TITLE 1, PART A					
01.1.4212.100.0.000.00	$0.00	$0.00	$52,023.00	($52,023.00)	0.00%
TITLE I- SCHOOL WIDE					
01.1.4222.100.0.000.00	$22,500.00	$0.00	$25,392.00	($2,892.00)	-12.85%
MCKINNEY HOMELESS GRANT					
01.1.4301.100.0.000.00	$0.00	$0.00	$127,349.00	($127,349.00)	0.00%
COMPREHENSIVE LITERACY STATE DEVELOPMENT GRANT					
01.1.4310.100.0.000.00	$150,000.00	$0.00	$27,444.00	$122,556.00	81.70%
TITLE II, PART A					
01.1.4406.100.0.000.00	$20,896.00	$0.00	$1,412.00	$19,484.00	93.24%
IDEA PRESCHOOL BASE ALLOC					
01.1.4410.100.0.000.00	$822,938.00	$0.00	$403,869.00	$419,069.00	50.92%
IDEA/ENROLLMENT & POVERTY					
01.1.4412.100.0.000.00	$24,220.00	$0.00	$4,718.00	$19,502.00	80.52%
IDEA PART B PORPORTIONALTE SHARE					
01.1.4450.100.0.000.00	$200,000.00	$38,202.67	$552,879.57	($352,879.57)	-176.44%
M.I.P.S.					
01.1.4455.100.0.000.00	$200,000.00	$0.00	$0.00	$200,000.00	100.00%
MEDICAID CLAIM PROCESSING					
01.1.4528.100.0.000.00	$0.00	$0.00	$2,638.00	($2,638.00)	0.00%
TITLE III IE					
01.1.4700.100.0.000.00	$60,447.00	$0.00	$19,203.00	$41,244.00	68.23%
CARL PERKINS					
01.1.4910.100.0.000.00	$27,758.00	$6,294.00	$30,492.00	($2,734.00)	-9.85%

Account Number / Description		Budget	Range To Date	YTD	Uncollected Balance	% Remaining
INDIAN EDUCATION						
01.1.4925.100.0.000.00		$26,000.00	$0.00	$25,148.00	$852.00	3.28%
TITLE III ELL						
01.1.4967.100.0.000.00		$88,000.00	$0.00	$80,659.00	$7,341.00	8.34%
TITLE IV PART A						
01.1.4968.100.0.000.00		$0.00	$0.00	$150,000.00	($150,000.00)	0.00%
21ST CENTURY GRANT (TITLE IV, PART B)						
01.1.4968.100.1.060.00		$50,000.00	$0.00	$0.00	$50,000.00	100.00%
21ST CENTURY GRANT (TITLE IV, PART B)						
01.1.4968.100.1.070.00		$50,000.00	$0.00	$0.00	$50,000.00	100.00%
21ST CENTURY GRANT (TITLE IV, PART B)						
01.1.4968.100.1.080.00		$50,000.00	$0.00	$0.00	$50,000.00	100.00%
21ST CENTURY GRANT (TITLE IV, PART B)						
01.1.4988.100.0.000.00		$0.00	$0.00	$75,500.00	($75,500.00)	0.00%
ARP - ELO						
01.1.4988.100.1.000.00		$50,000.00	$0.00	$0.00	$50,000.00	100.00%
ARP - ELO						
01.1.4989.100.0.000.00		$0.00	$0.00	$1,075.00	($1,075.00)	0.00%
ARP - ELO SUMMER						
01.1.4992.100.0.000.00		$55,000.00	$0.00	$0.00	$55,000.00	100.00%
AFJROTC						
01.1.4995.100.0.000.00		$1,650,000.00	$319,323.55	$1,421,154.87	$228,845.13	13.87%
CATEGORICAL GRANTS						
01.1.5301.100.0.000.00		$0.00	$0.00	$275.00	($275.00)	0.00%
INSURANCE ADJUSTMENTS						
01.1.5400.100.0.000.00		$2,500.00	$750.00	$18,539.17	($16,039.17)	-641.57%
SALE OF PROPERTY						
01.1.5690.100.0.000.00		$25,000.00	$40.75	$124,244.13	($99,244.13)	-396.98%
OTHER NON-REVENUE RECEIPTS						
	Fund 01 Total:	$46,292,962.00	$798,354.90	$43,319,153.84	$2,973,808.16	6.42%
	Grand Total:	$46,292,962.00	$798,354.90	$43,319,153.84	$2,973,808.16	6.42%

End of Report

FOR BOARD REPORT : July 2026

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FUND	PAYROLL	AP DISBURSEMENTS	OTHER EXPENSES*	TOTAL
General	$ 3,033,994.36	$ 683,887.59	$ 701.71	$ 3,718,583.66
Special Building		$ 484,899.80	$ -	$ 484,899.80
Cafeteria		$ 38,954.77	$ -	$ 38,954.77
Qualified Capital Purpose Undertaking		$ -	$ -	$ -
Activities		$ 72,746.55	$ (16,201.52)	$ 56,545.03
Depreciation		$ 295,360.06	$ (154.00)	$ 295,206.06
Student Fee Fund		$ 175.80	$ -	$ 175.80
Employee Benefit Fund		$ 28,369.42	$ -	$ 28,369.42
Cooperative		$ 1,903.67	$ -	$ 1,903.67
Bond Fund		$ -	$ -	$ -
TOTALS				
GRAND TOTALS FOR July 2026	$ 3,033,994.36	$ 1,606,297.66	$ (15,653.81)	$ 4,624,638.21

*Includes Transfers

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Fund	Vendor	Description		Amount
01	21st Century Equipment	SUPPLIES	$	342.15
	A & O Grant Consulting	SERVICES	$	2,400.00
	ACCS Inc	SERVICES	$	81.00
	Alarm Security Technicians	SERVICES	$	205.00
	Allo Communications	UTILITIES	$	13,009.13
	AmericInn Lincoln South	TRAVEL EXPENSE	$	282.00
	Amy L Kicken	REIMBURSEMENT	$	27.12
	B & C Steel Corporation	SUPPLIES	$	202.78
	BCDM Architects	SERVICES	$	10,712.00
	Benzel, Lukas R	REIMBURSEMENT	$	40.00
	Black Hills Energy	UTILITIES	$	7,396.44
	Bluffs Facility Solutions	SUPPLIES	$	897.32
	Carahsoft Technology Corp	COMPUTER SOFTWARE	$	2,200.00
	Cardwell, Dana	REIMBURSEMENT	$	175.00
	CDW Government Inc	COMPUTER SOFTWARE	$	20,501.79
	Central Security Communication	SERVICES	$	42.00
	Century Business Products, Inc.	SERVICES	$	3,723.55
	CenturyLink	MISCELLANEOUS EXPENSES	$	517.24
	CEV Multimedia, Ltd.	SUPPLIES	$	1,575.00
	Chancellor, Brittni	REIMBURSEMENT	$	440.00
	Chimney Rock Public Power Dist	UTILITIES	$	1,351.41
	City of Gering	UTILITIES	$	81.65
	City of Scottsbluff	UTILITIES	$	13,779.48
	Column Software, PBC	MISCELLANEOUS EXPENSES	$	12.00
	Country Inn & Suites	TRAVEL EXPENSE	$	6,418.00
	Crossroads Music LLC	SUPPLIES	$	1,652.78
	Culligan of Scottsbluff	SUPPLIES	$	125.95
	Cutting Edge Curriculum, (CEC), Inc.	COMPUTER SOFTWARE	$	2,100.00
	DBC Irrigation Supply	SUPPLIES	$	2,137.05
	Dennis Supply Company	SUPPLIES	$	3,453.91
	DocuSign, Inc. Lockbox	COMPUTER SOFTWARE	$	8,799.05
	Douglas, Kelly and Ostdiek, P.C.	LEGAL SERVICES	$	362.50
	Durbin, Mary	REIMBURSEMENT	$	95.77
	Eakes Office Solutions	SUPPLIES	$	5,497.76
	Educational Service Unit #13 _9800	MISCELLANEOUS EXPENSES	$	67,667.29
	eDynamic Holdings LP	SUPPLIES	$	3,400.00
	ESEA Network	DUES & FEES	$	199.00
	ESU Coordinating Council	MISCELLANEOUS EXPENSES	$	5,506.90
	Everway, LLC	COMPUTER SOFTWARE	$	10,113.69
	Everyday Speech LLC	COMPUTER SOFTWARE	$	599.99
	Ewell Educational Services	COMPUTER SOFTWARE	$	850.00
	EXpress Toll	MISCELLANEOUS EXPENSES	$	36.80
	Fat Boys Tire and Auto	REPAIRS & MAINTENANCE	$	216.72
	FirstGroup America	SERVICES	$	133,687.99
	Fisher Well Service	SERVICES	$	13,858.00
	Floyd's Sales And Service	REPAIRS & MAINTENANCE	$	3,714.62
	Flyover Brewing Co	MISCELLANEOUS EXPENSES	$	441.00
	Fogle, Michael M	REIMBURSEMENT	$	120.57
	Follett Content Solutions, LLC	SUPPLIES	$	12.28
	Frank Parts Co	SUPPLIES	$	138.20
	GE Money Bank/Amazon	MISCELLANEOUS EXPENSES	$	6,662.17
	Generation Genius, Inc.	COMPUTER SOFTWARE	$	5,022.00
	Hampton Inn _13406	TRAVEL EXPENSE	$	338.30
	Harris, Adam	REIMBURSEMENT	$	169.80

Howard, Adriella	REIMBURSEMENT	$	73.95
Hugen, Hillari	REIMBURSEMENT	$	46.40
Hullinger Glass & Lock	SERVICES	$	28.00
INA Alert, Inc	MISCELLANEOUS EXPENSES	$	8,037.95
J W Pepper Of Minneapolis	SUPPLIES	$	75.00
journeyEd.com, Inc.	COMPUTER SOFTWARE	$	2,996.00
Kaseya US LLC dba Backupify LLC	COMPUTER SOFTWARE	$	1,825.57
LanguageUSA, Inc.	SERVICES	$	674.63
Lawayne Klein	LEASE	$	1,300.00
Livestockjudging.com	COMPUTER SOFTWARE	$	300.00
Logoz	SUPPLIES	$	156.00
Nebraska Council Of School Admin	DUES & FEES	$	380.00
Nebraska Dept of Education - ATP	DUES & FEES	$	500.00
Nebraska Public Power District	UTILITIES	$	54,349.16
Nippon Sanso Matheson, Inc	SUPPLIES	$	145.45
Northwest Pipe Fittings, Inc Of Scottsbl	SUPPLIES	$	33.33
NWEA	DUES & FEES	$	1,730.00
Ombudsman Educational Services, LTD	SERVICES	$	112,497.50
Options in Pyschology, LLC	SERVICES	$	450.00
Panhandle Cooperative Assn	SUPPLIES	$	69.00
Panhandle Dynamic Inc	SERVICES	$	810.00
Petersen, Meghan	REIMBURSEMENT	$	1,323.76
PFM Financial Services LLC	MISCELLANEOUS EXPENSES	$	43,019.97
Platte River Glass	REPAIRS & MAINTENANCE	$	300.00
PresenceLearning, Inc.	SERVICES	$	1,900.00
Pyramid School Products	SUPPLIES	$	170.85
Quadient Finance USA, Inc.	MISCELLANEOUS EXPENSES	$	1,000.00
Ramirez, Teri	MISCELLANEOUS EXPENSES	$	132.00
Rapid Fire Protection	SERVICES	$	6,479.55
RCI Group II LLC	EMPLOYEE BENEFITS	$	450.00
Reganis Auto Center	REPAIRS & MAINTENANCE	$	5,113.86
Regional West Medical Center	SERVICES	$	4,410.25
Rock, Brianna R	REIMBURSEMENT	$	440.00
Rock, Nathan Lock	REIMBURSEMENT	$	440.00
Rotherham, Cherokee	REIMBURSEMENT	$	704.32
Scottsbluff Country Club _28545	MISCELLANEOUS EXPENSES	$	5,000.00
Scottsbluff Landscaping	SERVICES	$	3,500.00
Shaggy Buffalo Carwash LLC	MISCELLANEOUS EXPENSES	$	50.00
Sherwin Williams Co	SUPPLIES	$	1,842.49
Skelcher, Betsy Elizabeth	REIMBURSEMENT	$	185.32
Snowie Shaved Ice	SUPPLIES	$	50.00
Spic & Span Cleaners	SUPPLIES	$	4,462.25
Sport & Fitness Inc.	MISCELLANEOUS EXPENSES	$	320.00
Staman, Jenise M	REIMBURSEMENT	$	56.12
State Of Nebraska Das Communications	SERVICES	$	317.87
Stukent, Inc.	SUPPLIES	$	6,440.00
TAESE/USU	INSERVICE	$	2,135.00
Teach Like a Champion	DUES & FEES	$	1,950.00
Teaching Strategies Inc	MISCELLANEOUS EXPENSES	$	7,517.00
Team Chevrolet	REPAIRS & MAINTENANCE	$	163.00
The Master Teacher, Inc.	SERVICES	$	18,433.00
The Musician's Choice, LLC	SUPPLIES	$	1,677.58
The Rock Pile	SUPPLIES	$	6.55
thyssenkrupp Elevator Corporation	SERVICES	$	5,036.19
T-Mobile USA Inc	MISCELLANEOUS EXPENSES	$	12.10

	Trane U.S. Inc	SERVICES	$	4,095.25
	Twin City Roofing Sheet Metal Inc.	SERVICES	$	291.05
	University of Nebraska - NCTA	MISCELLANEOUS EXPENSES	$	350.00
	Veritas Athletic Performance & Wellness	SERVICES	$	1,012.50
	Verizon Connect	SUPPLIES	$	150.55
	Verizon Wireless	COMMUNICATIONS	$	1,626.18
	Vistabeam	COMMUNICATIONS	$	300.00
	Waste Connection Of Ne, Inc.	UTILITIES	$	555.46
	Whiting Signs LLC	MISCELLANEOUS EXPENSES	$	200.00
	William H. Sadlier, Inc.	SUPPLIES	$	299.98
	WPCI	SERVICES	$	97.50
				Fund Total
02	Anderson & Shaw Construction, Inc.	SERVICES	$	480,069.05
	Avalis Wayfinding Solutions	SUPPLIES	$	927.00
	JEO Consulting Group, Inc	SERVICES	$	3,903.75
				Fund Total
03	Mighty Ducts	SERVICES	$	2,975.00
	Northwest Pipe Fittings, Inc Of Scottsbl	SUPPLIES	$	188.29
	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	$	6,135.48
	Sodexo Operations, LLC	SERVICES	$	29,578.50
	Team Chevrolet	REPAIRS & MAINTENANCE	$	77.50
				Fund Total
05	Best Western Inn North Platte	TRAVEL EXPENSE	$	330.00
	BSN Sports LLC	SUPPLIES	$	7,160.00
	CMC Neptune LLC	MISCELLANEOUS EXPENSES	$	2,000.00
	Concordia University	DUES & FEES	$	3,410.00
	Country Inn & Suites	TRAVEL EXPENSE	$	564.00
	Crossroads Music LLC	SUPPLIES	$	299.00
	Foral, Leslie	REIMBURSEMENT	$	37.42
	GE Money Bank/Amazon	MISCELLANEOUS EXPENSES	$	488.46
	Gullion, Scott D	REIMBURSEMENT	$	943.12
	Holiday Inn Express - Lincoln South	TRAVEL EXPENSE	$	178.00
	Holiday Inn Kearney	TRAVEL EXPENSE	$	4,752.00
	Jostens - NEFF Company	MISCELLANEOUS EXPENSES	$	10,750.40
	Marketing Consultants	MISCELLANEOUS EXPENSES	$	1,200.00
	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	$	24,199.94
	Print Broker	SUPPLIES	$	1,515.00
	Purler Private Team Camps & Clinics	DUES & FEES	$	3,450.00
	Scottsbluff Screenprinting	SUPPLIES	$	5,593.00
	Sodexo Operations, LLC	SERVICES	$	308.81
	Sportboardz	SUPPLIES	$	88.00
	Varsity	SUPPLIES	$	3,679.40
	Youth Programs, Inc.	MISCELLANEOUS EXPENSES	$	1,800.00
				Fund Total
06	Anderson & Shaw Construction, Inc.	SERVICES	$	163,343.06
	Audio Enhancements Inc.	SUPPLIES	$	155.43
	Border States Industries, Inc.	SUPPLIES	$	344.00
	City of Gering	MISCELLANEOUS EXPENSES	$	742.70
	Clemens Carpet Mill Direct	SUPPLIES	$	5,660.12
	Electrical Engineering & Equip Co.	MISCELLANEOUS EXPENSES	$	16,451.86
	Frank Parts Co	SUPPLIES	$	28.79

	GE Money Bank/Amazon	MISCELLANEOUS EXPENSES	$	1,631.18
	Gorsuch & Sons Inc	SERVICES	$	32,713.89
	Grace Industries LLC	SERVICES	$	33,500.00
	Inteconnex LLC	MISCELLANEOUS EXPENSES	$	4,372.25
	JEO Consulting Group, Inc	SERVICES	$	1,068.75
	Johnson Hardware Company LLC	SUPPLIES	$	7,748.00
	Menards	SUPPLIES	$	271.68
	Northwest Pipe Fittings, Inc Of Scottsbl	SUPPLIES	$	124.48
	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	$	3,773.43
	Prairie Storage Containers	MISCELLANEOUS EXPENSES	$	150.00
	Sandberg Implement Inc	MISCELLANEOUS EXPENSES	$	325.00
	School Specialty	SUPPLIES	$	11,714.75
	Sherwin Williams Co	SUPPLIES	$	23.79
	The Rock Pile	SUPPLIES	$	127.70
	Thompson Glass Inc	SERVICES	$	8,874.00
	Virco	MISCELLANEOUS EXPENSES	$	2,215.20
				Fund Total
07	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	$	175.80
				Fund Total
08	Nebraska Dept of Labor Unemply	EMPLOYEE BENEFITS	$	9,100.00
	RCI Group II LLC	EMPLOYEE BENEFITS	$	19,269.42
				Fund Total
09	GE Money Bank/Amazon	MISCELLANEOUS EXPENSES	$	99.92
	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	$	1,803.75
				Fund Total
				July 2026 Total

$	683,887.59
$	484,899.80
$	38,954.77
$	72,746.55

$	295,360.06
$	175.80
$	28,369.42
$	1,903.67
$	**1,606,297.66**

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2025-2026 From Date:7/1/2026 To Date:7/31/2026

Account Mask: 01?????????????? **Account Type:** EXPENDITURE

☐ Print accounts with zero balance ☐ Include Inactive Accounts ☐ Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
01 - GENERAL FUND						
2 - EXPENSE						
105 - SUPERINTENDENT SALARY	$222,000.00	$19,166.67	$208,419.52	$19,166.66	($5,586.18)	102.52%
110 - NON INSTRUCTION WAGES	$3,957,738.86	$262,229.20	$3,772,233.40	$105,310.80	$80,194.66	97.97%
111 - SALARIES TEACHERS/PROFESSIONAL STAFF	$25,143,269.95	$2,033,357.66	$22,430,670.91	$2,038,239.83	$674,359.21	97.32%
112 - INSTRUCTIONAL AIDE WAGES	$3,200,392.67	$4,318.61	$2,889,326.22	$3,840.07	$307,226.38	90.40%
113 - SUBS	$15,600.00	$0.00	$1,350.00	$0.00	$14,250.00	8.65%
114 - SALARIES TECHNICAL STAFF	$329,742.00	$32,068.83	$316,264.72	$24,624.31	($11,147.03)	103.38%
116 - REGULAR NON CERTIFIED STAFF	$279,022.00	$47,536.15	$390,757.20	$49,379.56	($161,114.76)	157.74%
120 - NON INSTRUCTION TEMP WAGES	$171,043.00	$3,324.60	$112,217.53	$0.00	$58,825.47	65.61%
121 - SALARIES OF TEMP EMP PD TO TEACH/PROF	$461,356.74	$15,899.00	$586,729.88	$0.00	($125,373.14)	127.17%
125 - TEMPORARY HELP - ACT	$30,975.00	$0.00	$15,788.00	$0.00	$15,187.00	50.97%
130 - OVERTIME NON INSTRUCTION	$58,211.00	$2,013.56	$156,766.76	$0.00	($98,555.76)	269.31%
134 - OVERTIME TECHNICAL STAFF	$0.00	$1.73	$53.26	$0.00	($53.26)	0.00%
151 - CERTIFIED STIPENDS NEGOTIATED	$784,874.45	$85,786.31	$1,090,439.80	$83,084.03	($388,649.38)	149.52%
161 - CERTIFIED STIPENDS ADDITIONAL	$31,000.00	$60,099.85	$160,984.48	$708.33	($130,692.81)	521.59%
210 - GROUP INSURANCE	$28,986.82	$1,966.77	$28,338.78	$788.27	($140.23)	100.48%
211 - GROUP INSURANCE FOR TEACHERS/PROF STAFF	$184,163.69	$14,390.86	$158,716.58	$14,351.07	$11,096.04	93.97%
212 - GROUP INSURANCE INSTRUCTIONAL AIDES/ASSTS	$23,453.45	$27.23	$20,157.34	$26.88	$3,269.23	86.06%
214 - GROUP INSURANCE TEHNCIAL STAFF	$2,473.07	$240.53	$2,385.75	$184.68	($97.36)	103.94%
215 - GROUP INSURANCE SUPERINTENDENTS	$1,665.00	$143.75	$1,531.25	$143.75	($10.00)	100.60%
216 - GROUP INSURANCE NON CERT PROF STAFF	$2,092.67	$370.35	$3,059.75	$370.35	($1,337.43)	163.91%
220 - FICA SS	$317,240.93	$19,580.62	$289,599.24	$7,792.33	$19,849.36	93.74%
221 - FICA SS TEACHERS	$2,776,771.20	$157,218.22	$1,731,872.66	$150,207.65	$894,690.89	67.78%
222 - FICA SS INSTRUCTIONAL AIDES/ASSTS	$247,742.49	$300.90	$218,812.57	$268.47	$28,661.45	88.43%
223 - FICA SS SUBSTITUTE TEACHERS	$0.00	$0.00	$103.41	$0.00	($103.41)	0.00%
224 - FICA SS TECHNICAL STAFF	$25,225.28	$2,392.26	$23,432.90	$1,834.13	($41.75)	100.17%
225 - FICA SS SUPERINTENDENTS	$17,085.00	$1,439.85	$12,996.91	$1,439.85	$2,648.24	84.50%
226 - FICA SS PROF NON CERT STAFF	$21,345.20	$3,496.26	$28,561.55	$3,496.26	($10,712.61)	150.19%
230 - RETIREMENT CONTRIBUTIONS	$320,910.05	$19,291.13	$311,254.31	$7,593.73	$2,062.01	99.36%
231 - RETIREMENT TEACHERS/PROF STAFF	$1,892,588.27	$145,950.97	$1,718,752.66	$139,366.62	$34,468.99	98.18%
232 - RETIREMENT INSTRUCTIONAL AIDES/ASSTS	$261,668.02	$265.94	$229,810.44	$262.39	$31,595.19	87.93%
234 - RETIREMENT TECHNICAL STAFF	$26,643.15	$2,348.36	$25,315.53	$1,803.10	($475.48)	101.78%
235 - RETIREMENT SUPERINTENDENTS	$16,273.63	$1,403.48	$16,361.18	$1,403.48	($1,491.03)	109.16%

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2025-2026 From Date:7/1/2026 To Date:7/31/2026

Account Mask: 01?????????????? **Account Type:** EXPENDITURE

☐ Print accounts with zero balance ☐ Include Inactive Accounts ☐ Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
236 - RETIREMENT PROF NON CERT STAFF	$22,544.98	$3,615.81	$32,588.92	$3,615.81	($13,659.75)	160.59%
240 - ON BEHALF OF	$278,775.00	$0.00	$4,343.00	$0.00	$274,432.00	1.56%
251 - TUITION REIMBURSEMENT TEACHERS/PROF STAFF	$0.00	$0.00	$9,707.54	$0.00	($9,707.54)	0.00%
260 - UNEMPLOYMENT NON INSTRUCTION	$13,368.87	$826.90	$12,819.37	$731.35	($181.85)	101.36%
280 - HEALTH BENEFITS-NON INSTRUCTIONAL	$10,179.84	$13,630.99	$177,658.30	$3,797.64	($171,276.10)	1782.50%
281 - HEALTH BENEFITS-TEACHERS/PROFESSIONAL STAFF	$1,117,066.47	$71,561.64	$818,584.90	$71,769.38	$226,712.19	79.70%
282 - HEALTH BENEFITS-INSTRUCTIONAL AIDES/ASSISTANTS	$550,000.00	$0.00	$114,447.52	$0.00	$435,552.48	20.81%
284 - HEALTH BENEFITS-IT SUPPORT STAFF	$0.00	$1,073.86	$6,980.09	$1,073.86	($8,053.95)	0.00%
286 - HEALTH BENEFITS-PROFESSIONAL NON CERTIFIED STAFF	$6,107.88	$3,132.09	$34,452.99	$3,132.09	($31,477.20)	615.35%
291 - OTHER BENEFITS TEACHERS/PROF STAFF	$10,500.00	$450.00	$18,224.71	$0.00	($7,724.71)	173.57%
310 - PROFESSIONAL & TECHNICAL SERVICES	$11,600.00	$0.00	$0.00	$0.00	$11,600.00	0.00%
312 - REPAIRS	$62,130.00	$1,353.78	$5,906.08	$435.00	$55,788.92	10.21%
314 - INSERVICE	$214,245.00	$4,388.76	$82,732.49	$83.86	$131,428.65	38.65%
315 - ACCOUNTING & AUDITING SERVICES	$32,050.00	$0.00	$34,000.00	$0.00	($1,950.00)	106.08%
316 - DATA PROCESSING	$6,000.00	$0.00	$11,120.00	$0.00	($5,120.00)	185.33%
317 - LEGAL SERVICES	$68,250.00	$362.50	$46,483.30	$0.00	$21,766.70	68.11%
318 - CONTRACTED OR SECURED SERVICES	$340,808.75	$4,896.70	$78,857.12	$0.00	$261,951.63	23.14%
319 - OTHER PROFESSIONAL & TECHNICAL SERVICES	$826,423.00	$85,559.66	$932,764.20	$31,446.59	($137,787.79)	116.67%
320 - PROFESSIONAL EDUCATIONAL SERVICES	$0.00	$2,791.85	$26,557.85	$0.00	($26,557.85)	0.00%
321 - FUEL	$361,200.00	$7,396.44	$172,318.68	$0.00	$188,881.32	47.71%
322 - ELECTRICITY	$562,675.00	$55,700.57	$619,159.62	$358.41	($56,843.03)	110.10%
323 - WATER & SEWER	$91,350.00	$5,992.40	$76,437.45	$12,105.16	$2,807.39	96.93%
325 - GARBAGE	$98,700.00	$3,924.19	$101,654.04	$9,469.29	($12,423.33)	112.59%
327 - RENTALS OR LEASES	$210,750.00	$13,816.85	$58,865.33	$5,534.50	$146,350.17	30.56%
328 - PROPERTY INSURANCE	$697,305.00	$0.00	$0.00	$0.00	$697,305.00	0.00%
330 - EMPLOYEE TRAINING AND DEVELOPMENT	$94,000.00	$0.00	$20,592.78	$0.00	$73,407.22	21.91%
331 - CONTRACTED PUPIL TRANSPORTATION	$1,228,363.00	$122,016.71	$1,075,247.18	$0.00	$153,115.82	87.53%
332 - MILEAGE TO PARENTS	$3,875.00	$0.00	$277.00	$0.00	$3,598.00	7.15%
336 - GAS & OIL	$187,333.00	$16,713.97	$155,890.07	$4,082.46	$27,360.47	85.39%
337 - TIRES & PARTS	$12,961.00	$27.03	$17,399.92	$0.00	($4,438.92)	134.25%
338 - REPAIRS & MAINTENANCE TO VEHICLES	$76,742.00	$9,531.69	$55,462.54	$0.00	$21,279.46	72.27%
340 - LIABILITY INSURANCE	$2,625.00	$0.00	$0.00	$0.00	$2,625.00	0.00%
350 - ADVERTISING & PRINTING	$28,295.00	$179.65	$10,616.30	$0.00	$17,678.70	37.52%
363 - TUITION PAID-OTHER	$65,000.00	$115,864.50	$527,135.50	$0.00	($462,135.50)	810.98%

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2025-2026 From Date:7/1/2026 To Date:7/31/2026

Account Mask: 01????????????? **Account Type:** EXPENDITURE

☐ Print accounts with zero balance ☐ Include Inactive Accounts ☐ Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
370 - TUITION PAID-SPED	$611,500.00	$61,519.67	$446,783.49	$0.00	$164,716.51	73.06%
380 - COMMUNICATIONS	$131,375.00	$16,016.82	$149,311.57	$13,301.64	($31,238.21)	123.78%
381 - POSTAGE	$22,169.98	$13.70	$14,373.69	$0.00	$7,796.29	64.83%
382 - DISTANCE ED & TELECOMMUNICATIONS	$34,420.00	$3,726.60	$23,861.53	$0.00	$10,558.47	69.32%
390 - OTHER PURCHASED SERVICES	$51,615.00	$0.00	$6,890.00	$0.00	$44,725.00	13.35%
391 - COPY SERVICE-BUILDINGS	$1,320.00	$0.00	$467.99	$0.00	$852.01	35.45%
395 - SUBAWARDS/SUBCONTRACTS	$60,000.00	$0.00	$0.00	$0.00	$60,000.00	0.00%
398 - SUBAWARDS/SUBCONTRACTS	$15,000.00	$381.00	$18,739.00	$0.00	($3,739.00)	124.93%
399 - SUBAWARDS/SUBCONTRACTS	$16,000.00	$2,400.00	$21,200.00	$4,200.00	($9,400.00)	158.75%
400 - SUPPLIES & MATERIALS	$10,000.00	$0.00	$0.00	$0.00	$10,000.00	0.00%
410 - SUPPLIES	$1,117,976.42	$58,046.74	$762,272.42	$49,203.65	$306,500.35	72.58%
411 - TAXES	$6,150.00	$0.00	$0.00	$0.00	$6,150.00	0.00%
415 - ANNUAL PURCHASE SUPPLIES	$240,243.93	$6,429.72	$236,143.03	$2,932.31	$1,168.59	99.51%
420 - TEXTBOOKS	$379,155.00	$2,015.16	$525,618.21	$28,173.89	($174,637.10)	146.06%
425 - E-BOOKS	$0.00	$3,555.00	$6,210.00	$0.00	($6,210.00)	0.00%
430 - LIBRARY BOOKS	$19,102.69	$12.28	$27,856.28	$539.12	($9,292.71)	148.65%
440 - PERIODICALS	$19,726.00	$419.53	$1,206.93	$0.00	$18,519.07	6.12%
450 - AUDIO-VISUAL MATERIALS	$5,100.00	$0.00	$0.00	$0.00	$5,100.00	0.00%
460 - COMPUTER HARDWARE < 5000	$283,925.00	$4,370.42	$403,915.22	$92,934.68	($212,924.90)	174.99%
465 - COMPUTER SOFTWARE	$277,534.00	$54,322.19	$500,350.21	$7,967.50	($230,783.71)	183.16%
466 - COMPUTER SOFTWARE	$8,000.00	$0.00	$0.00	$0.00	$8,000.00	0.00%
467 - COMPUTER SOFTWARE	$76,400.00	$0.00	$4,467.87	$0.00	$71,932.13	5.85%
470 - FOOD	$50,000.00	$0.00	$67,966.80	$0.00	($17,966.80)	135.93%
475 - FEE WAIVER	$15,250.00	$0.00	$3,430.00	$0.00	$11,820.00	22.49%
480 - FURNITURE & EQUIPMENT <$5000	$22,027.00	$961.99	$48,972.57	$0.00	($26,945.57)	222.33%
520 - BUILDING, ACQUISITION IMPROVEMENT	$183,750.00	$0.00	$0.00	$0.00	$183,750.00	0.00%
530 - FURNITURE & EQUIPMENT	$413,890.00	$456.92	$6,293.62	$0.00	$407,596.38	1.52%
550 - VEHICLE ACQUISITION	$160,000.00	$0.00	$113,518.00	$0.00	$46,482.00	70.95%
560 - COMPUTER HARDWARE	$185,950.00	$0.00	$858.00	$0.00	$185,092.00	0.46%
563 - INSURANCE PAYMENTS	$2,625.00	$0.00	$0.00	$0.00	$2,625.00	0.00%
630 - DUES & FEES	$103,200.00	$3,201.94	$44,274.75	$392.00	$58,533.25	43.28%
670 - TRAVEL EXPENSE & MILEAGE	$558,024.40	$15,572.65	$482,688.21	$6,703.47	$68,632.72	87.70%
671 - PROFESSIONAL DEVELOPMENT	$10,000.00	$388.46	$821.32	$0.00	$9,178.68	8.21%
672 - PROFESSIONAL DEV TRAVEL	$5,000.00	$0.00	$0.00	$0.00	$5,000.00	0.00%
673 - PROFESSIONAL DEV TRAVEL	$5,000.00	$0.00	$0.00	$0.00	$5,000.00	0.00%

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2025-2026 From Date:7/1/2026 To Date:7/31/2026

Account Mask: 01??????????????? **Account Type:** EXPENDITURE

☐ Print accounts with zero balance ☐ Include Inactive Accounts ☐ Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
674 - PROFESSIONAL DEV TRAVEL	$1,000.00	$0.00	$0.00	$0.00	$1,000.00	0.00%
675 - FIELD TRIPS	$32,429.00	$0.00	$22,620.95	$0.00	$9,808.05	69.76%
679 - PROFESSIONAL DEV	$10,000.00	$0.00	$0.00	$0.00	$10,000.00	0.00%
680 - PROFESSIONAL DEV	$10,000.00	$0.00	$0.00	$0.00	$10,000.00	0.00%
690 - MISCELLANEOUS EXPENSES	$106,103.00	$3,334.68	$62,599.64	$3,015.77	$40,487.59	61.84%
695 - FAMILY INVOLVEMENT	$8,750.00	$0.00	$38.91	$0.00	$8,711.09	0.44%
999 - CREDIT FOR USE	($173,094.00)	$0.00	($326,429.55)	$0.00	$153,335.55	188.59%
01 - GENERAL FUND Total:	$53,239,394.80	$3,718,583.66	$45,969,669.94	$3,012,686.03	$4,257,038.83	92.00%

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2025-2026 From Date:7/1/2026 To Date:7/31/2026

Account Mask: 01??????????????? **Account Type:** EXPENDITURE

☐ Print accounts with zero balance ☐ Include Inactive Accounts ☐ Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
Grand Total:	$53,239,394.80	$3,718,583.66	$45,969,669.94	$3,012,686.03	$4,257,038.83	92.00%

End of Report

RESOLUTION

BE IT RESOLVED by the Board of Education of Scotts Bluff County School District Number 79-0032, a/k/a Scottsbluff Public Schools, that any existing early retirement incentive program or policy for this School District should be, and is hereby, repealed, effective immediately, upon the passage of this Resolution, and that the following terms and conditions will be implemented for the 2026-2027 school year:

1. Any certified employee who submits a letter of retirement, effective at the end of the 2026-2027 school year, to the Superintendent by December 4, 2026, contingent on Board approval at or before the December Board Meeting, shall receive both (1) their payout of sick days during the regular June payroll and (2) a $1,000.00 stipend in recognition for their contributions and service to the District.

2. Any certified employee who submits a letter of retirement, effective at the end of the 2026-2027 school year, to the Superintendent by January 4, 2027 contingent on Board approval at the January Board Meeting, shall receive both (1) their payout of sick days during the regular June payroll and (2) a $750.00 stipend in recognition for their contributions and service to the District.

3. Any certified employee who submits a letter of retirement, effective at the end of the 2026-2027, school year, to the Superintendent by February 5, 2027, contingent on Board approval at the February Board Meeting, shall receive both (1) their payout of sick days during the regular June payroll and (2) a $500.00 stipend in recognition for their contributions and service to the District.

4. Any certified employee who submits a letter of retirement, effective at the end of the 2026-2027 school year, to the Superintendent after February 5, 2027, shall only receive their payout of sick days during the regular August payroll.

The Executive Director of Human Resources shall track and administer the implementation of this program, and no employee shall be entitled to any benefits or claims under such program or policy unless the Executive Director of Human Resources determines that the certified employee qualifies for such benefits. No employee is entitled to more than a $1,000.00 stipend, and any employee who has been notified of possible nonrenewal, cancellation, or termination shall not be eligible for any benefits. This program, including all of its benefits and claims, shall expire and be, and hereby are, repealed without further action of this Board of Education as of and effective on August 31, 2027.

The foregoing Resolution having been read in its entirety, Member ______________________ moved for its passage and adoption. Member ______________________ seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution: ____
____.

The following members voted against the same: ____
____.

The following members were absent or not voting: ____
____.

The above Resolution, having been consented to and approved by a majority of the quorum of the Board of Education of this School District, was declared as duly passed and adopted, with all provisions thereof being effective immediately, at a duly called and lawfully held meeting of this School District in full compliance with the Nebraska Open Meetings Law.

DATED this ___ day of _____________, 2026

SCOTTSBLUFF PUBLIC SCHOOLS

BY: ____________________________________
President

ATTEST:

____
Secretary

Scottsbluff Public Schools – Salaried Compensation Procedures

At-Will Employment, Assignment, and Work Days: Salaried employees are employed on an "at-will" basis and compensated on a salary per FLSA regulations. All salaried employees are employed on a 12 month basis with the exception of home visitors, who are not required to work during Winter Break, and those positions otherwise noted in Item #7 on Page 3.

Control Standards for Compensation
Steps for the process:

1. Probation periods will be three months and can be renewed if needed.
2. Salaried placement criteria for moves, promotions, or new hires:
    a. After probation, a salary increase may occur no more than 10% of the initial placement.
    b. No employee may be compensated outside this range.
    c. Ranges will be evaluated by the every 2 years. The EDOHR will perform a community, external, and internal District comparability study and recommend changes to the Superintendent. Superintendent will have final determination on pay ranges.
    d. Licensed Mental Health Practitioners hired after August 1, 2025 and are in a grant funded position and School Social Workers shall be placed on the Scottsbluff Education Association's (SEA) salary schedule plus $10,000 and shall advance on the salary schedule as per Board Policy 4114.
3. Negotiations with the SEA will determine the annual salary increase for classified salaried staff. In the event an employee is outside their range, the employee will receive the lower of the SEA negotiated increase or the cost-of-living adjustment (COLA).
4. Employees requesting movement to a lower salaried position, when approved, will be moved to the midpoint of the lower salary pay grade.
5. Employees moved by the District to a lower salaried position will remain at their current pay for a period no more than 180 days and then placed at the midpoint of the new position.
6. A position/compensation review may be requested due to job requirement modifications, additions to duties and responsibilities, or on the basis of a salary survey or comparability study in support of a salary increase for an individual employee or a specific position group.

    - Positions eligible for review cannot be included in any negotiated agreement, salary schedule, or established employee group, e.g., SSCA, SEA, or Administrator.

- This process only applies to recommendations for an increase in compensation. Changes in job description not justifying an increase or those resulting in a downgrade or reduction in compensation are not included in this process.

In and of itself, a revision in job description and responsibilities may or may not result in an increase in compensation. An employee’s pay after a review process will be considered in relation to internal equity and external market equity; the complexity and/or scope of duties and responsibility; and the relative significance the completion of the position’s responsibilities contributes to the overall well-being of District goals.

Position and compensation reviews will occur (as needed) twice per year: August and February (with submission deadlines of August 15th and February 15th). Any August adjustments will become effective in September and February adjustments will begin in March. No adjustments will be retroactive. An individual employee or position will be reviewed, at most, twice in any three-year period.

The request for review must be made by the supervisor/manager responsible for the position. To initiate a request for such a review, the supervisor/manager should complete the Position Review and Request Form, Appendix A, with approval signatures. This form may be initiated by the staff member to their supervisor or by the supervisor and should be submitted to the Executive Director of Human Resources and the Superintendent (with the understanding that these two individuals may initiate a review of their direct reports, as well). This request form must be submitted by August 15th and February 15th to be eligible for each of the designated review periods.

Upon submission, all requests will be reviewed and decided by a committee made up of the Superintendent, the Executive Directors, and one Board member (or a group of similar composition – always to include Board representation - to be determined by the Superintendent). The employee’s direct supervisor will also be included in the review process for that employee.

7.

Group I	After School Programming Supervisor (209 days) Community Outreach & Homeless Liaison (209 days) Foundation Director (.75 FTE) School Outreach Liaison (209 days) Sixpence Coordinator Sixpence Home Visitor
Group II	Accounts Payable/Analyst Campus Supervisor Lead Database Analyst Family Community Navigator (219 days) Financial Analyst/Payroll Human Resources Benefit Coordinator Integrated Systems Technician Licensed Mental Health Practitioner (189 days)* School Social Worker (189 days) Student Success Facilitator (219 days) Student Services Administrative Assistant Systems Administrator
Group III	Head Custodian Maintenance Supervisor Network Engineer Secretary to the Superintendent & BOE Senior Database Analyst Senior Financial Analyst/Payroll
Group IV	Director of Communications Director of Facilities Director of Information Technology Director of Safety & Security Executive Assistant to the Superintendent & BOE

*Hired on or after August 1, 2025 and in a grant funded position

Payment of Compensation: Each Salaried employee shall not be compensated for days when the employee is not required to report for duty (for example, a "snow day").

Overtime Pay: Most of the above positions are exempt from overtime. In times when FLSA (Fair Labor Standards Act) mandates overtime, the overtime pay must be paid at the rate of not less than 1.5 times the employee's regular rate of pay for all hours worked in excess of the maximum workweek. All hours paid but not worked do not count toward the forty-hour threshold for payment of overtime.

Education/Professional Development: Salary schedules have been developed taking into consideration education and/or work experience. Continued education and professional development are strongly encouraged.

Bilingual Stipend: A $1,000/year stipend shall be paid to a maximum of five (5) individuals among the four groups within this document as determined by district administration. This stipend is a year-to-year determination and shall require the individual to interpret as called upon.

Benefits: Salaried staff shall be provided the following benefits or benefit opportunities:

Health and Dental Insurance: The School District has contracted with the Nebraska Educators' Health Alliance (EHA) to provide group health and dental insurance coverage (EHA Group Health & Dental Insurance Plan). The coverage provider and level of coverage shall be Blue Cross-Blue Shield of Nebraska, or another provider determined by the School District, $1,050 deductible or $2,500 deductible "Dual Choice" health insurance coverage with 100% A, 75% B, and 50% C dental insurance coverage, or the corresponding successor deductible established by EHA for the plan year in effect. The School District, in its discretion, may unilaterally elect to contract with a different group health and dental insurance carrier during the term of this contract or for subsequent contract years with the same or similar levels of coverage.

District Contribution: For all full-time (six (6) hours per day or more) Salaried personnel the School District shall contribute an amount equal to Sixty Percent (60%) of the cost of the monthly premium for the $1,050 deductible "Employee" level plan for each month the Employee is employed by the School District and continues to be enrolled in the EHA Group Health & Dental Insurance Plan. This amount may be modified should the District choose for the purpose of adjusting the provisions to avoid the Employer Mandate penalties of the "Patient Protection and Affordable Care Act" (PPACA). Eligible salaried personnel electing to participate in the EHA Group Health & Dental Insurance Plan may elect either the $1,050 deductible or $2,500 deductible coverage and pay the balance of the cost of the monthly premium for an "Employee" level plan not paid by the School District's contribution through the School District's Section 125 plan by signing of a wage reduction agreement to be executed prior to the beginning of any available enrollment period.

Long Term Disability Insurance: The Scottsbluff Public Schools will provide disability insurance to employees who are working at least twenty hours per week, that will commence upon exhaustion of sick leave days, regardless of how many or how few days were available to the employee. Long-term disability monthly payments are 66

2/3% of basic monthly earnings. The insurance is effective the first of the month following the hire date.

Life Insurance: The School District has contracted with an insurance company to provide and the School District shall pay, for all employees who are working at least twenty hours a week, the cost of term life insurance coverage in the amount of $15,000 on the life of the Salaried employee if under age 70 and in the amount of $7,500 on the life of the Salaried employee if age 70 or older, $3,000 for spouse, and $2,000 on the life of any dependents designated by the Salaried employee.

Leaves:

Group I, II, III, & IV Sick Leave: Salaried Staff will accrue annual sick leave at the beginning of each year at a rate of one (1) "work day" per each calendar month of service; a "work day" shall be defined as the budgeted number of hours per day the salaried employee is scheduled to work, and "sick leave time" shall be equivalent to the budgeted number of hours per day the salaried employee is scheduled to work. Sick leave shall be accumulated to a maximum of seventy-five (75) days. For example, if a salaried staff employee is employed three (3) hours per day, they would receive a sick day worth 3 hours per day. If a salaried staff employee is employed (6) hours per day, that employee would receive a six (6) hour sick day. Sick leave may be used for parental leave, illness, accident, injury or death of the employee's spouse, children and their spouses, parent, step-parent, parent-in-law, grandparents, siblings, grandchildren, and individuals living in the same household as the Salaried Staff; provided, that such paid leave shall not exceed five (5) days per occurrence as defined below. In the case of the death of a child/step-child or spouse, not more than fifteen (15) days per occurrence are allowed. For purposes of this paragraph, "occurrence" means an identified event (illness, injury, or death) reported by the Salaried Staff to an immediate supervisor.

All sick leave benefits cease upon termination of employment with Scottsbluff Public Schools.

Sick Leave Compensation at Resignation or by Qualified Permanent Disability: Qualified employees will be compensated for accumulated sick leave at resignation or retirement, or by qualified permanent disability as follows:

a. Resignation or Retirement: Upon Resignation or Retirement (age 55 minimum) with the School District, a Salaried Staff member having ten (10) years or more of continuous service to the School District in any capacity shall be paid for all accumulated sick leave days at a rate of $40 per sick day.

b. Disability: An employee who becomes permanently disabled, as qualified by a physician, without possibility of return to employment in this School District will be compensated for unused sick leave based on the following formula: Number of days accumulated x daily rate of pay x 100%.

Personal Leave: All Salaried staff budgeted to be on duty thirty (30) or more hours per week will be allowed two (2) personal days per contract year. Notification to the Salaried Staff's immediate supervisor shall be made as far in advance as possible, but at least a twenty-four (24) hour notification to the supervisor is necessary to utilize this day. Leave must be entered into Employee Access and be approved by the supervisor. It is not required that the purpose of the personal leave be included in the request. Leave may be used for a snow day, if available. Salaried Staff will be allowed to carry one (1) unused personal day to the next contract year with a maximum balance of three (3) personal days.

Holidays: Salaried Staff employed full-time (six (6) hours per day or more) for 12 months will receive eleven (11) paid holidays per year, and if employed 10 months per year, they will receive nine (9) paid holidays per year.

Holiday	10 month	12 month
July 4		X
Labor Day	X	X
Thanksgiving (2 days)	X	X
Christmas (2 days)	X	X
New Year's (2 days)	X	X
Easter/Spring Break	X (one day)	X (two days)
Memorial Day	X	X

Group I Vacation Leave: All Salaried Staff employed full-time (six (6) hours per day or more) for a period of 12 months per contract year shall accrue vacation leave at the rate of 15 days per year of continuous employment with a maximum carryover of 10 days.

Group II Vacation Leave: All Salaried Staff employed full-time (six (6) hours per day or more) for a period of 12 months per contract year shall accrue vacation leave at the rate of 15 days per year of continuous employment. Beginning with the 11th year of employment, vacation shall accrue at 20 days per year. Staff may elect to carry over up to 10 days of their annual vacation leave each year. Once an employee has reached 5 years of service as an employee of SBPS, they may elect to receive salary compensation for 5 days and carry over 5 unused days, subject to approval by the Superintendent.

Group III Vacation Leave: All Salaried Staff employed full-time (six (6) hours per day or more) for a period of 12 months per contract year shall accrue vacation leave at the rate of 18 days per year of continuous employment. Beginning with the 11th year of employment, vacation shall accrue at 23 days per year. Staff may elect to carry over up to 10 days of their annual vacation leave each year. Once an employee has reached 5 years of service as an employee of SBPS, they may elect to receive salary compensation for 5 days and carry over 5 unused days, subject to approval by the Superintendent.

Group IV Vacation Leave: All Salaried Staff employed full-time (six (6) hours per day or more) for a period of 12 months per contract year shall accrue vacation leave at the rate of 20 days per year of continuous employment. Beginning with the 11th year of employment, vacation shall accrue at 25 days per year. Staff may elect to carry over up to 10 days of their annual vacation leave each year. Once an employee has reached 3 years of service in their current role or 5 years of service as an employee of SBPS, they may elect to receive salary compensation for 5 days and carry over 5 unused days, subject to approval by the Superintendent.

POSITION/COMPENSATION REVIEW REQUEST FORM

Employee Name:	
Position Title:	
Department:	
Name and Title of Supervisor/Manager (Person completing this form):	
Replacement Position ☐**Yes** or ☐ **No** **New Position** ☐**Yes** or ☐ **No**	**(If yes) Anticipated start date:**
Length of yearly assignment: ☐**12-month** ☐ **11-month** ☐ **10-month** ☐ **9-month position** ☐ **Other** (please indicate):	
Current salary:	
Amount of recommended change:	
Summarize recommended adjustment to current salary, work year and/or benefits:	
Date of last review (if applicable):	
How has or will the expectations of this position change(d)?	
Indicate all factors that have <u>driven</u> this recommendation. ☐ **Changing organizational needs** ☐ **Personal employee initiative/skills/knowledge** ☐ **Organizational restructuring** ☐ **Creation of new position** ☐ **Staff member request** ☐ **Review of array and/or comparable market salaries** ☐ **Other** (please indicate): **Attach current version of job description and, if applicable, recommended changes.**	
Special Notes (if needed): While the available budget is typically the limit for setting the salary, what internal or external comparison data should be considered that help justify the compensation adjustment(s) you are recommending. Also, include any other factors that should be considered and were not addressed in other areas of this document.	

For HR Use Only	
Date of Review:	
Review Committee:	
Request Approved ☐ **Request Approved w/Modifications** ☐ **Request Denied** ☐	
Current compensation:	**New compensation:**
Special Notes (if needed)**:**	
Superintendent Signature:	
Executive Director of Human Resources:	

Business Office
Scottsbluff Public Schools

Memo

To: Dr. Andrew Dick and Scottsbluff Board of Education

From: Marianne Carlson, Executive Director of Finance

Date: August 10, 2026

Re: Property Disposal

Per Board Policy 3090, any sale of school property is contingent on approval of the Board of Education. We are recommending that we place the storage container currently out at Lake Minatare Elementary on the monthly sale for farm and ranch equipment that Kraupie's Real Estate & Auctioneers holds. The auction is scheduled to end on August 18th, and Kraupie's commission for the sale will be 7.5%.

Motion: Approve the auction of the storage container through Kraupies's Real Estate & Auctioneers.

Scottsbluff Public Schools
Facility Committee Meeting

August 3, 2026	
Attendance:	Rob Polk, Scott Reisig, Mark Lang, Andrew Dick, Travis Rickey, Nate Rock, Jeremy Behnke, Lukas Benzel, Jamie Wietfeld (BCDM), Nelson Link (BCDM), and Marianne Carlson

Facilities Condition Assessment Update	• Members of the BCDM team gave an update on their findings from the Facilities Condition Assessment
Rental Space – Monument Prevention Coalition	• Information given on a potential rental
Budget Update	• Valuation Information will be sent by August 20th • Property Tax Authority is $354K higher than prior year
Misc Projects	• Discussion of projects completed throughout the district and upcoming projects for the facility and maintenance team
BOE Updates	• Property Tax Savings Calculator • Emergency Operations Plan • Retirement Resolution • Classified Salaried Document • Disposal of Storage Container
Roundtable	• Future Meetings will be on the Tuesday before the board meeting with noted exceptions ○ Tuesday, September 8th at 12:30 pm ○ Tuesday, October 6th ○ Tuesday, November 3rd ○ Tuesday, December 8th

Scottsbluff Public Schools
Finance Committee Meeting

July 6, 2026	
Attendance:	Paul Snyder, Tory Schwartz, Beth Merrigan, Andrew Dick, Jana Mason, Justin Shaddick, Brittni Chancellor, Travis Rickey, Jamie Wietfeld (BCDM), Nelson Link (BCDM), and Marianne Carlson

Facilities Condition Assessment Update	• Members of the BCDM team gave an update on their findings from the Facilities Condition Assessment
Rental Space – Monument Prevention Coalition	• Information given on a potential rental
Budget Update	• Valuation Information will be sent by August 20th • Property Tax Authority is $354K higher than prior year
BOE Updates	• Property Tax Savings Calculator • Emergency Operations Plan • Retirement Resolution • Classified Salaried Document • Disposal of Storage Container
P-Card Expenditures and Cash Flows	• P-Card Expenditures for June were reviewed • Cash Flows as of July 31, 2026 were reviewed

Roundtable	• Future Meetings will be held on the Monday before the board meeting with noted exceptions
	  ○ Tuesday, September 8th at 11:00 am
	  ○ Monday, October 5th
	  ○ Monday, November 2nd
	  ○ Monday, December 7th