

Board of Education Regular Meeting
Red Willow School District #73-0017
McCook Public Schools
6:00 PM Monday, January 12, 2026
Junior High Conference Room
700 W 7th St
McCook, NE 69001

1. Call to Order

The Superintendent shall preside over the meeting until the new President is elected.

1.1. Roll Call

Attendance Taken on 1/12/2026 at 6:00 PM
Agenda Item: Roll Call

Regular Board

Scott Barger
Amanda Buhr
Brad Hays
Jesse Juenemann
Mike Langan
Charlie McPherson

1.2. Recognition of Open Meeting Law

1.3. Pledge of Allegiance

2. Election of Officers

The motions for the officer elections should read: I move that _____ be elected as _____ (name of office) to serve a term of one year, or until the person's successor is elected and qualified.

2.1. Nominations and election of the President

I move that Brad Hays be elected as President to serve a term of one year, or until the person's successor is elected and qualified. Passed with a motion by Scott Barger and a second by Charlie McPherson.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Mike Langan: Yea, Charlie McPherson: Yea
Yea: 6, Nay: 0

2.2. Newly elected President chairs the meeting

2.3. Nominations and election of the Vice President

I move that Scott Barger be elected as vice-president to serve a term of one year, or until the person's successor is elected and qualified. Passed with a motion by Jesse Juenemann and a second by Mike Langan.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Mike

Langan: Yea, Charlie McPherson: Yea
Yea: 6, Nay: 0

2.4. Nominations and election of the Secretary

I move that Mike Langan be elected as secretary to serve a term of one year, or until the person's successor is elected and qualified. Passed with a motion by Jesse Juenemann and a second by Amanda Buhr.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Mike Langan: Yea, Charlie McPherson: Yea
Yea: 6, Nay: 0

2.5. Annual appointment of the Ex officio Recording Secretary and Treasurer

2.6. By job description, the Business Manager is the Treasurer and Recording of the minutes of all meetings for the Board of Education. This position should be reappointed each year when the board recognizes and elects officers.

The motions for the Ex officio appointment should read: I move that the Business Manager be elected as the Treasurer and Recording Secretary to serve a term of one year, or until the position's successor is appointed.

I move that the Business Manager, Jeff Gross be elected as the Treasurer and Recording Secretary to serve a term of one year, or until the position's successor is appointed. Passed with a motion by Brad Hays and a second by Charlie McPherson.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Mike Langan: Yea, Charlie McPherson: Yea
Yea: 6, Nay: 0

2.7. Appointment of committees

Per school policy, the President is responsible for establishing committees and appointing members.

Mr. Hays passed out committee assignments. He noted that they stayed the exact same as last year.

2.8. Approve the District newspaper

The McCook Gazette is used to advertise board meetings to patrons.

I Move that the McCook Gazette be identified as the official newspaper for district notices. Passed with a motion by Brad Hays and a second by Scott Barger.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Mike Langan: Yea, Charlie McPherson: Yea
Yea: 6, Nay: 0

3. Board members are provided with State Statutes Regarding Conflict of Interests

See attached PDF

4. Public Participation, Presentations, and Reports

4.1. Board accepts public comments

There were no public comments.

5. Approve the consent agenda which includes the minutes and financials

5.1. Approval of Expenditures/Payroll for December

I move to approve the consent agenda which includes the minutes, and financials. Passed with a motion by Charlie McPherson and a second by Scott Barger.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Mike Langan: Yea, Charlie McPherson: Yea

Yea: 6, Nay: 0

6. Student Board Member Report

- I hope everyone had a great Christmas and a happy New Year as we begin 2026. I was able to start the year off on a great note by spending all of last week in Costa Rica, although I missed quite a bit of school and activities, this is what I have heard since I've been back.

Activities

- Boys and Girls Basketball — both played Sidney on Saturday for their first home game. Unfortunately, both boys and girls lost.
- Girls Wrestling — went to Norton last Friday. The girls took home 5 medals
- Boys Wrestling — had a meet at Beatrice on Saturday.
- Swim and Dive — had a meet at Kearney on Saturday. The boys took down 3 school records.
- The bowling team had a meet on Saturday at Lexington.
- The speech team also had a meet in Lexington on Saturday.
- From this you can tell the bison teams had a very busy weekend with events and have a lot more to come in the following weeks ahead.

Clubs

- The student council has started to plan the Color Day dance. It is scheduled for Saturday the 24th.
- Math club has started to discuss brain bowl for this spring and also math magic.
- FBLA- is getting people to help with the food drive this month.

7. Reports from Staff Members and Committees

7.1. Building Principal Reports (written)

7.2. Superintendent's presentation on UNMC & McCook Public Schools Nursing Pathway

7.3. Superintendent's Report

Third-Grade Reading Retention Proposal

- In December 2025, Governor Jim Pillen proposed a mandatory statewide policy requiring third-grade students who are not proficient in reading to be retained for an additional year. He argues that this change is necessary to end "social promotion" and ensure every child has the literacy skills required for fourth grade and beyond.
- Key points of the proposal include:
 - Mandatory Retention: Students not meeting proficiency benchmarks by the end of third grade would repeat the grade level.
 - Shift in Policy: This would move Nebraska from the current "Reading Improvement Act" model; which focuses on targeted interventions, to a mandatory retention model similar to those used in states like Mississippi and Florida.
- State Literacy Goals: The proposal aligns with the Nebraska Literacy Project's goal of reaching 75% third-grade reading proficiency by the year 2030.
- Governor Pillen has stated that this policy is intended to "memorialize" high standards in state law, ensuring that no student is moved forward until they can successfully read.
- I have attached the brief that I sent to the Governor's Policy Staffer

7.4. Other Potential 2026 Legislative Session Topics to Watch

- Key process dates to keep in mind:
 - Jan. 7: session begins
 - First 10 days: bill introduction
 - First 30 days: committee hearings
 - Mid February: priority bills identified
 - April 17: final day
- Significant Budget Shortfall
 - Nebraska is facing an estimated \$471 million budget shortfall in its current two-year (biennial) budget cycle that the Legislature will need to address during the 2026 session.
- School Finance and Property Tax Reform :
 - Renewed discussion of shifting more responsibility for school operating costs to the state.
 - Continued use of the existing school aid formula, with possible changes to how funding is generated.
 - Potential limits on annual budget growth for political subdivisions, with voter approval required to exceed limits.
 - Expansion of the sales tax base as a funding mechanism.
 - These proposals could impact local budget authority, levy structures, and long term financial planning.
 - They may affect how districts manage staffing, programming, and enrollment growth.
- Private School Scholarships and Tax Credits:
 - Oversight, implementation, or expansion of scholarship programs tied to tax credits.
 - Policy discussions framed as school choice initiatives.
 - Possible reporting or accountability requirements for scholarship granting organizations.

- These policies may have enrollment and funding implications for public schools and will likely continue to generate public and political debate.
- Social Policy Bills Affecting Schools:
 - Student participation and eligibility policies related to gender identity.
 - Facility use, extracurricular participation, and compliance requirements.
 - These bills often require board policy revisions, staff training, and operational changes and can create legal and community engagement considerations.
- Workforce and Educator Pipeline Issues:
 - Proposals related to paid family or sick leave.
 - Compensation or support for student teachers.
 - Efforts to strengthen teacher recruitment and retention.
 - These initiatives may have cost and staffing implications for districts and could affect the long term educator pipeline, particularly in rural areas.
- Some education-related bills presented Wednesday:
 - LB 765 was introduced by Senator Holdcroft relating to school bond elections. Among other components of the bill, LB 765 requires that 50.1% of qualified voters within a school district take part in the bond election in addition to a majority vote to approve the measure.
 - LB 824, introduced by Senator Lonowski, would amend both the School Employees and Class V (OPS) Retirement Systems to reduce the “no work period” from 180 days to 120. This bill provides for a “hard” 120 days, meaning that the new retiree can neither volunteer nor substitute teach during that period of time.

7.5. Nursing Pathway MOU with The University of Nebraska Medical Center (UNMC)

- MOU Attached for your review

7.6. January 19, 2026: Teacher In-Service

- 12:30-3:30 Poverty Training @MCC East Campus
- AM: Master Class: Science of Reading (K-12)
 - Designed intentionally for educators in Kindergarten through 12th grade, the course ensures vertical alignment and helps teachers see how early literacy foundations connect to adolescent literacy expectations.
 - Developed by Solution Tree, the Master Class provides a clear, research-grounded understanding of the Science of Reading, helping educators align instruction with what decades of evidence show about how students actually learn to read.
 - The course goes beyond theory by modeling practical, repeatable processes for collaborating with your learning team, making it an excellent fit for PLC work and shared instructional improvement.
 - Teachers gain a strong understanding of Authentic Literacy and its close connection to the Literacy Triangle, reinforcing the critical balance between word recognition, language comprehension, and meaningful literacy experiences.
 - The learning experience is engaging, practical, and immediately applicable, equipping teachers with strategies they can use right away to strengthen instruction, increase confidence, and improve student outcomes across content areas.

- Each building leader will govern the pace toward completion of the training.

7.7. Formation of a McCook Public Schools Foundation In Progress

- If approved, the McCook Public Schools Foundation will be a Nebraska nonprofit public benefit corporation created exclusively to support, benefit, and advance the educational mission and priorities of McCook Public Schools.
- The Foundation will operate as a 501(c)(3) charitable organization and exists solely to perform functions for, and carry out the purposes of, Red Willow County School District 73-0017 (McCook Public Schools).
- The Foundation would be governed by a twelve-member Board of Directors, ensuring both community leadership and formal district representation.
 - Of the 12 directors, ten are voting directors appointed by the Foundation's Board, one voting director is appointed by the McCook Public Schools Board of Education, and two non-voting directors appointed by the School Board serve as official liaisons between the Foundation and the District.
- The Foundation would have no members and would be governed solely through its Board of Directors, reinforcing its role as a support organization aligned with, but independent from, day-to-day school operations.
- All Foundation assets and activities would be restricted to charitable and educational purposes, with strict prohibitions on private benefit, political activity, or commercial influence; upon dissolution, all remaining assets must continue to benefit qualifying educational or charitable organizations.
- Official documents attached to this section of the agenda.

7.8.

7.9. Monthly Business Manager Board of Education Report December 2025 for January 2026 Board Meeting

- Monthly Lunch #'s = 11,287 meals served

7.10.

- Financial #'s = After 33% of fiscal year = General Fund YTD Revenue is 26% YTD Expense is 34%
- All Funds YTD Revenue is 26%, YTD Expenses is 37%

7.11.

7.12. Facilities - Updates

- Concrete work on sidewalks and retaining walls is done until the spring on the Parking lot West of YMCA and Tennis courts.
- Final dirt work and grass seeding will also take place in the spring.
- Weiland field stadium damage will be completed in April.
- A RFP for replacement of the JH bleachers was held. The low bid will be presented as a new business item later in the meeting.

7.13.

7.14. Storm Damage - Updates.

- The roof at The learning center is in its final stages.

7.15. Current Financial Projects

- The final bond payment was made in December.

7.16. Federal/state Reports filed in December:

- None

7.17.

8. Board member comments

There were no board member comments.

9. New Business

9.1. Approve the 2026-20227 Negotiated Agreement.

I move to Approve the negotiated agreement with the McCook Education Association for the 2026-2027 school year. Passed with a motion by Charlie McPherson and a second by Mike Langan.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Mike Langan: Yea, Charlie McPherson: Yea
Yea: 6, Nay: 0

9.2. Approve the bid from Heartland Seating for \$137,988 to replace the bleachers at McCook Junior High.

I move to approve the bid from Heartland Seating for \$137,988 to replace the bleachers at McCook Junior High. Passed with a motion by Jesse Juenemann and a second by Mike Langan.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Mike Langan: Yea, Charlie McPherson: Yea
Yea: 6, Nay: 0

9.3. Accept a donation from CTE Construction for the "Roofing with a purpose program" to be used for the lunch program of \$2,358.00.

I move to Accept a donation from CTE Construction for the "Roofing with a purpose program" to be used for the lunch program of \$2,358.00. Passed with a motion by Scott Barger and a second by Charlie McPherson.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Mike Langan: Yea, Charlie McPherson: Yea
Yea: 6, Nay: 0

9.4. Accept Resignations

10. Positive Comments

Quinn Taylor was very impressed with the new UNMC/MHS Nursing pathway.

Jesse Juenemann thanked the board for making his 1st year a smooth transition.

Charlie McPherson thanked the custodial and maintenance staff for their work over the break.

Scott Barger is very impressed with the MHS bowling program and thanked Terry and Jana sides. bowling sides family

Amanda Buhr congratulated Brad Hays on his continued leadership. She also thanked the board for making her 1st year very enjoyable.

Mike Langan believes that pathways with UNMC is critical to get our students to return to McCook

Jeff Gross thanked MPS for all their support with the MAC attack youth basketball tournament.

Brad Hays congratulated the district for its outstanding academic performance.

Grant Norgaard recognized January as national mentoring month. He thanked teammates mentoring program and all its mentors for all they do for the youth.

11. Adjournment

The meeting adjourned at 7:02pm

12. Items for Review

Internal Board Policies

Conflict of Interest—Other Than Contracts or Employment

1. Members of the Board of Education of this School District shall abstain from voting on matters on which they may have a conflict of interest. Any Board member who would be required to take any action or make any decision in the discharge of his or her 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:

- (A) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and,
- (B) Deliver a copy of the statement to the Secretary of the Board of Education, who shall enter the statement into the public records of the School District.

The Board member shall take such action as the Commission shall advise or prescribe to remove himself or herself from influence over the action or decision in the matter.

2. The provisions of paragraph 1 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such event, the Board member shall report the occurrence to the Commission.

3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.

4. The Superintendent, or the Superintendent's designee, shall provide:
- (A) Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.
 - (B) When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.

5. For purposes of this policy, immediate family member shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax

purposes.

Legal Reference: Neb. Rev. Stat. Sec. 49-1425; Sec. 49-14,101; Sec. 49-14,102; Sec. 49-14,103; Sec. 49-14,103.01; Sec. 49-14,103.02; Sec. 49-14,103.03; Sec. 49-14,103.04; Sec. 49-14,103.05; Sec. 49-14,103.06; Sec. 79-818; Sec. 79-544 and Sec. 49-1499.

Date of Adoption: July 8, 2024

Board of Education Regular Meeting
Red Willow School District #73-0017
McCook Public Schools
6:00 PM Monday, December 8, 2025
Junior High Conference Room
700 W 7th St
McCook, NE 69001

1. Call to Order

I move to Excuse Mike Langan Passed with a motion by Brad Hays and a second by Charlie McPherson.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Charlie McPherson: Yea

Yea: 5, Nay: 0

1.1. Roll Call

Regular Board

Scott Barger

Attendance Taken on 12/8/2025 at 6:00 PM Amanda Buhr

Regular Board

Agenda Item: Call to Order

Brad Hays

Mike Langan

Jesse Juenemann

Charlie McPherson

1.2. Recognition of Open Meeting Law

1.3. Pledge of Allegiance

2. Public Participation, Presentations, and Reports

2.1. Public Participation

2.2. Board accepts public comments

There was no public comments.

2.3. Student Board Member Report

Due to illness, there was no student board report.

2.3.1. Presentations

2.3.1.1. Art Project — Mrs. Goodenberger

Ms. Goodenberger presented: Listen to the Land Doodle Mural, by the McCook 4th Graders.

3. Approve the consent agenda which includes the minutes and financials

I move to Approve the consent agenda which includes the minutes and financials Passed with a motion by Scott Barger and a second by Amanda Buhr.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Charlie McPherson: Yea

Yea: 5, Nay: 0

3.1. Approval of Expenditures/Payroll for October

4. Reports from Staff Members and Committees

4.1. Negotiations Committee

Charlie McPherson gave a report on the meetings that took place.

5. Board and Administrative Comments

5.1. Written Administrative Comments

5.2. **Superintendent's Report**

Safety Team Meeting Notes:

- Emergency preparedness remains a major focus, with all buildings required to complete fire, tornado, lockdown, evacuation, cybersecurity, bullying prevention, and dating-violence training on an annual schedule. Raptor must be used for documentation.
- Key takeaways from the Nebraska School Safety & Security Summit include updating the EOP in 2026–27, using new Suicide Prevention & Response Toolkits, reviewing medical marijuana policy, and continuing to utilize NDE School Safety resources.
- Slips, trips, and falls are the leading cause of school accidents, accounting for 30–50% of incidents, with prevention focused on spill cleanup, footwear expectations, hallway maintenance, and timely snow/ice removal.
- Anonymous reporting remains a priority, with Sandy Hook Promise still in use, and NDE pushing districts toward Safe2Help as the state-endorsed platform.
- Building-level readiness is reinforced through monthly building inspections, updated evacuation locations, emergency bag requirements, updated building maps, and ongoing security camera maintenance across all facilities.

Cursory Review of NSCAS Classifications:

- McCook Public Schools District – Great
- McCook High School – Great
- McCook Junior High – Great
- Central Elementary – Great
- McCook Elementary – Excellent (2 years running)
- McCook Proficiency Scores Compared to Peer schools and the state:
 - NSCAS English (ELA) proficiency: 70% (State 59%, Peers 66%)
 - NSCAS Mathematics proficiency: 71% (State 58%, Peers 68%)
 - NSCAS Science proficiency: 93% (State 80%, Peers 87%)
 - ACT (11th Grade) results above both state and peer averages in all tested areas.
- We will closely examine MPS performance on state and local assessments at the February board meeting.

Specialized Teacher Training (Grant Funds Supported):

- Last week, 4 staff members from McCook Elementary participated in a two-day professional learning workshop in Kansas City. The training focused on strengthening

four key areas that directly support student learning: curriculum development and assessment alignment, interventions, teacher collaboration, and instructional design.

- This week, five staff members from McCook High School are attending a two-day summit workshop in Pasadena. While the structure of this training is similar to the Kansas City workshop, it is specifically designed for mathematics teachers. Training will cover instruction, intervention, curriculum development, and assessment alignment. The goal is to further strengthen our instructional practices and ensure a coherent, high-quality curriculum for secondary math students.
 - We attended this math-focused training approximately 10 years ago, followed by measurable improvement in student performance.

5.3. Monthly Business Manager Board of Education Report

November 2025 for December 2025 Board Meeting

- Monthly Lunch #'s = 13162 meals served
- Financial #'s = After 25% of fiscal year =
 - General Fund YTD Revenue is 20%. YTD Expense is 27%.
 - All Funds' YTD Revenue is 20%, YTD Expenses is 28%.
- The 2024-2025 Audit has been completed. The recap is in the packet and will be discussed as a new business action item.
- Facilities - Updates
 - Concrete work on sidewalks and retaining walls continues on the Parking lot West of YMCA and Tennis courts. Final dirt work and grass seeding will take place in the spring.
 - Weiland field stadium damage is still being assessed and a plan is being worked on.
 - We are running a RFP for replacement of the JH bleachers.
- Storm Damage - Updates
 - The district received substantial hail damage from the storm on September 16th.
 - The roof at The learning center is currently being replaced.
- Current Financial Projects
 - 7.25% New NEPERS rates
 - 26-27 TEEOSA Components will be released in the next few days.
 - 25-26 TEEOSA Correction is \$488,606
- Federal/state Reports filed in November:
 - No reports filed

5.4. Board Comments

Mr. Barger asked Mr. Borland about the experiences of the PLC Solution Tree conference.

6. New Business

6.1. Accept Resignations

6.2. Approve contract for Parker Albers - JH History

I move to Approve a contract for Parker Albers - JH History. BA+0, Step 1 Passed with a motion by Charlie McPherson and a second by Jesse Juenemann.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Charlie McPherson: Yea

Yea: 5, Nay: 0

6.3. Approve the Financial Report (Audited) from KSO CPAs + Advisors

I move to Approve the Financial Report (Audited) from KSO CPAs + Advisors Passed with a motion by Jesse Juenemann and a second by Amanda Buhr.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Charlie McPherson: Yea

Yea: 5, Nay: 0

6.4. Accept a donation from the McCook Community Foundation of \$4,000 for Bison Days and \$3,300 for the new Construction class.

I move to Accept a donation from the McCook Community Foundation of \$4,000 for Bison Days and \$3,300 for the new Construction class. Passed with a motion by Amanda Buhr and a second by Scott Barger.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Charlie McPherson: Yea

Yea: 5, Nay: 0

6.5. Approve McCook High School Out of State Summer Geology and Ecosystem Field Trip

I move to Approve McCook High School Out of State Summer Geology and Ecosystem Field Trip Passed with a motion by Jesse Juenemann and a second by Charlie McPherson.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Charlie McPherson: Yea

Yea: 5, Nay: 0

7. Positive Comments

Amanda Buhr commented on what a great opportunity bison days are for students.

Scott Barger appreciates the Mock Trial team. They participated in the state event last week and received high marks. He personally thanked Mr. Graff, Mrs. Blume and Andrew Graff for all their efforts.

Charlie McPherson congratulated the one act pla for an outstanding season as their season wrapped up last week. He also was impressed with the girls' wrestling program for taking 3rd place at the Southwest Invite, and 1st place at The Perkins county tournament.

Jesee Juenemann thanked the schools for the use of their facility for youth basketball.

Jeff Gross thanked the KSO auditors for their professionalism and for all the work the business office staff puts into a successful audit.

Brad Hays thanked the Museum of the High Plains for the Sheldon traveling art display, and allowing our students to visit.

Grant Norgaard thanked Paul Paz and John Hardin for solving an electrical outage.

8. Executive Session to Discuss Collective Bargaining.

The Board will enter executive session, in accordance with Nebraska Revised Statute 84-1410, for the protection of the public interest in discussing collective bargaining and contract negotiations. No action will be taken.

The Board will enter executive session, in accordance with Nebraska Revised Statute 84-1410, for the protection of the public interest in discussing collective bargaining and contract negotiations. No action will be taken. Passed with a motion by Brad Hays and a second by Charlie McPherson.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Charlie McPherson: Yea

Yea: 5, Nay: 0

The Board will exit executive session, in accordance with Nebraska Revised Statute 84-1410, for the protection of the public interest in discussing collective bargaining and contract negotiations. No action was taken. Passed with a motion by Brad Hays and a second by Charlie McPherson.

Scott Barger: Yea, Amanda Buhr: Yea, Brad Hays: Yea, Jesse Juenemann: Yea, Charlie McPherson: Yea

Yea: 5, Nay: 0

9. Adjournment

The meeting adjourned 7:20pm.

10. Items for Review

Adjustment Detail

Detail report. Sorted by Group ID.
From 12/01/2025 to 12/31/2025.

Group	Group Description					Amount
Activity ID	Activity Name	Site ID	Adj. Date	Description		
<hr/>						
A	Athletics					
190-6010	Swimming Officials	MPS	12/10/2025	ck#35278(LMinshull)PO 25-276.voidedck11/30/25		-\$ 100.00
				Group A Totals:		-\$ 100.00
B	Organizations					
249-2049	BISON DAYS	MPS	12/30/2025	Transfer from NE Community Foundation		\$ 4,000.00
195-5001	Swimming	MPS	12/19/2025	NSF check- Hauxwell Motors (Swim Donation)		-\$ 200.00
				Group B Totals:		\$ 3,800.00
M	Special Accounts					
940-9040	NE Community	MPS	12/30/2025	Transfer from NE Community Foundation		-\$ 4,000.00
940-9040	NE Community	MPS	12/30/2025	Transfer from NE Community Foundation		-\$ 3,300.00
950-9050	CTE Grants	MPS	12/30/2025	Transfer from NE Community Foundation		\$ 3,300.00
				Group M Totals:		-\$ 4,000.00
				Report Totals :		-\$ 300.00

Check Summary

Sorted by Check Number.
From 12/01/2025 to 12/31/2025.

Check Number	Site ID	Status	Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	Amount
	MPS	Void	12/16/2025	Amazon Capital Services	26-08721	1JKV-H13W-34R7	Invoice: 19CG-LFXK-L66M (Dress Return)	0.00
	MPS	Void	12/16/2025	Amazon Capital Services	26-087217	1VK6-N3HJ-4GG4	Invoice: 1PKV-KLG3-CN7N (Dress Return)	0.00
	MPS	Void	12/16/2025	Amazon Capital Services	26-087217	1F99-CYKC-7QM3	Invoice:1WFC-3WN6-LPCL (Dress Return)	0.00
	MPS	Void	12/16/2025	Amazon Capital Services	26-087217	1RHW-K39R-4M96	Choir-Outfits	0.00
	MPS	Void	12/16/2025	Amazon Capital Services	26-087280	1PX7-DHNC-6RLN	Camera Plate/wireless microphone	0.00
	MPS	Void	12/16/2025	Amazon Capital Services	26-086647	174V-PVWC-L7GL	Forks/Spoons	0.00
	MPS	Void	12/16/2025	Amazon Capital Services	26-085076	1YRH-PRNH-CRX6	JH art supplies-cutter/glue sticks	0.00
	MPS	Void	12/16/2025	Amazon Capital Services	26-087292	194G-KQWW-9K4R	Pig Tail fence posts	0.00
36076	MPS	Cleared	12/02/2025	NCA	26-084938	MPS112525	State Cheer Entry	260.00
36077	MPS	Cleared	12/02/2025	NPBS Powerlifting	26-087294	11/22/2025	Power Lifting entry fee	350.00
36078	MPS	Cleared	12/02/2025	Nebraska Thespians	26-086649	12012025	Festival 2026 entry fee-McCook Public Schools	1,255.00
36079	MPS	Cleared	12/02/2025	Gross, Jeff	26-149	11/22/25	State Football Championship clinic-mileage	322.00
36080	MPS	Cleared	12/02/2025	Beggs, Jon	26-122	swim121225	swim-McCook Invite	225.00
36081	MPS	Cleared	12/02/2025	Minshull, Lyle	26-123	121225swim	swim-McCook Invite	225.00
36082	MPS	Void	12/02/2025	Bowl Mor Lanes	26-29	120325	Unified Bowling Districts	0.00
36083	MPS	Cleared	12/02/2025	Holdrege High School	26-28	092525	Girls Golf	100.00
36084	MPS	Cleared	12/02/2025	D&B Hoffman, INC	26-087295	04543	Crab apple tree	189.97
36085	MPS	Cleared	12/02/2025	Gross, Jeff	26-087296	12022025	Hat Reimbursement	1,850.13
36086	MPS	Cleared	12/02/2025	TJ's Fun Center	26-086744	1 978	Unified Bowling 11/02/25 & 11/25/25	962.00
36087	MPS	Cleared	12/02/2025	Hastings Family YMCA	26-086745	121225	Pool Rental Fee for Swim Meet 12/12/25	400.00
36088	MPS	Cleared	12/02/2025	Vetrovsky, Joe	26-087234	120225	Coaches Clinic/Football Banquet	293.94
36089	MPS	Cleared	12/02/2025	TJ's Fun Center	26-086656	424085	Pizza-Bowling	50.00
36090	MPS	Cleared	12/02/2025	Holiday Inn Express-Fremont	26-087287	72394	Rooms-eSports	556.00
36091	MPS	Cleared	12/02/2025	AllTeam Sportswear	26-087291	INV-009697	Prolook Game Day Jacket	1,670.00
36092	MPS	Cleared	12/02/2025	Misko Sports	26-086657	inv-4884	Basketballs	1,184.21
36093	MPS	Printed	12/02/2025	Pearson Education Inc	26-086660	12/02/25	MyMath Lab for School (HS Digital)-1 year	1,320.00
36094	MPS	Cleared	12/02/2025	Diadem Sports LLC	26-085884	INV110462	Rackets	365.15
36095	MPS	Cleared	12/04/2025	Gaulke, Robert T	26-124	BG120425	8th grade girls basketball-North Platte	100.00
36096	MPS	Cleared	12/04/2025	Barnett, Rich	26-125	RB120425	8th grade girls basketball-North Platte	100.00
36097	MPS	Cleared	12/05/2025	McCook TeamMates	26-086658	MT120525	Concession supplies	400.00
36098	MPS	Cleared	12/05/2025	Holdrege High School	20-31	121125	JH Boys Wrestling Entry Fee	50.00
36099	MPS	Cleared	12/05/2025	Southwest Public Schools	20-30	120525	Girls Wrestling Entry Fee	100.00
36100	MPS	Cleared	12/05/2025	Swedberg, Collin	26-126	CS120825	Cattle Trail Dec 8-12	510.00

Check Summary

Sorted by Check Number.
From 12/01/2025 to 12/31/2025.

Check Number	Site ID	Status	Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	Amount
36101	MPS	Cleared	12/05/2025	Swedberg, Micah	26-127	MS120825	Cattle Trail Dec 8-12	510.00
36102	MPS	Cleared	12/05/2025	Anderson, Ben	26-128	BA120825	Cattle Trail Dec 8-12	510.00
36103	MPS	Cleared	12/05/2025	Mroczek, Chris	26-129	CM120825	Cattle Trail Dec 8-12	170.00
36104	MPS	Cleared	12/05/2025	Bell, Nate	26-130	NB120825	Cattle Trail Dec 8-12	170.00
36105	MPS	Cleared	12/05/2025	Schoneman, Alex	26-131	AS120825	Cattle Trail Dec 8-12	170.00
36106	MPS	Cleared	12/05/2025	Moore, Lance	26-132	LM120825	Cattle Trail Dec 8-12	510.00
36107	MPS	Cleared	12/05/2025	McIntoshe, Brody	26-133	BM120825	Cattle Trail Dec 8-12	340.00
36108	MPS	Cleared	12/05/2025	Kaden Lankin	26-134	KL120825	Cattle Trail Dec 8-12	170.00
36109	MPS	Cleared	12/05/2025	Paxton, Arlan	26-135	AP120825	Cattle Trail Dec 8-12	170.00
36110	MPS	Cleared	12/05/2025	Anderjaska, Wes	26-137	WA120525	Cattle Trail Dec 8-12	170.00
36111	MPS	Cleared	12/05/2025	Johnson, Scott	26-138	SJ120825	Cattle Trail Dec 8-12	510.00
36112	MPS	Void	12/05/2025	Sullivan, Shawn	26-139	SS120825	Cattle Trail Dec 8-12	0.00
36113	MPS	Cleared	12/05/2025	Jade Paxton	26-136	JP120825	Cattle Trail Dec 8-12	170.00
36114	MPS	Cleared	12/05/2025	Jared Sullivan	26+140	JS120825	Cattle Trail Dec 8-12	340.00
36115	MPS	Cleared	12/05/2025	Gaulke, Robert T	26-141	BG120825	Cattle Trail Dec 8-12	510.00
36116	MPS	Printed	12/05/2025	Lexington High School	26-31	091825	Boys Tennis Entry Fee 09/18/25	85.00
36117	MPS	Cleared	12/05/2025	SRM Investments, Inc	26-086666	INV-FRU21716	Boys Basket Cookie Dough Fundraiser	5,638.00
36118	MPS	Cleared	12/05/2025	TIFFANY CORBETT	26-086665	TC120525	Winter Concession Seed Money	900.00
36119	MPS	Cleared	12/05/2025	McCook Lettering	260-86661	47714	Boys Basketball	897.00
36120	MPS	Cleared	12/05/2025	Cash-Wa Distributing	26-086662	14915810	Concession supplies	606.58
36121	MPS	Cleared	12/05/2025	Embassy Suites	26-087297	38152	Football Coaches Clinic Rooms	596.00
36122	MPS	Cleared	12/05/2025	Branding Iron Cafe	26-087299	112025	FFA Soup Supper and Labor Auction	1,472.00
36123	MPS	Cleared	12/05/2025	West Holt FFA	26-087298	FFA112025	Custom Cutting Boards	799.00
36124	MPS	Cleared	12/05/2025	Acme Printing	26-086664	A-635775	Boys Basketball	50.00
36125	MPS	Cleared	12/05/2025	Sports Shoppe	26-086663	1 0 8	Cmapro Rev Practice Jerseys	310.00
36126	MPS	Printed	12/05/2025	Minden Public Schools	26-086747	12 03 25	District Play Production	90.38
36127	MPS	Cleared	12/05/2025	Fresh Foods	26-086748	001090771728	Softball Banquet	8.84
36128	MPS	Cleared	12/08/2025	Johnson, Jay	26-142	JJ120825	8th grade girls basketball-Cozad	100.00
36129	MPS	Cleared	12/08/2025	Barnett, Rich	26-143	RB120825	8th grade girls basketball-Cozad	100.00
36130	MPS	Cleared	12/09/2025	US Bank	26-085075	240276253210 67558394346	JH-Ultimate champ belt	840.12
36131	MPS	Printed	12/10/2025	Stapleton Public Schools	26-33	121325	Girls Wrestling Entry Fee	105.00
36132	MPS	Cleared	12/10/2025	Sullivan, Shawn	26-145	SS121325	Cattle Trail Dec 13	170.00
36133	MPS	Cleared	12/10/2025	Steve Kollmorgen	26-146	SK120925	Cattle Trail Dec 9	170.00
36134	MPS	Cleared	12/10/2025	Lexington High School	26-33	UB110825	Unified Bowling Entry Fee	85.00
36135	MPS	Cleared	12/10/2025	Grand Island Northwest Schools	26-32	UB111525	Unified Bowling Entry Fee	55.00
36136	MPS	Cleared	12/10/2025	Betty Kooy	26-144	BK121225	swim-McCook Invite	90.00
36137	MPS	Cleared	12/10/2025	Hometown Family Radio	26-087301	2841-00007-0000	2025 FFA Labor Auction	300.00
36138	MPS	Cleared	12/10/2025	NE College of Technical Agriculture	26-087300	510	FFA event 11/19/25	371.28
36139	MPS	Cleared	12/10/2025	Nick's Distribution Inc	26-085077	148079	JH StuCo Supplies	410.43

Check Summary

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Check Number	Site ID	Status	Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	Amount
36140	MPS	Cleared	12/10/2025	Embassy Suites	26-087304	1765213245	Mock Trial-Guest Rooms	1,083.60
36141	MPS	Cleared	12/10/2025	Harsh, Gavin	26-0147	GH121125	R G/B Basketball-Cozad	140.00
36142	MPS	Cleared	12/10/2025	Hedke, Michelle	26-148	MH121125	R G/B Basketball-Cozad	140.00
36143	MPS	Cleared	12/10/2025	Johnson, Jay	26-149	JJ121125	8th grade girls basketball-Holdrege	100.00
36144	MPS	Cleared	12/10/2025	Bivins, Bryce	26-150	BB121125	8th grade girls basketball-Holdrege	100.00
36145	MPS	Cleared	12/10/2025	Imus, Joe	26-086668	J1121025	Reimbursement Boys Basketball	516.44
36146	MPS	Cleared	12/10/2025	Matt Tiller	26-086671	MT121025	Boys Basketball Reimbursement	50.00
36147	MPS	Cleared	12/10/2025	Danny Gullion	26-086671	DG121025	Boys Basketball Reimbursement	130.00
36148	MPS	Cleared	12/10/2025	Valisha Raile	26-086671	VR121025	Boys Basketball Reimbursement	130.00
36149	MPS	Cleared	12/10/2025	Mandi Rakes	026-086671	MR121025	Boys Basketball Reimbursement	130.00
36150	MPS	Cleared	12/10/2025	Jennifer West	26-086671	JW121025	Boys Basketball Reimbursement	50.00
36151	MPS	Cleared	12/10/2025	Jill Koenig	26-086671	JK121025	Boys Basketball Reimbursement	130.00
36152	MPS	Cleared	12/10/2025	Carri Bales	26-086671	CB121025	Boys Basketball Reimbursement	130.00
36153	MPS	Cleared	12/10/2025	Drew Wilson	26-086671	DW121025	Boys Basketball Reimbursement	130.00
36154	MPS	Cleared	12/10/2025	Scott Smith	26-086671	SS121025	Boys Basketball Reimbursement	130.00
36155	MPS	Cleared	12/10/2025	Taylor Wieser	26-086671	TW121025	Boys Basketball Reimbursement	100.00
36156	MPS	Printed	12/10/2025	Grant Ruggles	26-086671	GR121025	Boys Basketball Reimbursement	30.00
36157	MPS	Printed	12/10/2025	Aric Riggins	26-086671	AR121025	Boys Basketball Reimbursement	50.00
36158	MPS	Cleared	12/11/2025	Scheil, Amy	26-11	AS121125	Girls Basketball Meal Allowance 12/12-12/13	576.00
36159	MPS	Cleared	12/11/2025	Imus, Joe	26-12	J1121125	Boys Basketball Meal Allowance 12/12-12/13	612.00
36160	MPS	Cleared	12/12/2025	Christian Conroy	26-087307	CC121225	Cash to make change for the JH dance	200.00
36161	MPS	Cleared	12/15/2025	Pizza Hut	26-082044	E6D4CF90BA0D449A8C0B85F0D13CD8E2	IT dept lunch 12/15/25	87.29
36162	MPS	Cleared	12/15/2025	Fisher, Michael	26-152	MF121525	R G/B Basketball-DCS	160.00
36163	MPS	Cleared	12/15/2025	Johnson, Scott	26-151	SJ121525	R G/B Basketball-DCS	140.00
36165	MPS	Cleared	12/16/2025	Amazon Capital Services	26-087217	1 VK6-N3HJ-4GG4	Invoice: 1PKV-KLG3-CN7N (Dress Return)	327.38
36166	MPS	Printed	12/16/2025	Alliance High School	26-34	12032025	Unified Bowling Districts	20.00
36167	MPS	Cleared	12/16/2025	Nichols, Darin	168-26	DN12052025	Mileage to Bartley/Imperial	112.00
36168	MPS	Cleared	12/16/2025	Brost, Nick	26-155	NB121825	Girls V /Boys JV Wrestling 12/18/25	300.00
36169	MPS	Cleared	12/16/2025	Zack Riley	26-153	ZR121825	MC Wrestling 12/18/25	250.00
36170	MPS	Cleared	12/16/2025	Shifflet, Chase	26-154	CS121825	Girls V /Boys JV Wrestling 12/18/25	250.00
36171	MPS	Printed	12/16/2025	Hedke, Michelle	26-158	MH121625	7th Grade Girls	100.00

Check Summary

Sorted by Check Number.
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Check Number	Site ID	Status	Check / Void Date	Vendor Name	PO Number	Invoice No.#	Description	Amount
36172	MPS	Cleared	12/17/2025	Chris Stier	26-159	CS12182025	Basketball-Lexington Girls V /Boys JV Wrestling 12/18/25	250.00
36173	MPS	Cleared	12/17/2025	Coca Cola	26-086676	11915830	Concession supplies	454.24
36174	MPS	Cleared	12/17/2025	Dugger, Christy	26-086677	CD121725	Walmart Reimbursement	15.37
36175	MPS	Printed	12/17/2025	Hauxwell, Savannah	26-086672	SH121725	FFA Lunch	145.61
36176	MPS	Cleared	12/17/2025	Acme Printing	26-087309	A-637083	Powerlifting Posters	185.67
36177	MPS	Cleared	12/17/2025	Margarete Janes	26-087310	MJ121725	Memorial-Mother	25.00
36178	MPS	Cleared	12/17/2025	Crouch Recreation, Inc	26-086749	6301	Daktronics-Control Console	137.00
36179	MPS	Printed	12/18/2025	Hedke, Michelle	26-156	MH121825	JH 7th/8th grade Basketball	110.00
36180	MPS	Cleared	12/18/2025	Barnett, Rich	26-157	RB121825	JH 7th/8th grade Basketball	110.00
36181	MPS	Cleared	12/18/2025	Cash-Wa Distributing	26-086683	14931299	Concession supplies	1,347.10
36182	MPS	Printed	12/18/2025	TJ's Fun Center	26-086684	427749	McCook Honor Society - Pizza	130.00
36183	MPS	Cleared	12/18/2025	NE College of Technical Agriculture	26-087308	529	Campus visit meals 12-9-25	190.40
36184	MPS	Printed	12/18/2025	Topside TipOff	26-086752	12182025	Advertising	704.00
36185	MPS	Cleared	12/18/2025	Pizza Hut	26-086675	12/18/2025	Math Club-Pizza 12/18/25	172.90
36186	MPS	Cleared	12/18/2025	Benson, Jason	26-160	JB121825	Girls V /Boys JV Wrestling 12/18/25	500.00
36187	MPS	Cleared	12/19/2025	Depreciation Fund	26-087290	DF121925	Mileage	873.60
36188	MPS	Cleared	12/19/2025	Umscheid, Nick	26-13	NU121925	Meals Allowance Wrestling	432.00
36189	MPS	Cleared	12/19/2025	Imus, Joe	26-14	J1121925	Meals Allowance Boys Basketball 12/30-31/25	864.00
36190	MPS	Cleared	12/19/2025	Scheil, Amy	26-14	AS121925	Meals Allowance Girls Basketball 12/30-31/25	912.00
36191	MPS	Cleared	12/19/2025	Valisha Raile	26-086681	VR121925	Boys Basketball Reimbursement	130.00
36192	MPS	Cleared	12/19/2025	Paxton, Arlan	26-161	AP122025	JV/V Girls Basketball 12/20/25	170.00
36193	MPS	Cleared	12/19/2025	McIntoshe, Brody	26-162	BM121925	JV/V Girls Basketball 12/20/25	170.00
36194	MPS	Cleared	12/19/2025	Josh Deines	26-163	JD122025	JV/V Girls Basketball 12/20/25	170.00
36195	MPS	Cleared	12/19/2025	4 Seasons Fund Raising	26-087311	10105718.1	FFA Fundraiser	11,497.65
36196	MPS	Cleared	12/19/2025	Coca Cola	26-086688	11926598	Concession supplies	272.54
36197	MPS	Cleared	12/19/2025	McCook Lettering	26-087313	47751	MHS Bowling Numbers	555.00
36198	MPS	Cleared	12/19/2025	Cash-Wa Distributing	26-086692	C14936013	Concession supplies	94.40
36199	MPS	Cleared	12/19/2025	Gross, Jeff	170-26	JG121925	Mileage - Goodland	313.60
36200	MPS	Cleared	12/23/2025	TreviPay	26-086679	f2eac55f	AD supplies-Cattle Trail	1,425.37
36201	MPS	Cleared	12/23/2025	Acme Printing	26-086693	CR-17582022	Bowling Banner	48.00
36202	MPS	Cleared	12/23/2025	Future Busines Leaders of America-Phi Beta	26-086695	89571	FBLA member Dues	90.00
36203	MPS	Cleared	12/23/2025	308 Coffee Roasting LLC	26-087316	002081	Powerlifting-Coffee Fundraiser	3,156.00
36204	MPS	Printed	12/30/2025	CDW Government, Inc	26-087306	AH3E97K	ACAD Google Chrome Edu Lic	4,650.00

Report Total:

68,214.19

Receipt History

Detail report. Sorted by Site, Receipt Date.

Site

From 12/01/2025 to 12/31/2025.

Receipt Date

Receipt #	Status / Date	Deposit #	Check #	Received From	Amount	Receipt Description	Sales Tax	Amount
Activity ID	Activity Name	Fee Name & Student ID		Tax Name	Tax Rate %	Tax Amount		

MPS	McCook Public Schools							
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12/02/2025								
120225	CLEARED 12/31/2025	0000004179		ACH Deposit		ACH Deposit		
280-2080	COCA COLA - Senior High School				14.40	0.00		14.40
			:	0		0.00		
120225	CLEARED 12/31/2025	0000004180		ACH Deposit		ACH Deposit		
280-2080	COCA COLA - Senior High School				17.25	0.00		17.25
			:	0		0.00		
120225	CLEARED 12/31/2025	0000004181		ACH Deposit		ACH Deposit		
280-2080	COCA COLA - Senior High School				17.80	0.00		17.80
			:	0		0.00		
7344	CLEARED 12/31/2025	0000004103		Lexington/Ogallala, Broken Bow		Lexington/Ogallala, Broken Bow		
192-1013	Unified Bowling Entry Fee Receipts				370.00	0.00		370.00
			:	0		0.00		
7345	CLEARED 12/31/2025	0000004102		SB @ Ogallala		SB @ Ogallala		
100-1080	Host Outside Events				215.00	0.00		215.00
			:	0		0.00		
7346	CLEARED 12/31/2025	0000004107		Ogallala/Cambridge/Southern		Ogallala/Cambridge/Southern		
192-1013	Unified Bowling Entry Fee Receipts				256.00	0.00		256.00
			:	0		0.00		
7347	CLEARED 12/31/2025	0000004108		Football equipment-Davidson		Football equipment-Davidson		
110-2000	Football Equipment				178.78	0.00		178.78
			:	0		0.00		
7450	CLEARED 12/31/2025	0000004126		Choir-Outfits		Choir-Outfits		
220-2020	Choir				75.00	0.00		75.00
			:	0		0.00		
7451	CLEARED 12/31/2025	0000004106		Choir-Outfits		Choir-Outfits		
220-2020	Choir				74.30	0.00		74.30
			:	0		0.00		
7452	CLEARED 12/31/2025	0000004109		FAFSA Grant Payout-United		FAFSA Grant Payout-United Way		
249-2049	BISON DAYS				1,000.00	0.00		1,000.00
			:	0		0.00		
7453	CLEARED 12/31/2025	0000004110		Senior Tribute Ads-Yearbook		Senior Tribute Ads-Yearbook		
215-2015	High School Annual				780.00	0.00		780.00
			:	0		0.00		
7484	CLEARED 12/31/2025	0000004125		NORE-Candy Sales		NORE-Candy Sales		
273-2073	NORE				245.00	0.00		245.00
			:	0		0.00		
7485	CLEARED 12/31/2025	0000004130		NORE-JH Dance		NORE-JH Dance		
273-2073	NORE				894.00	0.00		894.00
			:	0		0.00		
7486	CLEARED 12/31/2025	0000004129		NORE-Bake Sales		NORE-Bake Sales		
273-2073	NORE				286.00	0.00		286.00
			:	0		0.00		
7944	CLEARED 12/31/2025	0000004127		Choir-Outfits		Choir-Outfits		
220-2020	Choir				60.13	0.00		60.13
			:	0		0.00		
7945	CLEARED 12/31/2025	0000004131		JH StuCo Concessions		JH StuCo Concessions		
228-2028	Junior High Student Council				335.00	0.00		335.00
			:	0		0.00		
7946	CLEARED 12/31/2025	0000004105		Choir-Outfits		Choir-Outfits		
220-2020	Choir				74.30	0.00		74.30

Receipt History

Detail report. Sorted by Site, Receipt Date.
From 12/01/2025 to 12/31/2025.

Site	Receipt Date	Receipt #	Status / Date	Deposit #	Check #	Received From	Receipt Description	Amount	Sales Tax	Amount
Activity ID	Activity Name	Tax Name	Fee Name & Student ID	Tax Activity	Tax Rate %	Tax Amount				
7947			CLEARED 12/31/2025	0000004104		0	0.00			
249-2049	BISON DAYS					0	0.00			
						0	0.00			
7948			CLEARED 12/31/2025	0000004128		0	0.00			
220-2020	Choir					0	0.00			
						0	0.00			
7949			CLEARED 12/31/2025	0000004101		0	0.00			
938-9038	Revolving Account					0	0.00			
						0	0.00			
							Total for 12/02/2025			6,266.78
12/05/2025										
7454			CLEARED 12/31/2025	0000004111		0	0.00			
940-9040	NE Community Foundation					0	0.00			
						0	0.00			
7456			CLEARED 12/31/2025	0000004121		0	0.00			
215-2015	High School Annual					0	0.00			
						0	0.00			
7457			CLEARED 12/31/2025	0000004122		0	0.00			
215-2015	High School Annual					0	0.00			
						0	0.00			
7458			CLEARED 12/31/2025	0000004124		0	0.00			
215-2015	High School Annual					0	0.00			
						0	0.00			
7462			CLEARED 12/31/2025	0000004114		0	0.00			
215-2015	High School Annual					0	0.00			
						0	0.00			
7487			CLEARED 12/31/2025	0000004115		0	0.00			
195-8001	Boys Basketball Fundraising					0	0.00			
						0	0.00			
7488			CLEARED 12/31/2025	0000004118		0	0.00			
195-8001	Boys Basketball Fundraising					0	0.00			
						0	0.00			
7489			CLEARED 12/31/2025	0000004116		0	0.00			
195-8001	Boys Basketball Fundraising					0	0.00			
						0	0.00			
7490			CLEARED 12/31/2025	0000004117		0	0.00			
195-8001	Boys Basketball Fundraising					0	0.00			
						0	0.00			
7491			CLEARED 12/31/2025	0000004119		0	0.00			
195-8001	Boys Basketball Fundraising					0	0.00			
						0	0.00			
7492			CLEARED 12/31/2025	0000004120		0	0.00			
195-8001	Boys Basketball Fundraising					0	0.00			
						0	0.00			
7494			CLEARED 12/31/2025	0000004113		0	0.00			
210-2010	FFA					0	0.00			
						0	0.00			
7495			CLEARED 12/31/2025	0000004112		0	0.00			
210-2010	FFA					0	0.00			
						0	0.00			

Receipt History

Site	Detail report. Sorted by Site, Receipt Date.							
Receipt Date	From 12/01/2025 to 12/31/2025.							
Receipt #	Status / Date	Deposit #	Check #	Received From	Receipt Description			Amount
Activity ID	Activity Name	Fee Name & Student ID	Tax Activity	Tax Rate %	Amount	Sales Tax	Tax Amount	Amount
Tax Name								Amount
					Total for 12/05/2025		18,370.00	
12/08/2025								
7275	CLEARED 12/31/2025	0000004132		NORE-Candy Sales	NORE-Candy Sales			
273-2073	NORE			170.00	0.00			170.00
			:	0	0.00			
7455	CLEARED 12/31/2025	0000004123		Yearbook Ad Sales-Ace	Yearbook Ad Sales-Ace			
215-2015	High School Annual			50.00	0.00			50.00
			:	0	0.00			
7459	CLEARED 12/31/2025	0000004138		Senior Tribute Ads-Grosch	Senior Tribute Ads-Grosch			
215-2015	High School Annual			100.00	0.00			100.00
			:	0	0.00			
7460	CLEARED 12/31/2025	0000004137		Yearbook Purchase-Grosch	Yearbook Purchase-Grosch			
215-2015	High School Annual			65.00	0.00			65.00
			:	0	0.00			
7461	CLEARED 12/31/2025	0000004136		Senior Tribute Ads-Kircher	Senior Tribute Ads-Kircher			
215-2015	High School Annual			100.00	0.00			100.00
			:	0	0.00			
7493	CLEARED 12/31/2025	0000004135		Boys Basketball Cookie Dough	Boys Basketball Cookie Dough			
195-8001	Boys Basketball Fundraising			2,008.00	0.00			2,008.00
			:	0	0.00			
7496	CLEARED 12/31/2025	0000004133		Math Club-Brain Bowl	Math Club-Brain Bowl			
230-2030	Math Club			375.00	0.00			375.00
			:	0	0.00			
7498	CLEARED 12/31/2025	0000004134		FFA-Fruit Sales	FFA-Fruit Sales			
210-2010	FFA			53.00	0.00			53.00
			:	0	0.00			
					Total for 12/08/2025		2,921.00	
12/15/2025								
7276	CLEARED 12/31/2025	0000004141		Industrial Arts Fees- T. Donelan	Industrial Arts Fees- T. Donelan			
224-2024	Industrial Arts			11.00	0.00			11.00
			:	0	0.00			
7277	CLEARED 12/31/2025	0000004142		Concession	Concession			
223-2023	Senior High Concessions			1,386.70	0.00			1,386.70
			:	0	0.00			
7281	CLEARED 12/31/2025	0000004140		FFA-Labor Auction	FFA-Labor Auction			
210-2010	FFA			275.00	0.00			275.00
			:	0	0.00			
7282	CLEARED 12/31/2025	0000004143		NORE-Candy Sales	NORE-Candy Sales			
273-2073	NORE			185.00	0.00			185.00
			:	0	0.00			
7464	CLEARED 12/31/2025	0000004139		Class of 2028-JH dance	Class of 2028-JH dance 12/12/25			
390-3090	Class of 2028			1,016.50	0.00			1,016.50
			:	0	0.00			
					Total for 12/15/2025		2,874.20	
12/18/2025								
7278	CLEARED 12/31/2025	0000004165		Concession	Concession			
223-2023	Senior High Concessions			176.00	0.00			176.00
			:	0	0.00			
7283	CLEARED 12/31/2025	0000004158		Concession	Concession			
223-2023	Senior High Concessions			1,127.25	0.00			1,127.25
			:	0	0.00			

Receipt History

Detail report. Sorted by Site, Receipt Date.

From 12/01/2025 to 12/31/2025.

Site	Receipt Date	Receipt #	Status / Date	Deposit #	Check #	Received From	Receipt Description	Amount	Sales Tax	Amount
Activity ID	Activity Name	Tax Name	Tax Activity	Tax Rate %	Tax Amount					
7284		CLEARED 12/31/2025	0000004166			Concession	Concession			
223-2023	Senior High Concessions					817.00	0.00	817.00		
						0	0.00			
7285		CLEARED 12/31/2025	0000004163			8th GBB vs Cozad / 8th GBB vs	8th GBB vs Cozad / 8th GBB vs			
132-1010	Girls BB Gate Receipts					68.00	0.00	68.00		
						0	0.00			
132-1010	Girls BB Gate Receipts					203.00	0.00	203.00		
						0	0.00			
7289		CLEARED 12/31/2025	0000004161			Activity Tickets	Activity Tickets			
100-1060	Activity Tickets					45.00	0.00	45.00		
						0	0.00			
7290		CLEARED 12/31/2025	0000004167			Lost Locks	Lost Locks			
110-2000	Football Equipment					24.00	0.00	24.00		
						0	0.00			
7348		CLEARED 12/31/2025	0000004159			8th GBB vs Holdrege / R G/B	8th GBB vs Holdrege / R G/B BB			
132-1010	Girls BB Gate Receipts					93.00	0.00	93.00		
						0	0.00			
131-1010	Boys BB Gate Receipts					153.50	0.00	153.50		
						0	0.00			
132-1010	Girls BB Gate Receipts					153.50	0.00	153.50		
						0	0.00			
7466		CLEARED 12/31/2025	0000004162			Power Lifting Donations	Power Lifting Donations			
271-2071	Powerlifting Club					140.00	0.00	140.00		
						0	0.00			
7467		CLEARED 12/31/2025	0000004157			Power Lifting-Fundraiser	Power Lifting-Fundraiser			
271-2071	Powerlifting Club					2,180.00	0.00	2,180.00		
						0	0.00			
8306		CLEARED 12/31/2025	0000004160			JH StuCo	JH StuCo			
228-2028	Junior High Student Council					510.00	0.00	510.00		
						0	0.00			
8450		CLEARED 12/31/2025	0000004164			Concession	Concession			
223-2023	Senior High Concessions					382.75	0.00	382.75		
						0	0.00			
8451		CLEARED 12/31/2025	0000004156			Cattle Trail Dec 8-12	Cattle Trail Dec 8-12			
100-1080	Host Outside Events					8,153.00	0.00	8,153.00		
						0	0.00			
Total for 12/18/2025										14,226.00
12/19/2025										
7280		CLEARED 12/31/2025	0000004153			FFA-Labor Auction	FFA-Labor Auction			
210-2010	FFA					877.00	0.00	877.00		
						0	0.00			
7287		CLEARED 12/31/2025	0000004144			Swim-Donation	Swim- Donation			
195-5001	Swimming Fundraising					250.00	0.00	250.00		
						0	0.00			
7291		CLEARED 12/31/2025	0000004145			Power Lifting Donations	Power Lifting Donations			
271-2071	Powerlifting Club					100.00	0.00	100.00		
						0	0.00			
7349		CLEARED 12/31/2025	0000004146			AD	AD			
100-1080	Host Outside Events					384.00	0.00	384.00		
						0	0.00			
7463		CLEARED 12/31/2025	0000004155			Choir-Outfits	Choir-Outfits			
220-2020	Choir					75.00	0.00	75.00		

Receipt History

Detail report. Sorted by Site, Receipt Date.

Site

From 12/01/2025 to 12/31/2025.

Receipt #	Status / Date	Deposit #	Check #	Received From	Amount	Receipt Description	Sales Tax	Amount
Activity ID	Activity Name	Fee Name & Student ID	Tax Activity	Tax Rate %	Tax Amount			
7465	CLEARED 12/31/2025	0000004151	:	0	0.00			
938-9038	Revolving Account			United Way Subbing	753.56	United Way Subbing	0.00	753.56
7468	CLEARED 12/31/2025	0000004149	:	0	0.00			
271-2071	Powerlifting Club			Power Lifting-Fundraiser	3,174.00	Power Lifting-Fundraiser	0.00	3,174.00
7469	CLEARED 12/31/2025	0000004150	:	0	0.00			
271-2071	Powerlifting Club			Power Lifting-Fundraiser	2,088.00	Power Lifting-Fundraiser	0.00	2,088.00
7470	CLEARED 12/31/2025	0000004148	:	0	0.00			
271-2071	Powerlifting Club			Power Lifting-Fundraiser	72.00	Power Lifting-Fundraiser	0.00	72.00
7471	CLEARED 12/31/2025	0000004147	:	0	0.00			
215-2015	High School Annual			Senior Tribute Ads / business	580.00	Senior Tribute Ads / business ads	0.00	580.00
7497	CLEARED 12/31/2025	0000004154	:	0	0.00			
230-2030	Math Club			Math Club-Brain Bowl	15.00	Math Club-Brain Bowl	0.00	15.00
7499	CLEARED 12/31/2025	0000004152	:	0	0.00			
210-2010	FFA			FFA-Labor Auction/Fruit Sales	5,604.00	FFA-Labor Auction/Fruit Sales	0.00	5,604.00
					Total for 12/19/2025			13,972.56
12/23/2025								
7286	CLEARED 12/31/2025	0000004170	:	0	0.00			
132-1010	Girls BB Gate Receipts			7th GBB vs Gothenburg	133.00	7th GBB vs Gothenburg	0.00	133.00
7292	CLEARED 12/31/2025	0000004175	:	0	0.00			
141-1010	Boys Wrestling Gate Receipts			JVB-VG Wrestling Invite	574.00	JVB-VG Wrestling Invite	0.00	574.00
142-1010	Girls Wrestling Gate Receipts				574.00		0.00	574.00
7293	CLEARED 12/31/2025	0000004172	:	0	0.00			
193-1010	Bowling Gate Receipts			V G/B Bowling	296.00	V G/B Bowling	0.00	296.00
7294	CLEARED 12/31/2025	0000004174	:	0	0.00			
132-1010	Girls BB Gate Receipts			7/8th GBB vs Chase CO / 7th	414.00	7/8th GBB vs Chase CO /7th	0.00	414.00
7295	CLEARED 12/31/2025	0000004168	:	0	0.00			
939-9039	Facility Use			McCook Wrestling Club	100.00	McCook Wrestling Club	0.00	100.00
7472	CLEARED 12/31/2025	0000004171	:	0	0.00			
215-2015	High School Annual			Senior Tribute Ads-Caleb Felker	60.00	Senior Tribute Ads-Caleb Felker	0.00	60.00
7473	CLEARED 12/31/2025	0000004169	:	0	0.00			
210-2010	FFA			FFA Labor Auction-Roberts &	710.00	FFA Labor Auction-Roberts &	0.00	710.00
7474	CLEARED 12/31/2025	0000004176	:	0	0.00			
271-2071	Powerlifting Club			Power Lifting-Fundraiser	11.00	Power Lifting-Fundraiser	0.00	11.00
8453	CLEARED 12/31/2025	0000004173	:	0	0.00			
223-2023	Senior High Concessions			Concession	994.50	Concession	0.00	994.50

Receipt History

Detail report. Sorted by Site, Receipt Date.
From 12/01/2025 to 12/31/2025.

Site	Receipt Date	Receipt #	Status / Date	Deposit #	Check #	Received From	Receipt Description		
Activity ID	Activity Name	Fee Name & Student ID	Tax Name	Tax Activity	Tax Rate %	Amount	Sales Tax	Amount	
						0	0.00		
ACH Deposit 11067809	CLEARED 12/31/2025	0000004177				Parker Hannifin		Parker Hannifin	
950-9050	CTE Grants					5,000.00	0.00	5,000.00	
						0	0.00		
						Total for 12/23/2025		8,866.50	
12/31/2025									
12312025	CLEARED 12/31/2025	0000004178				Bank Interest		Bank Interest	
947-9047	Bank Interest					940.85	0.00	940.85	
						0	0.00		
						Total for 12/31/2025		940.85	
						Site Total		68,437.89	
						Report Total		68,437.89	

McCook Public Schools

Receipts Report

DECEMBER 2025

Customer Name 10 - MPS					
Batch No.	Receipt No.	Method	Date	Description	Amount
4829	00001	Check	12/12/2025	Postage	\$116.17
4830	00001	Check	12/12/2025	Transportation Reimbursable	\$2,333.55
4835	00001	Check	12/30/2025	Transportation Reimbursable	\$873.60
Sub Total					\$3,323.32
Customer Name 11 - ESU15					
Batch No.	Receipt No.	Method	Date	Description	Amount
4833	00001	Check	12/30/2025	Hanson Insurance	\$937.54
Sub Total					\$937.54
Customer Name 12 - State of NE					
Batch No.	Receipt No.	Method	Date	Description	Amount
4836	00001	Direct Deposit	12/31/2025	Medicaid in Public Schools	\$8,399.87
4831	00001	Direct Deposit	12/30/2025	Sped SA FFR	\$349,429.00
4832	00001	Direct Deposit	12/30/2025	State Aid	\$546,628.00
4824	00001	Direct Deposit	12/12/2025	Lunch Reimbursement	\$30,399.69
Sub Total					\$934,856.56
Customer Name 13 - Other					
Batch No.	Receipt No.	Method	Date	Description	Amount
4837	00001	Credit Card	12/31/2025	sale of meals	\$15,745.42
4837	00002	Credit Card	12/31/2025	sale of meals	(\$10.51)
4838	00001	Cash	12/31/2025	sale of meals	\$9,972.30
4834	00001	Check	12/30/2025	Employee Insurance Reimbursement - other districts	\$1,200.84
Sub Total					\$26,908.05
Customer Name 14 - Frontier County					
Batch No.	Receipt No.	Method	Date	Description	Amount
4828	00001	Direct Deposit	12/12/2025	Property Tax	\$12,423.26
4828	00002	Direct Deposit	12/12/2025	Motor Vehicle Taxes	\$75.50
Sub Total					\$12,498.76
Customer Name 5 - Red Willow Co					
Batch No.	Receipt No.	Method	Date	Description	Amount
4825	00001	Direct Deposit	12/12/2025	Property Tax	\$195,285.33
4825	00002	Direct Deposit	12/12/2025	Motor Vehicle Taxes	\$64,575.17
4825	00003	Direct Deposit	12/12/2025	Police court fines	\$250.00
4825	00004	Direct Deposit	12/12/2025	County Fines License fees	\$5,895.73
4826	00001	Direct Deposit	12/12/2025	Property Tax	\$5.34
4827	00001	Direct Deposit	12/12/2025	Property Tax	\$1,635.78
Sub Total					\$267,647.35

Mccook Public Schools

Revenues for Dec 2025 for Jan 2026 Board Meeting

[Fund] 01 - General Fund

Account Code	Description	Actual (Date)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
01-1-01100-00-000-000	Local Property Taxes	(\$207,708.59)	(\$9,613,475.00)	(\$1,978,073.26)	(\$7,635,401.74)	20.57
01-1-01115-00-000-000	Carline Taxes	\$0.00	(\$4,000.00)	(\$477.43)	(\$3,522.57)	11.93
01-1-01120-00-000-000	Public Power Dist. Sales Tax	\$0.00	(\$295,000.00)	\$0.00	(\$295,000.00)	0.00
01-1-01125-00-000-000	Motor Vehicle Taxes	(\$64,650.67)	(\$780,000.00)	(\$281,998.90)	(\$498,001.10)	36.15
01-1-01323-00-000-000	Tuition - District - Sped	\$0.00	(\$13,000.00)	\$0.00	(\$13,000.00)	0.00
01-1-01510-00-000-000	Interest	(\$6,800.94)	(\$71,393.00)	(\$32,533.50)	(\$38,859.50)	45.56
01-1-01911-00-000-000	Local License Fees	\$0.00	(\$7,000.00)	(\$1,500.00)	(\$5,500.00)	21.42
01-1-01921-00-000-000	Police Court Fines	(\$250.00)	(\$7,000.00)	(\$650.00)	(\$6,350.00)	9.28
01-1-02110-00-000-000	County Fines & License Fees	(\$5,895.73)	(\$50,000.00)	(\$18,234.35)	(\$31,765.65)	36.46
01-1-03110-00-000-000	State Aid	(\$546,628.00)	(\$5,414,380.00)	(\$2,194,911.87)	(\$3,219,468.13)	40.53
01-1-03120-00-000-000	Sped School Age	(\$349,429.00)	(\$2,500,000.00)	(\$349,429.00)	(\$2,150,571.00)	13.97
01-1-03125-00-000-000	Sped Trans. Sch Age	\$0.00	(\$50,000.00)	\$0.00	(\$50,000.00)	0.00
01-1-03130-00-000-000	Homestead Exemption	\$0.00	(\$270,000.00)	\$0.00	(\$270,000.00)	0.00
01-1-03180-00-000-000	Pro Rate Motor Vehicle	\$0.00	(\$30,000.00)	(\$2,592.42)	(\$27,407.58)	8.64
01-1-03400-00-000-000	State Apportionment	\$0.00	(\$380,000.00)	\$0.00	(\$380,000.00)	0.00
01-1-03512-00-000-000	Distance Educ. Incentive Payments	\$0.00	(\$1,700.00)	(\$2,000.00)	\$300.00	117.64
01-1-03535-00-000-000	High Ability Learner Payments	\$0.00	(\$12,000.00)	(\$9,080.00)	(\$2,920.00)	75.66
01-1-03990-00-000-000	Other State Receipts	\$0.00	(\$7,500.00)	\$0.00	(\$7,500.00)	0.00
01-1-04505-00-000-000	Title I Current Fiscal Year	\$0.00	(\$255,000.00)	(\$127,812.00)	(\$127,188.00)	50.12
01-1-04509-00-000-000	Title II, Part A Teacher Quality	\$0.00	(\$47,000.00)	(\$51,698.00)	\$4,698.00	109.99
01-1-04510-00-000-000	Title IV	\$0.00	(\$15,700.00)	\$0.00	(\$15,700.00)	0.00
01-1-04516-00-000-000	IDEA Base 3-5	\$0.00	(\$16,000.00)	(\$7,719.00)	(\$8,281.00)	48.24
01-1-04518-00-000-000	IDEA - BASE - EP	\$0.00	(\$366,000.00)	(\$189,960.00)	(\$176,040.00)	51.90
01-1-04521-00-000-000	IDEA Non-Public	\$0.00	(\$32,000.00)	(\$13,725.00)	(\$18,275.00)	42.89
01-1-04524-00-000-000	Other Federal Non-categorical	\$0.00	(\$7,500.00)	\$0.00	(\$7,500.00)	0.00
01-1-04530-00-000-000	Categorical Grants	\$0.00	(\$3,000.00)	\$0.00	(\$3,000.00)	0.00
01-1-04708-00-000-000	Medicaid In Public Schools	(\$8,399.87)	(\$105,000.00)	(\$25,199.61)	(\$79,800.39)	23.99
01-1-04709-00-000-000	Medicaid Administrative Activity	\$0.00	(\$25,000.00)	(\$4,176.39)	(\$20,823.61)	16.70
01-1-04969-00-000-000	Title IV (new)	\$0.00	\$0.00	(\$18,625.00)	\$18,625.00	0.00
01-1-05301-00-000-000	Insurance Adjustments	\$0.00	\$0.00	(\$673.00)	\$673.00	0.00
Subtotal of Element: Revenue		(\$1,189,762.80)	(\$20,378,648.00)	(\$5,311,068.73)	(\$15,067,579.27)	26.06%

[Fund] 02 - Depreciation Fund

02-1-01510-00-000-000	Interest	(\$2,219.23)	(\$1,500.00)	(\$8,396.41)	\$6,896.41	559.76
02-1-05200-00-000-000	Transfers From General Fund	\$0.00	(\$400,000.00)	\$0.00	(\$400,000.00)	0.00
02-1-05690-00-000-000	Non-revenue Receipts	(\$3,207.15)	\$0.00	(\$4,052.75)	\$4,052.75	0.00
Subtotal of Element: Revenue		(\$5,426.38)	(\$401,500.00)	(\$12,449.16)	(\$389,050.84)	3.10%

[Fund] 03 - Employee Benefit Fund

Account Code	Description	Actual (Date)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
03-1-01510-00-000-000	Interest - Unemployment	(\$220.82)	(\$250.00)	(\$827.72)	\$577.72	331.08
03-1-05200-00-000-000	Transfers From General Fund	\$0.00	(\$5,000.00)	\$0.00	(\$5,000.00)	0.00

Subtotal of Element: Revenue		(\$220.82)	(\$5,250.00)	(\$827.72)	(\$4,422.28)	15.77%
[Fund] 06 - School Nutrition Fund						
Account Code	Description	Actual (Date Range)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
06-1-01510-00-000-000	Interest	(\$553.93)	(\$100.00)	(\$2,074.82)	\$1,974.82	2,074.82
06-1-01611-00-000-000	School Lunch Program	(\$25,717.72)	(\$310,000.00)	(\$130,244.77)	(\$179,755.23)	42.01
06-1-03150-00-000-000	State Reimbursement	\$0.00	(\$320,000.00)	\$0.00	(\$320,000.00)	0.00
06-1-04210-00-000-000	Federal Reimbursement	(\$30,399.69)	\$0.00	(\$127,412.30)	\$127,412.30	0.00
06-1-05690-00-000-000	Other Non-revenue Receipts	\$10.51	\$0.00	(\$130.13)	\$130.13	0.00
Subtotal of Element: Revenue		(\$56,660.83)	(\$630,100.00)	(\$259,862.02)	(\$370,237.98)	41.24%
[Fund] 07 - Bond Fund						
Account Code	Description	Actual (Date Range)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
07-1-01100-00-000-000	Local Property Taxes	(\$5.34)	\$0.00	(\$133.97)	\$133.97	0.00
07-1-01510-00-000-000	Interest	(\$831.16)	\$0.00	(\$3,090.61)	\$3,090.61	0.00
Subtotal of Element: Revenue		(\$836.50)	\$0.00	(\$3,224.58)	\$3,224.58	
[Fund] 08 - Special Building Fund						
Account Code	Description	Actual (Date Range)	Budget (YTD)	Actual (YTD)	Available (YTD)	% of Budget
08-1-01100-00-000-000	Local Property Taxes	(\$1,635.78)	\$0.00	(\$1,694.31)	\$1,694.31	0.00
08-1-01510-00-000-000	Interest	(\$815.37)	\$0.00	(\$5,516.12)	\$5,516.12	0.00
Subtotal of Element: Revenue		(\$2,451.15)	\$0.00	(\$7,210.43)	\$7,210.43	
Grand Total		(\$1,255,358.48)	(\$21,415,498.00)	(\$5,594,642.64)	(\$15,820,855.36)	26.12%

McCook Public Schools

Expenditures for Dec 2025 for Jan 2026 Board Meeting

Function - General Fund	Actuals (Selected	Adopted Budget	Actuals (YTD)	Available	% of Budget
01100 - Regular Instruction	\$592,271.40	\$7,504,117.37	\$2,442,780.32	\$5,016,659.18	32.55
01150 - Limited English Proficiency Programs	\$12,886.16	\$83,441.86	\$50,177.79	\$33,264.07	60.14
01160 - Poverty Programs	\$133,584.17	\$1,628,562.12	\$531,299.18	\$1,097,262.94	32.62
01190 - Early Childhood Educational Programs	\$131.85	\$2,500.00	\$912.54	\$1,587.46	36.50
01200 - Special Education Instructional Programs -	\$255,083.94	\$2,833,139.99	\$1,017,691.70	\$1,815,188.30	35.92
01291 - Special Education Instructional Programs -	\$9.50	\$154,708.80	\$273.96	\$154,434.84	0.18
01295 - Special Education Instructional Programs -	\$145.40	\$2,188.66	\$442.91	\$1,745.75	20.24
01300 - Summer School	\$0.00	\$10,000.00	\$0.00	\$10,000.00	0.00
02110 - Attendance/Social Work	\$0.00	\$35,000.00	\$0.00	\$35,000.00	0.00
02120 - Guidance Services	\$16,294.98	\$238,664.24	\$71,203.30	\$167,460.94	29.83
02130 - Health Services	\$319.74	\$5,100.00	\$1,289.28	\$3,810.72	25.28
02131 - SPED Health Services	\$5,581.11	\$63,170.42	\$22,827.30	\$40,343.12	36.14
02141 - Psychological Services - SPED - School	\$16,998.00	\$158,567.07	\$54,061.76	\$67,135.31	34.09
02151 - Speech Pathology and Audiology Services -	\$23,563.13	\$217,463.09	\$77,852.50	\$105,043.33	35.80
02152 - Speech Pathology and Audiology Services -	\$127.94	\$2,950.00	\$263.99	\$2,686.01	8.95
02153 - Speech Pathology and Audiology Services -	\$0.00	\$1,000.00	\$0.00	\$1,000.00	0.00
02161 - Occupational Therapy-Related Services -	\$9,007.14	\$113,567.79	\$39,847.48	\$73,720.31	35.09
02171 - Physical Therapy-Related Services - SPED -	\$1,620.00		\$6,442.20	(\$6,442.20)	
02181 - Visually Impaired-Vision Services - SPED -	\$0.00	\$7,500.00	\$0.00	\$7,500.00	0.00
02190 - Support Services - Student - Other	\$0.00	\$100,000.00	\$54,263.30	\$45,736.70	54.26
02213 - Instructional Staff Training	\$0.00	\$6,500.00	\$3,076.00	\$3,424.00	47.32
02220 - Library-Media Services	\$33,758.65	\$436,523.40	\$149,482.10	\$286,988.70	34.24
02230 - Instruction Related Technology	\$0.00	\$25,000.00	\$0.00	\$25,000.00	0.00
02310 - Board of Education	\$8,309.33	\$211,500.00	\$26,700.93	\$184,799.07	12.62
02320 - Executive Administration	\$25,785.91	\$296,405.65	\$95,106.25	\$200,753.94	32.09
02330 - District Legal Services	\$4,922.00	\$20,000.00	\$5,516.00	\$14,484.00	27.58
02410 - Office of the Principal	\$96,977.17	\$1,216,581.54	\$421,347.01	\$792,967.84	34.63
02490 - Activity Director	\$11,852.57	\$145,195.09	\$48,056.18	\$97,138.91	33.10
02510 - Fiscal Services	\$49,151.98	\$757,506.36	\$231,705.92	\$523,728.56	30.59
02530 - PRINTING, PUBLISHING, &	\$0.00		\$603.22	(\$603.22)	
02580 - Administrative Technology Service	\$25,783.11	\$460,735.53	\$111,470.45	\$331,918.08	24.19
02610 - Operation of Buildings	\$82,716.90	\$850,604.33	\$613,368.38	\$237,235.95	72.11
02620 - Maintenance of Buildings	\$51,800.71	\$912,211.84	\$284,585.69	\$550,925.89	31.20
02650 - Vehicle Operation and Maintenance (Other	\$747.69	\$21,500.00	\$3,421.99	\$18,078.01	15.92
02660 - Security	\$0.00	\$46,000.00	\$9,280.30	\$36,719.70	20.17
02670 - Safety	\$145.00		\$580.00	(\$1,740.00)	
02710 - Vehicle Operation - Regular Education	\$25,428.12	\$294,050.40	\$125,423.21	\$168,512.52	42.65
02712 - Vehicle Operation - School Age SPED	\$6,330.77	\$84,910.42	\$160,219.62	(\$75,309.20)	188.69
02713 - Vehicle Operation - Below Age 5 SPED	\$0.00	\$15,900.00	\$0.00	\$15,900.00	0.00
02730 - Vehicle Servicing and Maintenance -	\$7,929.90	\$95,578.77	\$36,546.69	\$59,032.08	38.24
03512 - Distance Education	\$8,300.71		\$78,031.14	(\$167,387.11)	
03535 - High Ability Learners	\$4,228.48	\$23,018.00	\$5,671.90	\$17,346.10	24.64
03599 - State Categorical Programs - Others	\$0.00	\$6,300.00	\$0.00	\$6,300.00	0.00
06200 - Federal Services - Title I Part A ESSA	\$19,467.89	\$240,122.24	\$78,726.12	\$161,396.12	32.79

06310 - Federal Services - Title II Part A ESSA	\$14,004.38	\$117,600.00	\$18,962.06	\$98,637.94	16.12
06406 - Federal Services - IDEA Preschool (619)	\$2,274.11	\$18,314.24	\$8,805.75	\$9,508.49	48.08
06408 - Part B 611 Base EP	\$30,862.24	\$354,907.85	\$123,247.59	\$231,660.26	34.73
06412 - Federal Services - IDEA Part B	\$2,750.24	\$33,246.93	\$11,000.97	\$22,245.96	33.09
06690 - Federal Services - Other Federal Non-	\$0.00	\$6,294.00	\$0.00	\$6,294.00	0.00
06700 - Federal Services - Federal Vocational and	\$15,903.55	\$2,000.00	\$15,903.55	(\$13,903.55)	795.18
06967 - FEDERAL SERVICES - TITLE IV, PART A	\$0.00	\$18,500.00	\$0.00	\$18,500.00	0.00
08000 - Transfers (Outgoing)	\$0.00	\$500,000.00	\$50,000.00	\$450,000.00	10.00
01 - General Fund	\$1,597,055.87	\$20,378,648.00	\$7,088,468.53	\$12,983,689.82	34.78%

Function - Depreciation Fund	Actuals (Selected)	Adopted Budget	Actuals (YTD)	Available	% of Budget
02900 - OTHER SUPPORT SERVICES	\$68,995.86	\$630,100.00	\$269,194.89	\$360,571.49	42.72
02 - Depreciation Fund	\$68,995.86	\$630,100.00	\$269,194.89	\$360,571.49	42.72%

Function - Employee Benefit Fund	Actuals (Selected)	Adopted Budget	Actuals (YTD)	Available	% of Budget
02520 - Purchasing Warehousing and Distributing	\$0.00	\$5,250.00	\$0.00	\$5,250.00	0.00
03 - Employee Benefit Fund	\$0.00	\$5,250.00	\$0.00	\$5,250.00	0.00%

Function - School Nutrition Fund	Actuals (Selected)	Adopted Budget	Actuals (YTD)	Available	% of Budget
02190 - Support Services - Student - Other	\$79,854.85	\$630,100.00	\$200,199.03	\$424,415.35	31.77
06 - School Nutrition Fund	\$79,854.85	\$630,100.00	\$200,199.03	\$424,415.35	31.77%

Function - Bond Fund	Actuals (Selected)	Adopted Budget	Actuals (YTD)	Available	% of Budget
05000 - Debt Service	\$70,410.00	\$70,210.00	\$70,410.00	(\$200.00)	0.00
07 - Bond Fund	\$70,410.00	\$70,210.00	\$70,410.00	(\$200.00)	100.28%

Function Special Building	Actuals (Selected)	Adopted Budget	Actuals (YTD)	Available	% of Budget
02515 - Building and Sites	\$0.00	\$1,180,000.00	\$0.00	\$1,180,000.00	0.00
04300 - ARCHITECTURE & ENGINEERING	\$7,584.84		\$7,584.84	(\$7,584.84)	
04700 - Building Improvements	\$87,014.57		\$815,556.11	(\$815,556.11)	
05000 - Debt Service	\$3,007.54	\$55,000.00	\$12,030.16	\$18,909.52	21.87
08 - Special Building Fund	\$97,606.95	\$1,235,000.00	\$835,171.11	\$375,768.57	67.63%

Grand Total	\$1,903,230.26	\$23,339,208.00	\$8,544,973.98	\$14,441,407.47	37%
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McCook Public Schools

Cash Summary Report Dec 2025 for Jan 2026 Board Meeting

Fund	Description	Beginning Balance	Revenue	Expenditure	Ending Balance
01	General Fund	\$4,027,121.14	\$1,189,762.80	(\$1,597,055.87)	\$3,619,828.07
02	Depreciation Fund	\$1,104,483.39	\$5,426.38	(\$69,161.58)	\$1,040,748.19
03	Employee Benefit Fund	\$122,118.49	\$220.82	\$0.00	\$122,339.31
05	Activity Fund	\$538,562.09	\$68,437.89	(\$68,514.19)	\$538,485.79
06	School Nutrition Fund	\$400,688.62	\$56,660.83	(\$68,995.86)	\$388,353.59
07	Bond Fund	\$475,283.51	\$836.50	(\$70,410.00)	\$405,710.01
08	Special Building Fund	\$494,911.68	\$2,451.15	(\$97,606.95)	\$399,755.88
Sub Total		\$7,163,168.92	\$1,323,796.37	(\$1,971,744.45)	\$6,515,220.84

Cash Summary Report Dec 2024 for Jan 2025 Board Meeting (Last year)

Fund	Description	Beginning Balance	Revenue	Expenditure	Ending Balance
01	General Fund	\$3,926,158.83	\$982,141.65	(\$1,532,350.28)	\$3,375,950.20
02	Depreciation Fund	\$1,118,985.85	\$3,898.81	(\$58,283.00)	\$1,064,601.66
03	Employee Benefit Fund	\$141,988.12	\$245.97	\$0.00	\$142,234.09
05	Activity Fund	\$461,705.80	\$87,258.80	(\$62,597.97)	\$486,366.63
06	School Nutrition Fund	\$386,300.64	\$57,841.07	(\$61,597.10)	\$382,544.61
07	Bond Fund	\$643,967.15	\$2,487.60	\$0.00	\$646,454.75
08	Special Building Fund	\$1,303,163.45	\$3,144.60	(\$3,007.54)	\$1,303,300.51
Sub Total		\$7,982,269.84	\$1,137,018.50	(\$1,717,835.89)	\$7,401,452.45

McCook Public Schools

Voucher by Vendor Report

US BANK DEC 2025

Voucher Number	Vendor	Amount						
DEC 2 25/26	US Bank	\$8,290.97						
Invoice	Payment Vendor	PO Number	Invoice Date	Warrant	Item No.	Item Description	Account Code	Amount
GG00287623	US Bank	25-3942	11/03/2025	57838	1	Year Subscription to Generation	01-2-01100-00-643-1-003-60	\$225.00
blook mb/er	US Bank	26-1588	10/28/2025	57838	1	Blooket Plus Subscription	01-2-01100-00-643-1-003-60	\$119.76
blooket sg	US Bank	26-1785	11/03/2025	57838	1	Yearly Blooket Subscription	01-2-01100-00-643-1-003-60	\$59.88
humanities ne	US Bank	26-1601	10/25/2025	57838	1	Registration for State Poet-Jewel Rodgers	01-2-01100-09-330-2-001-15	\$150.00
spell bee jh	US Bank	26-1612	10/29/2025	57838	1	Spelling Bee Registration	01-2-01100-09-330-2-002-20	\$184.00
blook sh	US Bank	26-1615	10/30/2025	57838	1	Blooket Subscription	01-2-01100-09-643-2-001-15	\$59.88
INTL ACAD 25	US Bank	26-1725	11/20/2025	57838	1	International Academics Competition Registration. The competition is in Hastings on December 6th.	01-2-01100-27-330-2-002-20	\$1,102.50
pear assess zf	US Bank	26-1545	10/28/2025	57838	1	https://assessment.peardeck.com/author/subscription_teacher_premium	01-2-01100-85-610-1-006-30	\$125.00
pump & pantr	US Bank	26-1614	10/29/2025	57838	1	gas for Traverse for hiring fair at UNL	01-2-02310-00-333-0-000-11	\$42.83
el much/tx de braz	US Bank	26-1789	11/20/2025	57838	1	NASB conference meals for Board	01-2-02310-00-580-0-000-11	\$759.56
HILTON OM gn/jg	US Bank	26-1791	11/21/2025	57838	2	NASB State Conf -Hilton Omaha	01-2-02320-00-580-0-000-10	\$589.62
phillips	US Bank	26-1786	11/18/2025	57838	1	gas for GNS trip	01-2-02320-00-610-0-000-10	\$39.26
epic bb	US Bank	26-1127	11/05/2025	57838	1	Gared@ 8800 Endurance Slam	01-2-02410-00-610-1-003-60	\$249.89
HILTON OM gn/jg	US Bank	26-1791	11/21/2025	57838	1	NASB State Conf- Hilton Omaha	01-2-02510-00-580-0-000-11	\$589.62
LV EMB JG	US Bank	091-26L	11/16/2025	57838	1	Lodging for j Gross for NE	01-2-02510-00-580-0-000-11	\$727.68
OWH NOV 25	US Bank	26-1244	11/05/2025	57838	1	Omaha World Harold Subscription	01-2-02510-00-610-0-000-11	\$29.99
sec of st	US Bank	26-1701	11/18/2025	57838	1	notary public renewal	01-2-02510-00-810-0-000-11	\$32.50
NI DMV 25	US Bank	26-1787	11/12/2025	57838	1	Bus Driver Records	01-2-02710-00-340-0-000-12	\$210.00
Grand Total								\$5,296.97

**CHECKS BY DATE BOARD REPORT
DECEMBER 2025
General Fund**

DATE	VENDOR	AMOUNT
12/1/2025	Career and Technical Training, LLC	\$14,000.00
12/1/2025	City Of McCook	\$2,976.89
12/1/2025	Hometown Leasing	\$5,914.72
12/1/2025	Nebraska Public Power District	\$8,397.87
12/1/2025	Pristine Clean Commercial Cleaning	\$18,780.00
12/1/2025	Viaero Wireless	\$118.99
12/9/2025	Black Hills Energy	\$14,646.55
12/9/2025	Colorado Retail Ventures	\$6,061.46
12/9/2025	Diode Communications	\$145.00
12/9/2025	Essential Screens	\$96.60
12/9/2025	US Bank	\$5,296.97
12/9/2025	Verizon Wireless	\$255.96
12/12/2025	Dickes, Craig	\$361.85
12/12/2025	Great Plains Communication	\$2,011.04
12/12/2025	Quadient Finance USA, Inc.	\$3,000.00
12/12/2025	Reward Committee	\$2,500.00
12/15/2025	Credit Management Services,	\$444.61
12/15/2025	Employee Benefits	\$300.00
12/15/2025	Hitchcock County Schools	\$911.76
12/15/2025	McCook Schools Lunch Fund	\$100.00
12/15/2025	Synchrony Bank	\$250.88
12/15/2025	Today Cash	\$189.88
12/19/2025	Ameritas Life Ins. Co	\$2,031.68
12/19/2025	Blue Cross Blue Shield of Nebraska	\$237,465.14
12/19/2025	Employee Benefits	\$6,741.50
12/19/2025	MASA	\$434.00
12/19/2025	McCook Schools Lunch Fund	\$320.00
12/19/2025	National Insurance Services	\$1,061.81
12/19/2025	YMCA of McCook	\$774.00
12/19/2025	National Insurance Services-LTD	\$2,483.78
12/19/2025	Amazon Capital Services	\$4,292.81
12/19/2025	City Of McCook	\$65.72
12/19/2025	TreviPay-Walmart	\$660.29
12/23/2025	Aflac Group	\$2,322.91
12/30/2025	Omnify	\$152.00
12/30/2025	7-D Lockshop	\$1,587.10
12/30/2025	Ace Hardware	\$1,772.94
12/30/2025	AKRS Equipment	\$189.50
12/30/2025	American Electric Company	\$596.03
12/30/2025	Brad Hays	\$455.37
12/30/2025	Bureau of Education & Research	\$295.00
12/30/2025	CDW Government, Inc.	\$10,342.60
12/30/2025	Charlie McPherson	\$397.60
12/30/2025	Cynthia L Schroeder	\$697.90
12/30/2025	City Of McCook	\$5.52
12/30/2025	D & S Hardware	\$603.85
12/30/2025	Diamond Vogel	\$1,228.97
12/30/2025	Dick Blick Art Materials	\$579.38
12/30/2025	Eakes Office Solutions	\$3,646.11
12/30/2025	Embassy Suites Lincoln	\$1,124.00
12/30/2025	ESU #15	\$12,175.68

DATE	VENDOR	AMOUNT
12/30/2025	ESU #16	\$419.04
12/30/2025	Floyd's Truck Center	\$1,076.70
12/30/2025	Fort Hays State University	\$50.00
12/30/2025	Gross, Jeff	\$399.00
12/30/2025	Hands of Heartland	\$16,721.91
12/30/2025	Hayley Uerling	\$127.94
12/30/2025	Hilton Garden Inn-Omaha	\$464.20
12/30/2025	Hilton Omaha	\$2,135.96
12/30/2025	HOBYS Registration	\$650.00
12/30/2025	James Kenny	\$70.00
12/30/2025	Jordan Lewis	\$67.00
12/30/2025	Kenneth Dugger	\$200.00
12/30/2025	Malleck Oil	\$746.89
12/30/2025	Marks	\$3,167.03
12/30/2025	McCook Arnold Motor Supply	\$65.30
12/30/2025	McCook Gazette	\$252.01
12/30/2025	Mead Lumber	\$296.37
12/30/2025	Meagan Paul	\$13.56
12/30/2025	NASB	\$2,632.00
12/30/2025	NCSA	\$150.00
12/30/2025	Nebraskaland Tire	\$54.13
12/30/2025	Paper Tiger Shredding	\$135.00
12/30/2025	Pearson Assessments	\$381.25
12/30/2025	Perry, Guthery, Haase & Gessford, P.C.	\$4,922.00
12/30/2025	Playscripts	\$161.22
12/30/2025	Pristine Clean Commercial Cleaning	\$13,350.00
12/30/2025	Ramsay, Bill	\$65.00
12/30/2025	Rasmussen Mechanical Services	\$1,445.16
12/30/2025	Robert J Gaulke	\$70.00
12/30/2025	Rockler	\$73.98
12/30/2025	Samway Floor Covering	\$506.95
12/30/2025	Sayler Screenprinting	\$2,916.90
12/30/2025	Scholastic Inc Education	\$412.50
12/30/2025	Solution Tree	\$198.00
12/30/2025	Southwest Drug Testing LLC	\$105.00
12/30/2025	Southwest Farm & Auto Supply	\$300.81
12/30/2025	Sparqdata Solutions	\$2,700.00
12/30/2025	STAR Autism Support, Inc	\$1,660.00
12/30/2025	Supreme School Supply	\$90.22
12/30/2025	SW NE Physical Therapy PC	\$1,620.00
12/30/2025	Terra-Marie Sides	\$74.31
12/30/2025	The Pit Crew	\$1,778.32
12/30/2025	The Waldinger Corporation	\$2,403.70
12/30/2025	TKO Pest Control, LLC	\$350.00
12/30/2025	Vestis	\$1,619.26
12/30/2025	Virco Inc.	\$3,354.40
12/30/2025	VK Electronics	\$85.00
12/30/2025	Volz Plumbing	\$434.98
12/30/2025	Weathercraft Co.	\$88.00
12/30/2025	WEX Bank	\$420.51
12/30/2025	Woodline USA	\$1,903.55

DECEMBER 2025 EFT CHECKS

General Fund

AFLAC	\$7,156.64	LegalShield	\$133.60
Colonial Life	\$996.95	NE Dept of Revenue - State Taxes	\$30,997.28
Direct Deposit	\$714,889.44	Nebr. School Retirement System	\$152,383.32
Federal Taxes/FICA/Medicare	\$216,497.95	Retirement Plan Consultants (403b)	\$4,233.59
Horace Mann Insurance Co	\$381.19	HSA Deposits	\$16,991.18

CHECKS BY DATE BOARD REPORT

DECEMBER 2025

Depreciation Fund

DATE	VENDOR	AMOUNT	DATE	VENDOR	AMOUNT
12/9/2025	McCorkle Auto Sales	\$8,500.00	12/30/2025	CDW Government, Inc.	\$60,661.58

CHECKS BY DATE BOARD REPORT

DECEMBER 2025

Special Building Fund

DATE	VENDOR	AMOUNT	DATE	VENDOR	AMOUNT
12/1/2025	MNB Bank	\$3,007.54	12/12/2025	PAULSEN, INC	\$87,014.57
12/30/2025	W Design Associates, Inc.	\$7,584.84			

CHECKS BY DATE BOARD REPORT

DECEMBER 2025

Nutrition Fund

DATE	VENDOR	AMOUNT	DATE	VENDOR	AMOUNT
12/01/2025	McCook Public Schools	\$116.17	12/30/2025	Hobart Sales	\$2,715.58
12/09/2025	Opaal Food Management, Inc.	\$60,180.86	12/30/2025	Parde Electric	\$551.25
12/09/2025	US Bank	\$2,994.00	12/30/2025	Volz Plumbing	\$180.00
12/12/2025	Computer Information Concepts	\$2,158.00			

CHECKS BY DATE BOARD REPORT

DECEMBER 2025

Bond Fund

DATE	VENDOR	AMOUNT
12/01/2025	BOKF	\$70,410.00

McCook School Board Report
January 12, 2026
Special Education Dept., John Hanson, Director

- 1) Little Bison Preschool is currently taking applications for next year's classes. Typically 3 year olds in the morning 4 days/week and 4 year olds in the afternoon 4 days/week. We have to make sure we get at least 450 hours per year per Nebraska Rule 11 requirements. The maximum number of students we can have in each section is 17 based on state fire marshal's size requirements. We prioritize placing children with disabilities, students who qualify for free or reduced lunch prices, minority students, SONS/DAUGHTERS of staff members, and families who have placed older siblings in the class. Mrs. Holthus and I will notify families of the district's decision towards the middle of February.
- 2) The Early Childhood Team and I went to CPR/First Aid Training at ESU 15 in Trenton on Friday, Jan. 9th. It is a Rule 11 requirement that at least one preschool staff member be currently certified. Certification is good for two years.
- 3) Thank you to Sheryl Sides for hosting a student teacher in special education for the next couple of months...Miranda Payton (past special education paraeducator) will be assigned to McCook Elementary for a couple of months, and then she will spend a couple of months at the high school because her teaching endorsement will be sped K-12.
- 4) Semi-annual certifications have been completed, fulfilling the IDEA federal grant requirements. These are not submitted to NDE, but if they do an audit, they will look for these documents.
- 5) Thank you to Gabby Bednar, contracted district Physical Therapist, for finding a wheelchair for a 1st grade student with muscular dystrophy to use on an as needed basis during the school day, instead of the district having to buy one.
- 6) I will be attending the NCSA Legislative Committee meeting on Friday, January 23rd in Lincoln, NE.

604 West 1st,
McCook, NE 69001
308-344-4400 Ex. 3



Principal: Joel Bednar
jbednar@mccookbison.org
Secretary: Kim Lyons
klyons@mccookbison.org
Counselor: Debbie Arp
debbie.arp@mccookbison.org

Board of Education Report – January 2026

We have had a great first few days back to school following Christmas break. There was a genuine sense of excitement as students entered the building, and staff intentionally eased back into routines on Monday to help set a positive tone. That approach appears to have paid off, as the transition into second semester has been smooth and productive. With the pace of the semester, it will move quickly, and we are off to a strong start.

Staff Learning & Professional Growth

Central staff continues a book study on *Focus* by Mike Schmoker. We are currently finishing Chapters 1–3 together and will complete a jigsaw activity with the remaining chapters. While there was some initial apprehension, staff discussions have been thoughtful, reflective, and productive. The book has generated meaningful conversations around clarity, priorities, and instructional focus.

Science of Reading Professional Learning

Following the completion of the *Focus* book study, staff will begin the Science of Reading Master Class professional learning. This learning will require approximately four hours to complete, and all K–5 teachers will receive a certificate upon completion. This ensures we are meeting expectations related to reading instruction, particularly the requirement that all K–3 teachers are adequately trained in the science of reading.

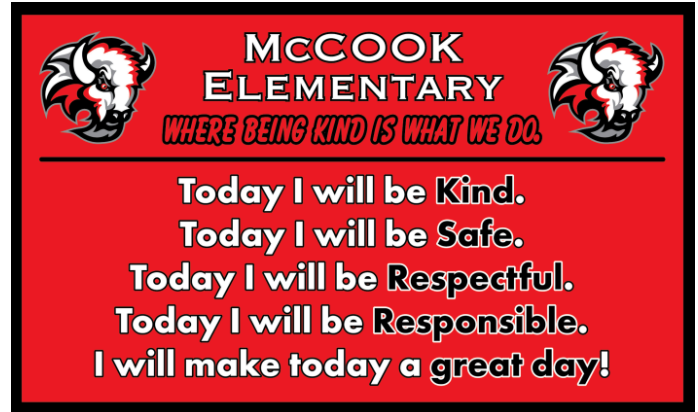
Staff Wellness & Readiness

Christmas break provided a valuable opportunity for staff and students to reset and recharge. That time away has been beneficial, as it is evident that both staff and students returned in a positive mindset and ready to engage in learning as we move into January.

McCook Elementary Board Report January, 2026

1. Enrollment:

PreK 3-Year-Olds	17
Prek 4-Year-Olds	17
Kindergarten	92
1st Grade	78
2nd Grade	99
3rd Grade	98
Total	401



2. Curriculum/Instruction

- a. Working through our Nebraska READING data to determine lists of kids that require interventions.
- b. Teachers will be working on revisiting and revising their essential targets over the next few months.

3. General Announcements

- a. We will be celebrating students who have doubled their expected goal in MAPs from Fall to Winter.
- b. Thank you to the technology department for their work with the new phone system.

4. PTO News

- a. I will be working with the PTO to bring in some obstacle courses and bounce houses for the end of the year celebration.
- b. Carnival planning is in full swing.
- c.

Junior High Board Report

December 31, 2025

Chad Lyons, Principal

1. Junior high band and choir students performed in concert.
2. Seven junior high students competed in the regional Bees competition in Hastings. Our students earned 6 gold, 1 silver, and 5 bronze medals at science, history, and geography bee competitions.
3. Non-tenure teacher evaluations are completed.
4. StuCo sponsored a dress-up spirit week.
5. Each grade level planned its 2nd quarter blue folder positive behavior celebration.
6. Physical Education students experienced the National Guard inflatable obstacle course.
7. The 7th and 8th girls basketball and boys wrestling seasons have concluded. Seventh and eighth-grade boys basketball and girls wrestling organizational meetings were conducted.
8. Enrollment: 6th-86, 7th-109, 8th-90= Total 285

January 12th, 2026

SH Board Report

Senior High, Craig Dickes, Principal

2025-2026 Enrollment numbers:

9th -125, 10th -116, 11th -105, 12th - 129. Total = 475

AVG Daily Attendance for December 2025 is 91.83%

- Activity 2306 periods
 - Excused 2549 periods
 - Illness 1325 periods
 - Waivered ILL 236 periods
 - Out of School Suspension 84 periods
 - Unexcused 265 periods
- Student Discipline for December 2025.
 - Attendance Violation 143 events by 66 students
 - Bullying/Harassment 0 events by 0 students
 - Disorderly conduct 4 events by 4 students
 - Violation of School Rules 8 events by 8 students
 - Alcohol/Tobacco 0 events by 0 student
 - Drug Possession/Use 0 event by 0 student
 - Fighting 0 events by 0 students
 - Insubordination 5 events by 4 students
 - Weapons 0 events by 0 students
 - Theft 0 event by 0 student
 - Vandalism 1 event by 1 student

I am reviewing applications to replace Mr. Hosick, it will be a challenging position to fill. I am hoping to set up interviews in January.

We continue to work on Bison Days planning, as usual support from the community has been strong, but with several businesses closing or changing their offerings we are working hard to identify some different experiences.

Color Day Dance will be held on January 24th from 9:00-12:00 at the LIFT Building.

McCook High School

Clubs and Organizations Activity Report

Art

December

- Glazing the christmas pottery project
- Community mural got put on hold until the spring because of weather

January

- Group project - Learning how to needle felt

Band

December

- Christmas Concert - 12/1 - 7:00PM
- Jazz Tour - 12/10 - All day

January

- Kearney High Underclassmen Honor Band - 19th
- North Platte Middle School Honor Band - 24th
- UNK Honor Band - 26th

Bison eSports

December

- Month of no activity until we begin practices again for our spring semester games in January

January

-

Choir

December

- Winter Concert on December 1st
- Plan to go caroling at different nursing homes

January

- Voted on fundraiser concert theme: MUSICAL!
 - Opportunity for solos and small groups!
 - Opportunity for lots of creativity activity while furthering their knowledge of music
- Working on District Music pieces

Class of 2026

-
-

Class of 2027

- Class officer elections were held. Thank you, Mrs. Blume!
- Working Concessions on Sept 25th
- Class officers checked out locations for prom
- Officer meeting during lunch on November 6 with Mrs. Fisher to determine prom details.
- Officer meeting during lunch on December 9 to further plan prom.

Class of 2028

- Have worked one concession stand.
- Coming up with a couple fundraising ideas.
- Winners of Homecoming Hall Decorating! Great job kids!

Class of 2029

- We had a meeting with Class officers on November 18 to talk about the next Concession date and Fundraising.
- Organizing to work on Concessions on January 16.

Destination Imagination

December

- Decided to do the technical challenge this year as a group.
- Met twice, discussed/brainstormed ideas & playwright material, list of project materials, team name, and practiced team collaboration.

January

- Started our creative playwright script "Knights of the Round Table." & finalized the materials list for our district DI project "Win It Big"

FBLA

December

- 12/11 Meeting
- Ringing the Bell for The Salvation Army @ Walmart

January

- 01/08 Meeting

FFA

December

-

January

-

Interact

December

- Started selling Candles for fundraiser

January

- Discuss Candy Gram Fundraiser for Valentine's Day
- Discuss Chili Cookoff for end of January in St. Pats Chili Cookoff
- Junior High Dance 20th of February
- Kindergarten reading starting probably in February
- Retreat in May 27-29th.

JAG

December

- Starting to plan our big Service learning project (Planning will take all of our time until break)
- Working on a Statewide JAG competition for the best chapter
- Titan machinery classroom visit
- Valmont Field Trip- Employer Engagement
- Planning Legislative Days for a visit to the capital in March

January

- McCook Beauty Academy
- Parker
- Titan machinery
- Fort Hays Tech
- Working on career projects to have a full portfolio Resume, cover letter, letter of recommendation. Continue to work on Career projects big focus on presenting and using GNAP.

Math Club

December

- Food Pantry drive on the last week of the semester was a success. We donated about 60 items to the food pantry in town. The winning WIN period was Mrs. Janes's class.

January

- Will meet the 8th to discuss the second semester's activities which include Mathemagic.

McCook Bison.TV

December

- Bison.TV finished the Band and Choir Concert on December 2nd.
- First varsity game will be girls basketball on December 20th.

January

-

Mock Trial

December

- State Mock Trial Dec. 3-4

January

- No Activity

National Honor Society

December

-

January

-

Newspaper

December

- Printing Press Process Impact Discussion / Audience Impact
- Giving Day (December 2nd) News Break Research
- Continue creating and distributing bi-weekly newsletter *The Potty Talk*.
- Researching & writing articles for The Stampede's mid-December deadline.

January

- Brainstorming/pre-writing ideas and topics for the next spring semester's articles.
- Continue creating and distributing bi-weekly newsletter *The Potty Talk*.
- Researching & writing articles for The Stampede's mid-January deadline.

NORE

December

- Have 40+ Village Pie Maker Pies to sell for Christmas
- Working Concessions for Cattle Trail
- Set up for Hospital Christmas Party
- Help Chamber with Christmas on Norris

January

-

One-Act (Play Production):

December

-

January

-

Quiz Bowl

December

-

January

-

Special Olympics

December

-

January

-

Speech Team:

December

- Weekly practices start

January

-



Student Council:

December

- Concessions for Cattle Trail
- Council Christmas Party
- Door Decorating Contest

January

-

Thespians:

December

-

January

-

Unified Bowling

December

-

January

-

Yearbook.

December

- Students currently working on winter deadlines.
- We have sold enough ads and yearbooks to pay our first installment to Walsworth.

January

-



Introducing the **UNMC Nursing Pathway**

Partnership between McCook Public Schools and the
University of Nebraska Medical Center College of Nursing

High School Early Admission pathway into the UNMC BSN program





Purpose of the Pathway

Key Objectives

- Create a clear, structured route into nursing
- Provide early exposure and academic guidance
- Support student readiness for college level nursing coursework
- Increase likelihood students will return to the McCook area once they have completed the BSN program.



How the Pathway Works

Program Structure and Support

- Alignment of Health Careers coursework with UNMC expectations
- Regular advising from UNMC nursing staff
- Provisional early admission leading to full BSN enrollment



Why This Matters

Impact on Students and Community

- Addresses McCook's and the surrounding rural community's nursing workforce needs
- Expands high demand career opportunities for students
- Helps students stay connected to McCook while preparing for nursing careers



Pathway Details **Specific Program Structure**

- Admission and eligibility specifics
 - Age requirement (18 at application) time, but courses offered to juniors and seniors.
- Provisional nature of early admission
 - Early admission is provisional, contingent on meeting progression criteria:
 - Completion of required college level prerequisite coursework
 - Maintenance of the required academic performance (GPA and course grades)
 - Completion of CNA certification
 - Students are offered a seat once criteria are met.
- Scholarship eligibility
 - Students accepted into the program are eligible to apply for UNMC nursing scholarships
- Formal advising cadence
 - At least one in person advising session each semester
 - One virtual informational session each semester
- Kearney campus specificity
 - The pathway ultimately leads to the UNMC College of Nursing Kearney Division





COMMUNITY HOSPITAL MPS PARTNERSHIP



HOW COMMUNITY HOSPITAL BENEFITS:

- Strengthens **community partnerships** focused on workforce development
- Provides early exposure for students to **careers in health care**
- Builds relationships with **future nurses and health care professionals**
- Supports long term **local recruitment and retention** efforts
- Helps enable Community Hospital to **lead our region to a healthier future.**

HOW COMMUNITY HOSPITAL CAN SUPPORT THE PATHWAY:

- Provide opportunities for high school students to **observe, learn, and grow** in clinical settings
- Continue and potentially expand **financial assistance or incentives** for students pursuing a BSN
- Align incentives with the intent for students to **return to McCook and Community Hospital** after completing their program

IMPORTANT ACKNOWLEDGMENT:

- Community Hospital already provides **financial assistance** to students who plan to return to McCook
- This pathway offers an opportunity to **better align and strengthen** those existing efforts



MID-PLAINS MPS PARTNERSHIP



How Mid-Plains Benefits:

- Strengths **local education to workforce partnership**
- Increases **student enrollment** in college level coursework
- Supports **growth in CNA program** participation and completion
- Builds a stronger pipeline of students progressing into health care careers
- Helps Mid-Plains **transform lives through exceptional learning opportunities for individual student success.**



How Mid-Plains Can Support the Pathway:

- **Collaborate** to identify college courses that meet University of Nebraska Medical Center nursing prerequisite requirements
- Make those courses **accessible** to McCook High School students
- Work jointly with McCook High School to prioritize dual credit coursework, which **provides the greatest benefit to students**
- **Coordinate** with Identified faculty at both institutions to ensure alignment and smooth delivery



Next Steps

Building a Strong Foundation for Success

- Strengthen partnerships with local healthcare providers to support career exposure and clinical awareness.
 - Update here...
- Establish critical connections with Mid-Plains Community College for prerequisite coursework.
 - Update here ...
- Align advising and coursework to ensure a smooth transition from high school to college.
- Build a coordinated, community supported nursing pipeline.



Conclusion

A Partnership for Nebraska's Future Healthcare

- A strategic partnership to build a local nursing pipeline.
- Provides a direct pathway for MPS students into a high-demand career.
- Strengthens our community by investing in local talent.
- Builds high-quality partnerships with local healthcare providers and post secondary-institutions.



**University of Nebraska
Medical Center™**



**McCook Public
Schools**

Brief: Ensuring Every Nebraska Student Can Read

Strengthening Literacy Outcomes Without Mandatory Third-Grade Retention

“Grade retention is one of the most powerful predictors of later school dropout, even when controlling for academic achievement” Jimerson, S. R. (2001).

Context

Governor Jim Pillen has proposed mandatory retention for students not proficient in reading by the end of third grade to end social promotion and ensure literacy readiness. The goal of ensuring all students can read before fourth grade is sound and widely supported.

Key Question

What policy approach most reliably ensures students actually learn to read?

What the Evidence Shows

Reading achievement at a single point in time does not reliably predict long-term outcomes:

- Research consistently shows that long-term academic and economic risk is associated with severe reading difficulties that persist over time and do not respond to high-quality instruction, not failure on a single assessment (Snow et al., 1998; Torgesen, 2001).
- Retention is a placement decision, not an instructional strategy.
- Retention alone does not guarantee increased instructional time, different instructional methods, or greater instructional intensity, each of which is necessary to close significant reading gaps (Fletcher et al., 2007).
- States often cited for retention “success” improved because of instruction, not retention alone.
- Increases in third-grade reading proficiency in states such as Mississippi were driven primarily by early screening, explicit phonics instruction, mandated intervention time, and progress monitoring. Retention functioned as a secondary safeguard, not the primary mechanism.

Nebraska Is Already Investing in What Works

Nebraska is currently implementing evidence-based literacy improvement through:

- The Comprehensive Literacy State Development Grant, administered by the Nebraska Department of Education,
- statewide professional learning focused on the science of reading,
- early identification and intervention practices aligned with PRTI/MTSS, and
- district-level efforts to increase instructional intensity and time for students with persistent reading difficulties.

These efforts directly address the mechanisms shown to improve reading outcomes: instructional quality, time, and response to instruction.

Why Mandatory Retention Misses the Mechanism

Mandatory retention based on proficiency alone:

- does not distinguish marginal underperformance from severe, persistent reading difficulty,
- does not guarantee that instruction changes, and does not ensure the increased instructional time required for acceleration
- a student does not become a better reader by repeating a grade; they become a better reader through intensive instruction, whether they are in first, second, third or fourth grade.

Without guaranteed instructional intensification, retention risks delaying the problem rather than solving it.

A Stronger Way to Memorialize High Standards

If the goal is to ensure every Nebraska student can read, statute should memorialize instructional responsibility, including:

- mandatory early identification of reading risk,
- immediate access to intensive, evidence-based instruction,
- increased instructional time for students significantly behind,
- progress monitoring and accountability for response to instruction,
- promotion or retention decisions made after documented instructional opportunity.

This approach ends social promotion by correcting the cause, not by repeating the grade.

Bottom Line

High standards are best preserved by guaranteeing intensive instruction and time, not by mandating retention. Nebraska can strengthen literacy outcomes by building on existing CLSD investments and PRTI/MTSS structures to ensure students receive what the evidence shows actually changes reading trajectories.

Key References:

Snow, C. E., Burns, M. S., & Griffin, P. (1998). Preventing reading difficulties in young children. National Academy Press.

Jimerson, S. R. (2001). Meta-analysis of grade retention research: Implications for practice in the 21st century. *School Psychology Review*, 30(3), 420–437

Torgesen, J. K. (2001). The theory and practice of intervention. *Journal of Special Education*, 35(1), 33–46.

Fletcher, J. M., Lyon, G. R., Fuchs, L. S., & Barnes, M. A. (2007). *Learning disabilities: From identification to intervention*. Guilford Press.

Annie E. Casey Foundation. (2011). *Double jeopardy: How third-grade reading skills and poverty influence high school graduation*.

**AFFILIATION AGREEMENT FOR
THE HIGH SCHOOL EARLY ADMISSION (HSEA) PROGRAM**
between
the Board of Regents of the University of Nebraska
for the
University of Nebraska Medical Center College of Nursing
and
McCook Public Schools

Board of Regents, of the University of Nebraska
a corporate public body, by and on behalf of the
College of Nursing
University of Nebraska Medical Center
985330 Nebraska Medical Center
Omaha, NE 68198-5330

McCook Public Schools
700 West 7th Street
McCook, NE 69001F

Hereinafter called (“UNMC CON”)

Hereinafter called (“McCook Public Schools” or
“McCook Senior High School” or “High School”)

UNMC CON desires to enhance its mission of teaching, research, and service and both UNMC CON, and McCook **Public Schools** enter into this Affiliation Agreement (Agreement) to promote a seamless approach to academic progression for students attending **McCook Senior High School**. The purpose of this Agreement is to specify the exact nature of the affiliation activities between UNMC CON and McCook Senior High School, including preparation of the admission and progression requirements, advising, ongoing collaboration meetings, and transition from High School into college bound pre-requisite courses taken by community colleges, state colleges, and universities prior to being admitted to the UNMC CON. The parties agree that UNMC CON and McCook Public Schools will work together to facilitate academic advisement for students in the Health Careers class at McCook Senior High wishing to apply to the Bachelor of Science in Nursing (BSN) program at UNMC College of Nursing Kearney Division in Kearney, NE (CON-K). This Agreement will be monitored and reviewed periodically by both parties.

1. ADMISSION CRITERIA *

Early admission applicants to the UNMC CON-K BSN program must meet the standard admission criteria at the time of enrollment into the program. See attachment A for the list of required pre-requisite courses. All accepted pre-requisite courses must be college level courses. The following courses must have a college letter grade: Anatomy, Physiology, Chemistry, Statistics, College Algebra, Nutrition, and Microbiology. With the exception of these courses, a maximum of 12 credits hours of pre-requisite coursework can be non-graded (P/NP, CLEP, AP, DANTEs, etc.). Applicants must also be 18 years of age and have a current CNA certification when they apply to the UNMC CON BSN program.

*Admission requirements may be subject to change prior to the student(s) being admitted to the program. Any changes will be discussed with the McCook Public Schools representative and the prospective student(s) once those changes have been identified.

Admission decisions for the High School Early Admission Program (HSEA) will be made on a rolling basis each semester (Fall, Spring, Summer) based upon when students submit application materials. Students are admitted provisionally into the HSEA Program contingent upon meeting the progression and admission criteria and are offered a seat in the program once they meet the admission criteria. Students will normally be expected to matriculate to the BSN Program at CON Kearney campus upon completion of prerequisite coursework. However,

in recognition of the fact that unusual circumstances may on occasion preclude immediate matriculation, admission to the HSEA Program for early admission will be effective for up to one (1) year after the student's intended start date.

All High School students that meet the admission criteria and are accepted into the UNMC CON program will be eligible to apply for all UNMC CON and UNMC CON-K specific scholarships currently available.

2. UNMC COLLEGE OF NURSING KEARNEY CAMPUS RESPONSIBILITIES:

1. Conduct at least one (1) face-to-face student services advising session for students at McCook High School each semester (fall and spring).
2. Provide one (1) telecommunicated video type informational session with question-and-answer opportunities for career academy students each semester (fall and spring).
3. Participation in a joint UNMC CON-K and McCook High School collaboration committee meeting at least once per year.
4. Provide updated HSEA program materials at least quarterly or as needed for distribution to students, teachers, and counselors at McCook High School.
5. Collaborate with McCook High School regarding shared marketing and advertising materials related to the HSEA program to be used on each institution's website and other social media platforms.
6. Provide prospective students with opportunities to tour the CON-K nursing campus and be involved with community events that promote nursing and the UNMC College of Nursing's programs.
7. Provide prospective High School students with an opportunity to meet current nursing students in the UNMC CON-K.

3. MCCOOK SENIOR HIGH SCHOOL RESPONSIBILITIES

1. Publicize the UNMC CON High School Early Admission Program option to students interested in going into nursing and enrolled in the Health Careers class at McCook Senior High School.
2. Collaborate with UNMC CON-K regarding shared marketing and advertising materials related to the HSEA program to be used on each institution's website and other social media platforms.
3. McCook High School representative to provide CON-K with a contact list of students in the Health Careers classto include their names, email addresses, and phone numbers so that the CON-Kstudent services coordinator can contact them to provide information about the UNMC CON BSN Program and HSEA program. High School shall obtain the prior written consent of such students to provide UNMC CON with their names, email addresses, and phone numbers and to allow such contact.
4. Provide space at the McCook High School for the UNMC CON-K student services coordinator to provide advising sessions and offer question and answer sessions regarding the UNMC HSEA Program.
5. Participate in a joint BSN Collaborative Advisory Committee meeting at least once per year to include health professions teachers, and other advisors or counselors that work directly with students interested in the nursing program. Also include any high school administrators that will be included in the partnership.

4. MARKS

Each party hereby grants to the other party the right and license during the term of the Agreement to use the party's name and trademarks in connection with the marketing and advertising to be used on each party's website and social media platforms. High School shall only use the name and trademarks of UNMC CON in accordance with established branding guidelines available at <https://brandwise.unmc.edu/> as may be updated by UNMC CON from time-to-time. UNMC CON retains the right to monitor and require modification of all uses of the name and

trademarks of UNMC CON by High School in its sole discretion. Use of the name and trademarks of UNMC CON by High School outside the scope granted in this Agreement will only be permitted upon prior written approval by UNMC CON. Any goodwill arising from use of the name and trademarks of UNMC CON by High School will accrue to UNMC CON.

5. DISPUTE RESOLUTION

Disputes between the CON-K and the McCook Public School District will be addressed first through informal discussion between the parties involved. If that is not successful, the Associate Dean for Academic Programs for the UNMC College of Nursing and McCook Public Schools will try to resolve the issue, or the respective business officers, depending on the dispute. If still unsuccessful, the Dean of the UNMC CON and the appropriate official at McCook Public Schools will work together to come to a mutually acceptable resolution.

6. TERMS AND RENEWAL

The parties mutually agree that this written document (pages 1- 4) represents the complete agreement of both parties concerning the subject matter hereof and that any change in terms must be contained in writing executed by both parties. Changes in the exhibits to this Agreement will be communicated in writing from the UNMC CON to McCook Public Schools prior to the end of the calendar year before such changes occur.

The term of this Agreement shall be for three (3) years, commencing on ___ day of ___ 2026 and may be renewed for successive terms of a three (3) year period upon the written approval of both parties. This Agreement may be terminated by either party upon sixty (60) days written notice accomplished either by personal service or by certified or registered mail to the UNMC Office of Academic Affairs and the McCook Public School District Superintendent. Any students enrolled in the ongoing program at the time of such termination notice shall be given the opportunity by CON-K and McCook Public Schools to complete the requirements of the program as offered at the time of their entry and in compliance with the conditions contained in this Agreement.

UNMC contact: Derek Lankford, Assistant Dean Finance & Operations Telephone number: 402-559-4350

McCook Public School contact:

7. GOVERNING LAW

This Agreement shall be interpreted, construed, and governed according to the laws of the state of Nebraska.

8. NON-DISCRIMINATION

Neither Party will discriminate against any employee, applicant, or student based on gender, disability, race, color, religion, age, sexual orientation, gender identity, financial status, marital status, veteran status or national or ethnic origin.

9. ADA

All provisions of this Agreement are subject to the Americans with Disabilities Act (ADA).
IN WITNESS THEREOF, the parties have executed this Agreement on the date shown below.

THE BOARD OF REGENTS OF THE UNIVERSITY OF NEBRASKA

By: _____
Jane Meza, PhD
Interim Vice Chancellor for Academic Affairs,
University of Nebraska Medical Center

Date: _____

By: _____
Lepaine Sharp-McHenry, DNP, RN, FACDONA
Dean, UNMC College of Nursing

Date: _____

MCCOOK PUBLIC SCHOOLS

By: _____
|

Date: _____
|

By: _____

Date: _____

ATTACHMENT A: THE TRADITIONAL BSN PLAN OF STUDY FOR FOUR (4) SEMESTERS

For the plan of study for four (4) semesters, the student is required to:

1. Complete the following prerequisite college courses at any time prior to beginning Semester one (1) nursing courses: *
 - English Composition I
 - English Composition II
 - Introduction to Psychology
 - Introduction to Sociology
 - Ethics
 - Culture, Race, Ethnicity, Gender
 - Humanities
 - Political Science/Social Organization
 - Family & Human Behavior

* NOTE: Free electives must be completed prior to graduation to total 120 credit hours necessary for completion of the nursing program prior to graduation (See CON Requirements for Undergraduate Graduation Policy 2223).

2. Complete the following prerequisite college courses within seven (7) years PRIOR TO beginning Semester one (1) nursing courses *
 - College Algebra or equivalent approved health professions math course
 - Human Anatomy or Human A&P I
 - Human Physiology or Human A&P II
 - Human Growth & Development
 - Chemistry
 - Statistics
 - Microbiology
 - Nutrition

The following courses require a letter grade assignment:

- Human Anatomy or Human A&P I
- Human Physiology or Human A&P II
- Chemistry
- Statistics
- Microbiology
- Nutrition
- College Algebra or higher

The following courses require a lab:

- Human Anatomy or Human A&P I
- Human Physiology or Human A&P II
- Chemistry
- Microbiology

**RESTATED
ARTICLES OF INCORPORATION
OF
McCOOK PUBLIC SCHOOLS FOUNDATION
(f/k/a McCOOK EDUCATIONAL FOUNDATION, INC.)**

Pursuant to the provisions of the Nebraska Nonprofit Corporation Act, the following Restated Articles of Incorporation of McCook Public Schools Foundation are adopted:

1. The corporation's Articles of Incorporation were filed with the Nebraska Secretary of State on August 26, 1993.

2. The corporation's Articles of Incorporation are hereby restated in their entirety as follows, and pursuant to Neb. Rev. Stat. § 21-19,110(i), the following restated articles of incorporation supersede the original articles of incorporation and all amendments to them:

ARTICLE I. The name of the corporation shall be McCook Public Schools Foundation.

ARTICLE II. The corporation is a public benefit corporation.

ARTICLE III. The street address of the corporation's registered office is 111 West D Street, McCook, NE 69001, and the name of its registered agent at that office is Jason S. Loop.

ARTICLE IV. The names and street addresses of each incorporator were stated in the corporation's Articles of Incorporation originally filed on August 26, 1993, and are herein restated, as follows:

NAME	STREET ADDRESS
Kenneth A. Wellman	403 Elizabeth Lane McCook, NE
Thomas L. Buresh	1212 Norris Avenue McCook, NE
Stephen M. Batty	Box 464 McCook, NE

ARTICLE V. The corporation shall not have members.

ARTICLE VI. Upon dissolution of the corporation, the corporation's board of directors shall give written notice thereof to the Attorney General of the State of Nebraska and such other persons as the laws of the State of Nebraska may require. The corporation shall thereafter comply with any and all requirements made by the Attorney General or any such other person(s). After paying or making provision for the payment of all of the liabilities of the corporation, and in compliance with the requirements of the Attorney General or any such other person(s), the corporation shall distribute and transfer all of the remaining assets of the corporation to a tax-exempt organization or organizations,

organized and operated exclusively for the charitable, religious, educational, and scientific purposes as shall, at the time, qualify as an tax-exempt organization or organizations under Section 501(c)(3) of the Code, as now in effect or as may hereinafter be enacted and/or amended, and which are described in Section 509(a)(1) of the Code.

ARTICLE VII. The corporation is organized and shall be operated exclusively for charitable and educational purposes under section 501(c)(3) of the Internal Revenue Code (the “Code”), or corresponding sections of any future federal tax code, in that it is organized and shall be operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of Red Willow County School District 73-0017, a/k/a McCook Public Schools, which is an organization described in paragraph (a)(1) of section 509 of the Internal Revenue Code.

ARTICLE VIII. No part of the net earnings of the corporation shall inure to the benefit of any member of the corporation not qualifying as exempt under Section 501(c)(3) of the Code, as now enacted or hereafter amended, nor to any director or officer of the corporation, nor to any other private persons, excepting solely such reasonable compensation that the corporation shall pay for services actually rendered to the corporation, or allowed by the corporation as a reasonable allowance for authorized expenditures incurred on behalf of the corporation.

No substantial part of the activities of the corporation shall constitute carrying on propaganda, or otherwise attempting to influence legislation, or any initiative or referendum before the public, and the corporation shall not participate in, or intervene in (including by publication or distribution of statements), any political campaign on behalf of (or in opposition to) any candidate for public office.

Notwithstanding any other provision of these Articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from tax under the Nebraska Nonprofit Corporation Act, Neb. Rev. Stat. § 21-1901, et seq., as now in effect or as may hereinafter be enacted and/or amended; (b) by a corporation exempt from federal income tax under Section 501(c)(3) of the Code, as now in effect or as may hereinafter be enacted and/or amended; or (c) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Code, as now in effect or as may hereinafter be enacted and/or amended.

ARTICLE IX. The corporation shall have all the powers provided by law in conjunction with the furtherance of its purposes.

ARTICLE X. The corporation is organized under the Nebraska Nonprofit Corporation Act to continue in perpetuity.

ARTICLE XI. These Articles may be amended by a two-thirds vote of the Board of Directors present and voting at any regular meeting of the Board or any special meeting of the Board called for such purposes after a notice of the proposed Amendments has been mailed to Directors at least three days prior to the time of the voting of the Board on such Amendments.

3. These Restated Articles of Incorporation are adopted effective the ____ day of _____, 20__.

4. The corporation does not have members, so approval of these Restated Articles of Incorporation by members was not required.

5. These Restated Articles of Incorporation were adopted and approved by the board of directors of the corporation.

IN WITNESS WHEREOF, the Foundation has caused these Restated Articles of Incorporation to be executed by the undersigned on this ____ day of _____, 20__.

McCOOK PUBLIC SCHOOLS FOUNDATION

By: _____
President

Attest: _____
Officer other than President

**AMENDED AND RESTATED
BYLAWS
OF
McCOOK PUBLIC SCHOOLS FOUNDATION**

I. OFFICES

The principal office of the McCook Public Schools Foundation (the “Foundation”) in the State of Nebraska shall be located in McCook, Red Willow County, Nebraska. The Foundation may have such other offices as may be designated by the Board of Directors from time to time.

II. DIRECTORS

1. General Powers. The business and affairs of the Foundation shall be managed by its Board of Directors, which shall have and exercise all of the powers of the Foundation subject to the limitations imposed by the Articles of Incorporation and these Bylaws.

2. Number of Directors. The Board of Directors of the Foundation shall consist of twelve (12) directors. The Board of Directors of the Foundation shall appoint nine (9) voting directors. The McCook Public Schools’ Board of Education shall appoint one (1) voting director and two (2) nonvoting directors. The two (2) non-voting directors shall serve as liaisons between the Foundation and the School District.

3. Management. The affairs of the Foundation shall be managed by the Board of Directors.

4. Term of Directors. Directors shall be appointed for terms of three years (unless said appointment is to complete an unexpired term). The term of any director which has expired shall continue until a new director is appointed and accepts the duties as director. A director may be elected to succeed himself or herself, but no director may serve more than three (3) consecutive terms.

5. Election of Directors. The one(1) voting and two (2) nonvoting directors shall be appointed annually by the Board of Education of the McCook Public School District. If any of these directors resign or are removed from the Foundation’s Board of Directors, then the Board of Education of the McCook Public School District shall appoint a replacement for the remainder of the year.

The remaining nine (9) voting director seats shall be appointed by a majority vote of the remaining Board of Directors.

6. Regular Meetings. Regular meetings of the Board of Directors shall be held quarterly at such time and place as is determined by the President and set forth in the notice of the meeting. Except as otherwise provided in these Bylaws, notice of each regular meeting of directors shall be given to each director in writing or in person not less than five (5) nor more than thirty

(30) days prior to such meeting. Any director may waive notice of any meeting. The attendance of a director at a regular meeting shall constitute a waiver of the notice of that meeting.

7. Special Meetings. Special meetings of the Board of Directors may be called by or at the request of the President or any three (3) directors. Any special meeting so called may be held either at the registered office of the Foundation or at some other place or by some other manner of communication as may be designated, so long as all of the directors participating in the meeting can simultaneously hear each other during the meeting. The person or persons authorized to call special meetings of the Board of Directors shall fix the time and place and designate if necessary the communication means for holding of said special meeting. Notice of any special meeting shall be given to each director in writing at least forty-eight (48) hours prior to the time of such special meeting. Any director may waive notice of any special meeting. The attendance of a director at a special meeting shall constitute a waiver of the notice of that meeting. Unless otherwise specified in the notice of meeting, the business to be transacted at any special meeting and the purpose of the special meeting shall be limited to that set forth in the notice or waiver of such meeting.

8. Quorum. A majority of the Board of Directors shall constitute a quorum for the transaction of business at any meeting of the Board of Directors. Any meeting called by a majority of the directors present may adjourn from time to time and place to place within the State of Nebraska, provided that notice of adjournment is given to any directors who may not have been present at the time of the vote for the adjournment.

9. Manner of Acting. The act of the majority of the directors present at a meeting at which a quorum is present shall be the act of the Board of Directors.

10. Presumption of Assent. A director of the Foundation who is present at a meeting of the Board of Directors at which action on any corporate matter is taken shall be presumed to have assented to the action taken, unless a director's dissent shall be entered in the minutes of the meeting or unless a director shall file a written dissent to such action with the person acting as secretary of the meeting before the adjournment thereof or shall forward such dissent by registered mail to the secretary/treasurer of the Foundation immediately after the adjournment of the meeting. Such right to dissent shall not apply to a director who voted in favor of such action.

11. Rules of Order. The latest available edition of Roberts Rules of Order shall be recognized as the authority governing the meetings of the Board of Directors in all instances wherein its provisions do not conflict with these Bylaws, the Foundation's Articles of Incorporation or any statutes of the State of Nebraska.

12. Resignation or Removal of a Director. Any director may resign at any time by instrument in writing to that effect filed with the Secretary. Any director may be removed by the unanimous vote of the remaining Board of Directors whenever, in their collective judgment, the best interests of the Foundation would be served thereby.

III. OFFICERS

1. Number. The officers of the Foundation shall be a president, a vice president, a secretary, and a treasurer, each of whom shall be elected by the Board of Directors, and each of whom shall be a director of this Foundation. Any person may hold more than one office, except that the President and Treasurer shall not be the same person.

2. Election and Term of Office. All officers of the Foundation shall be elected annually by the Board of Directors at the regular meeting of the Board of Directors held during the first quarter of each year, as set forth in these Bylaws. If the election of the directors shall not be held at such meeting of the Board of Directors, such election shall be held as soon thereafter as convenient. Each officer shall hold office until a successor shall have been duly elected and shall have assumed office, or until the death of such officer, or until such officer shall have resigned or shall have been removed in the manner herein provided.

3. Removal. Any officer elected or appointed by the Board of Directors may be removed by the vote of a majority of the Board of Directors whenever in their collective judgment the best interests of the Foundation would be served thereby.

4. Resignation. Any officer of the Foundation may resign at any time by delivering a written notice of such resignation to the secretary, or in the secretary's absence to the president of the Foundation, and the Board of Directors may thereafter at any meeting accept the resignation of such officer of the Foundation.

5. Vacancies. A vacancy in an office arising as a result of the death, resignation, removal, disqualification or otherwise may be filled by a majority vote of the Board of Directors for the unexpired portion of the term.

6. President. The president shall be the chief executive officer of the Foundation and shall, subject to the control of the Board of Directors, generally supervise and control all of the business affairs and property of the Foundation. The president shall, when present, preside over all meetings of the Board of Directors of the Foundation. In addition thereto, the president shall have such other duties and responsibilities, and may exercise such other powers as are usually incident to that office or as from time to time may be assigned to the president by these Bylaws or by the Board of Directors.

7. Vice President. In the absence of the president, in the event of the president's death, inability or refusal to act, or at the request of the president, the vice president shall perform the duties of the president and when so acting, shall have all of the powers of and be subject to all of the restrictions placed upon the president. The vice president shall have such other duties and responsibilities and may exercise such other powers as from time to time may be assigned to the vice president by these Bylaws or by the Board of Directors.

8. Secretary. The secretary shall: (a) keep the minutes of all meetings of the Board of Directors in one or more books provided for that purpose; (b) see that all notices are duly given in accordance with the provisions of these Bylaws or as required by law; (c) in the absence of the president, or in the event of his death, inability or refusal to act, and in the further event that there is no vice president capable or willing to act, then the secretary shall perform the duties of the

president, and when so acting, shall have all of the powers of and be subject to all of the restrictions placed upon the president; and (d) in general perform all duties incident to the office of secretary and such other duties as from time to time may be assigned to the secretary by these Bylaws or by the Board of Directors.

9. Treasurer. The treasurer shall: (a) have charging custody of and be responsible for all funds of the Foundation; (b) keep full and accurate accounts of all receipts and disbursements of the Foundation, an inventory of the assets, and a record of the liabilities of the Foundation; (c) deposit all money and other securities in the name of the Foundation in such banks, trust companies or other depositories as may be designated by the Board of Directors; (d) disburse the funds of the Foundation as ordered by the Board of Directors, taking proper vouchers for disbursements; (e) prepare all statements and reports required by law, or as requested by the president or the Board of Directors; and (f) in general perform all duties incident to the office of treasurer and such other duties as from time to time may be assigned to the treasurer by these Bylaws or by the Board of Directors.

IV. CONTRACTS, LOANS, CHECKS, AND DEPOSITS

1. Contracts. The Board of Directors may authorize any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of or on behalf of the Foundation, and such authority may be general or confined to specific instances. Unless so authorized by the Board of Directors, no officer, agent or any other person shall have any power or authority to bind the Foundation by any contract or engagement, or to pledge its credit or render it liable pecuniarily for any purpose or for any amount.

2. Loans. No loans shall be contracted on behalf of the Foundation and no evidence of indebtedness shall be issued in its name unless authorized by a specific resolution of the Board of Directors. Such authority shall be confined to a specific instance. Unless so authorized by the Board of Directors, no officer, agent, or other person shall have the power or authority to bind the Foundation to any such indebtedness or render the Foundation liable for the repayment of the same.

3. Drafts, Checks, Etc. All checks, drafts, or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Foundation, shall be signed by such officer or officers, agent or agents of the Foundation in such manner as shall from time to time be determined by resolution of the Board of Directors.

4. Deposits. All funds of the Foundation not otherwise employed, shall be deposited from time to time to the credit of the Foundation in such banks, trust companies or other depositories as the Board of Directors may select.

V. FISCAL YEAR

The fiscal year of the Foundation shall commence on the 1st day of September and terminate on the 30th day of August of each year.

VI. WAIVER OF NOTICE

Whenever any notice is required to be given to any Director of the Foundation under the provisions of these Bylaws or under the provisions of the Articles of Incorporation or under the provisions of the Nebraska Nonprofit Corporation Act, a waiver thereof in writing, signed by the Director entitled to such notice, whether before or after the time stated therein shall be deemed equivalent to the giving of such notice.

VII. INVESTMENTS

The Foundation shall have the right, subject to any restrictions contained in the Articles of Incorporation and these Bylaws, to retain all or any part of any securities or property acquired by it in whatever manner and to invest and reinvest any funds held by it, according to the judgment of the Board of Directors, without being restricted to the class of investments which a director is or may hereafter be permitted by law to make or any similar restrictions; provided, however, that no action shall be taken by or on behalf of the Foundation if such action is prohibited pursuant to Section 4944 of the Internal Revenue Code, or any corresponding section of any future federal tax code or what would in any way jeopardize the tax exempt status of the Foundation.

VIII. VOTING STOCK OWNED BY THE FOUNDATION

Unless otherwise ordered by the Board of Directors, the president shall have full power and authority on behalf of the Foundation to vote either in person or by proxy at any meeting of shareholders of any corporation in which this Foundation may hold stock, and at any such meeting may possess and exercise all of the rights and powers incident to the ownership of such stock which, as the owner thereof, this Foundation might have possessed and exercised if present. The Board of Directors may confer like powers upon any other person and may revoke any such powers as granted at its pleasure.

IX. PROHIBITION AGAINST SHARING IN CORPORATE EARNINGS

No director, officer or any individual shall receive any of the net earnings or pecuniary profit from the operations of the Foundation; provided, however, reasonable compensation for services rendered to or for the Foundation or actual out-of-pocket expenses incurred by any such person when acting on behalf of the Foundation or in furtherance of the Foundation's purposes may be paid as shall be fixed and paid by the Board of Directors. In addition thereto, no such person or persons shall be entitled to share in the distribution of any of the corporate assets upon the dissolution of the Foundation. Upon dissolution and winding up of the affairs of the Foundation, whether voluntary or involuntary, the assets of the Foundation, after all debts have been satisfied or provisions made therefore, then remaining in the hands of the Board of Directors shall be distributed, transferred, conveyed, delivered and paid over as provided in the Articles of Incorporation.

X. CONFLICTS OF INTEREST

A director or officer having a conflict of interest or conflict of responsibility on any matter involving the Foundation and any other business entity or person shall refrain from voting on such matter. No Director shall use his or her position as a Director of the Foundation for his or her own direct or indirect financial gain.

XI. PURPOSE

The Foundation is organized and shall be operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of Red Willow County School District 73-0017, a/k/a McCook Public Schools, which is an organization described in paragraph (a)(1) of section 509 of the Internal Revenue Code.

XII. BASIC POLICY

The following are the basic policies of the Foundation:

1. The Foundation shall be noncommercial, nonsectarian, and nonpartisan.
2. The name of the Foundation shall not be used in any connection with any commercial concern, or with any partisan interest, or for any purpose not appropriately related to promotion of the objectives of the Foundation.
3. The Foundation shall cooperate with the school district to support the improvement of education and extracurricular activities in ways which will not interfere with administration of the schools.

XIII. COMMITTEES

The directors may create such committees, including an executive committee, and appoint such person and assign such duties and power to them to facilitate the administration of the Foundation as they may deem appropriate.

XIV. AMENDMENT OF BYLAWS

These Bylaws may be amended by a majority vote of the Board of Directors, however, no amendments shall be effective which would in any way change the purpose for which the Foundation was established or jeopardize its tax exempt status.

[Remainder of page intentionally left blank.]

We hereby certify that the above and foregoing Amended and Restated Bylaws were approved by the unanimous written consent of the directors in lieu of a meeting, dated as of the ____ day of _____, 2026.

McCOOK PUBLIC SCHOOLS FOUNDATION

By: _____
President

Attest: _____
Officer other than President

2026-2027

Negotiated Agreement

Between

McCOOK PUBLIC SCHOOLS a.k.a.

Red Willow County School District 73-0017

Board of Education

And

McCook Education Association



McCook, Nebraska 69001

This agreement is made in McCook, Nebraska on this **January 12, 2026**, by and between McCook Public Schools a.k.a. Red Willow School District 73-0017, Board of Education, hereinafter referred to as the "Board", and the McCook Education Association, hereinafter referred to as the "Association".

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ARTICLE I

A. Bargaining Agent Recognition

The McCook Board of Education recognizes the McCook Education Association as the exclusive and sole collective bargaining representative for all certificated staff employed by McCook Public Schools District 017. Certificated staff shall mean all certificated teaching personnel and other professional personnel employed by the District; but excluding the school psychologist and employees represented by the Administrators' bargaining unit.

(Negotiated 1996-97)

B. Non-Discrimination

The Board of Education will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the McCook Education Association, participation in collective bargaining negotiations with the Board, or institution of a grievance under the terms of this agreement.

(Negotiated 1997-98)

ARTICLE II

Salaries

A. Salary Schedule

Base Salary \$41,900 * 4.5 x 4.5 (Steps 1 – 8) * 4.5 x 4.9 (Steps 9 – 15)

Salary is based on 185 days. (Negotiated 2024-2025)

	Base	41,900							
					MA+0				PHD
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	\$41,900	\$43,786	\$45,671	\$47,557	\$49,442	\$51,328	\$53,213	\$55,099	\$56,984
2	\$43,786	\$45,671	\$47,557	\$49,442	\$51,328	\$53,213	\$55,099	\$56,984	\$58,870
3	\$45,671	\$47,557	\$49,442	\$51,328	\$53,213	\$55,099	\$56,984	\$58,870	\$60,755
4	\$47,557	\$49,442	\$51,328	\$53,213	\$55,099	\$56,984	\$58,870	\$60,755	\$62,641
5	\$49,442	\$51,328	\$53,213	\$55,099	\$56,984	\$58,870	\$60,755	\$62,641	\$64,526
6	\$51,328	\$53,213	\$55,099	\$56,984	\$58,870	\$60,755	\$62,641	\$64,526	\$66,412
7	\$53,213	\$55,099	\$56,984	\$58,870	\$60,755	\$62,641	\$64,526	\$66,412	\$68,297
8		\$56,984	\$58,870	\$60,755	\$62,641	\$64,526	\$66,412	\$68,297	\$70,183
9			\$60,923	\$62,808	\$64,694	\$66,579	\$68,465	\$70,350	\$72,236
10				\$64,861	\$66,747	\$68,632	\$70,518	\$72,403	\$74,289
11					\$68,800	\$70,685	\$72,571	\$74,456	\$76,342
12						\$72,738	\$74,624	\$76,509	\$78,395
13							\$76,677	\$78,562	\$80,448
14								\$80,616	\$82,501
15									\$84,554
					MA+0				PHD
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	1.000	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360
2	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405
3	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450
4	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
5	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495	1.540
6	1.225	1.270	1.315	1.360	1.405	1.450	1.495	1.540	1.585
7	1.270	1.315	1.360	1.405	1.450	1.495	1.540	1.585	1.630
8		1.360	1.405	1.450	1.495	1.540	1.585	1.630	1.675
9			1.454	1.499	1.544	1.589	1.634	1.679	1.724
10				1.548	1.593	1.638	1.683	1.728	1.773
11					1.642	1.687	1.732	1.777	1.822
12						1.736	1.781	1.826	1.871
13							1.830	1.875	1.920
14								1.924	1.969
15									2.018

Vertical and horizontal placement on the salary schedule shall not be restricted except for implementation of the Professional Growth Policy. (Negotiated 1995-1996)

Addition of MPS Career Incentive. Any McCook teacher that has taught in the MPS District for at least 10 consecutive years and are at the bottom of the salary steps MA18, MA27, and MA36 will receive an additional \$500 each November. (Negotiated 2026-2027)

B. Applicability of College Credit Hours for Salary Schedule Advancement

1. In order that college credit-hours, earned after the completion of a bachelor degree, be acceptable for salary schedule application they: (1) must be earned from an accredited institution of higher education and (2) satisfy at least one of the following criteria:
 - a. Credit hours must be earned as part of an approved, teacher education graduate degree program.
 - b. If not part of an approved graduate degree program, credit-hours must be from graduate level courses in the academic fields of the teacher's assignment and/or including those graduate level courses in teacher education customarily designated and recognized as professional education courses. This would include classes such as ITIP, 4-MAT, cooperative learning, etc., as well as classes or a course of study that can be assumed, because of current educational practices, societal demands or demographic variances, to be of benefit to a current teaching assignment. Such areas might include foreign language, computer literacy, and serving special needs students. Advanced degrees, in areas relevant to the current teaching assignment, may be applied toward schedule advancement subject to review by the immediate supervisor and approval by the Superintendent or administrative designee.
 - c. Certain graduate level courses in school administration and supervision shall be eligible if they exhibit a distinct relevancy and relationship to the teacher's assignment or to the teacher's professional education needs.
 - d. Certain undergraduate courses shall be acceptable if required for the teacher's retraining, but only if requested or directed by the school district.
 - e. Other courses not covered by items a, b, c, and d above, shall be subject to mutual agreement between the superintendent and teacher. (Intent: To be exercised primarily in case of unexpected college registration adjustments due to "closed-out classes".) (Negotiated 1996-97)
2. College credit hours, earned after the completion of a bachelor degree, are not acceptable for salary schedule application if the school district pays for tuition, travel, lodging, class materials, or meals. (Negotiated 1997-98)
3. It is recommended that teachers, who are planning enrollment in college courses for which they expect salary schedule advancement, request approval of such credits prior to course registration. The superintendent's decision, thereto, shall adhere to these policy stipulations and shall be delivered to the teacher within a reasonable period of time, in any case not to exceed ten school days.
4. College credit hours that would advance a teacher's salary schedule placement must be reported to the superintendent's office not less than ten days prior to that teacher's first pay date under the terms of that teacher's contract. No salary adjustment for additional college credit hours shall be made, thereafter, during the contract year.

5. Horizontal placement on the salary schedule for college credit will be allowed to meet the number of credit hours approved and taken for advancement per year. (Negotiated 2012-13)
6. Progression beyond the Master's column; Hours earned in excess of the requirement for Master's will not count toward placement on the salary schedule columns beyond the MA+00 column. In order to advance horizontally past the MA+00 column, hours must be taken after Master's degree has been awarded. (Negotiated 2015-16)

(Negotiated 1994-95)

C. Faculty Pay Day

The faculty payday shall be the 20th of each month.

(Negotiated 1972-73)

D. Retirement Pay Option

Teachers retiring at the end of the school contract year shall have the right to be paid in equal payments, terminating with the final month of contracted service. Retiring teachers opting for their salaries to be paid in total within the contract year shall declare such right to the superintendent's office before September 5. Teachers deciding to retire during the school year shall, upon notifying the superintendent's office, receive the remainder of their salary in a lump sum. Such payment shall be made at the termination of their employment.

(Negotiated 1973-74)

E. Reduction in Salaries

When a reduction in salary occurs due to illness for 5 days or more in any pay period, it shall be equally divided among the remaining contract months, if so requested by the employee.

(Negotiated 1981-82)

F. Extra Duty Pay Schedule
(Negotiated 2023-2024)

SENIOR/JUNIOR HIGH SCHOOL ACTIVITIES

Football	Varsity	JV/Frosh	JH Includes 5 th Qtr.
Announcer	\$40	\$35	\$35
Timer	\$40	\$35	\$35
Play Clock	\$40	\$35	\$35
Scorer	\$30	\$25	\$25
Chain Crew	\$30	\$25	\$25
Supervisor	\$30	\$25	\$25
Tickets Seller	\$30	\$25	\$25
Ticket Takers	\$30	\$25	\$25

Volleyball	All Levels	Additional games	Invite per game
Announcer	\$35	\$30	\$35
Timer	\$35	\$30SH/\$20 JH	\$35
Libero	\$35	\$30	\$35
Scorer	\$35	\$30SH/\$20 JH	\$35
Video Board	\$25	\$20	\$25
Linesperson	\$35	\$30SH/\$20 JH	\$35
Supervisor	\$25	\$30SH/\$15 JH	\$25
Tickets Seller	\$25	\$30SH/\$15 JH	\$25
Ticket Takers	\$25	\$30SH/\$15 JH	\$25

Basketball	All Levels	Additional games	Invite per game
Announcer	\$35	\$30 SH	\$35
Timer	\$35	\$30SH/\$20 JH	\$35
Video Board	\$25	\$20 SH	\$25
Scorer	\$35	\$30SH/\$20 JH	\$35
Supervisor	\$25	\$30SH/\$15 JH	\$25
Tickets Seller	\$25	\$30SH/\$15 JH	\$25
Ticket Takers	\$25	\$30SH/\$15 JH	\$25

Wrestling	V/JV duals	Additional Dual	JV/JH Tournament
Announcer	\$35	\$25	\$70
Timer	\$35	\$25	\$70
Scorer	\$35	\$25	\$70
Supervisor	\$25	\$15	\$50
Tickets Seller	\$25	\$15	\$50
Ticket Takers	\$25	\$15	\$50

Softball	All Levels	Additional games	Invite per games
Announcer	\$35	\$30	\$35
Timer	\$35	\$30	\$35
Scorer	\$35	\$30	\$35
Supervisor	\$25	\$20	\$25
Tickets Seller	\$25	\$20	\$25
Ticket Takers	\$25	\$20	\$25

Track	Invite
Announcer	\$100
Supervisor	\$50
Worker	\$50
Scorer	\$50
Tickets Seller	\$50
Ticket Takers	\$50

Cross Country	Invite
Starter	\$75
Course Worker	\$25
Computer/Awards	\$50

Swimming	Invite
Announcer	\$50
Computer/Awards	\$50
Judge	\$50
Timer	\$50

G. Coaching, Sponsorship Pay Schedule

<u>POSITION</u>	<u>GENDER</u>	<u>PERCENT</u>
HEAD FOOTBALL	(BOYS)	13 - 18%
HEAD VOLLEYBALL	(GIRLS)	13 - 18%
HEAD BASKETBALL	(BOYS or GIRLS)	13 - 18%
HEAD WRESTLING	(BOYS or GIRLS)	13 - 18%
HEAD TRACK	(BOYS or GIRLS)	13 - 18%
HEAD SOFTBALL	(GIRLS)	13 - 18%
HEAD SWIMMING	(COED)	13 - 18%
HEAD CROSS-COUNTRY	(COED)	13 - 18%
HEAD TENNIS	(BOYS or GIRLS)	13 - 18%
HEAD GOLF	(BOYS or GIRLS)	13 - 18%
HEAD BOWLING		13-18% (2/3)
ASSISTANT BOWLING		8-12% (2/3)
ASSISTANT FOOTBALL VARSITY	(BOYS)	8 - 12%
ASSISTANT VOLLEYBALL VARSITY	(GIRLS)	8 - 12%
ASSISTANT BASKETBALL VARSITY	(BOYS or GIRLS)	8 - 12%
ASSISTANT WRESTLING VARSITY	(BOYS or GIRLS)	8 - 12%
ASSISTANT TRACK VARSITY	(BOYS or GIRLS)	8 - 12%
ASSISTANT SOFTBALL	(GIRLS)	8 - 12%
ASSISTANT TENNIS	(BOYS or GIRLS)	8 - 12%
ASSISTANT SWIMMING	(COED)	8 - 12%
ASSISTANT CROSS-COUNTRY	(COED)	8 - 12%
9th GRADE HEAD FOOTBALL	(BOYS)	7 - 9%
9th GRADE HEAD VOLLEYBALL	(GIRLS)	7 - 9%
9th HEAD BASKETBALL	(BOYS or GIRLS)	7 - 9%
9th ASSISTANT ALL SPORTS	AS APPROPRIATE	6 - 8%
7 th /8 th HEAD FOOTBALL	(BOYS)	6%
7 th /8 th HEAD VOLLEYBALL	(GIRLS)	6%
7 th /8 th BASKETBALL	(BOYS or GIRLS)	6%
7 th /8 th WRESTLING	(BOYS or GIRLS)	6%
7 th /8 th TRACK	(BOYS or GIRLS)	6%
7 th /8 th ASSISTANT ALL SPORTS	AS APPROPRIATE	5%
INTRAMURAL SUPERVISION		\$1,250
INTRAMURALS PROGRAM		\$4,000
ACADEMIC CLUB CENTRAL		2.5%
ACADEMIC CLUB JUNIOR HIGH		2.5%
ART CLUB		2.5%
BAND SENIOR HIGH		7 - 10%
BAND SENIOR HIGH SUMMER		5%
BAND JUNIOR HIGH		5%
BAND JUNIOR HIGH SUMMER		5%
CHEERLEADING		8 - 12%
CLASS SPONSOR - SENIOR		1%
CLASS SPONSOR - JUNIOR		1%
CLASS SPONSOR - SOPHOMORE		.5%
CLASS SPONSOR – FRESHMAN		.5%
COMPUTER CLUB		2.5%
DANCE TEAM		8 - 12%

DESTINATION IMAGINATION	2.5%
FBLA	2.5%
E-SPORTS	4 - 6%
FFA	4 - 6%
FCCLA	2.5%
MATH CLUB	2.5%
MATH COUNTS	2.5%
MOCK TRIAL	2.5%
MUSIC CENTRAL	2.5%
MUSIC ELEMENTARY	2.5%
MUSIC SENIOR HIGH - VOCAL	7 - 10%
NATIONAL HONOR SOCIETY	2.5%
NEWSPAPER	3%
PLAY PRODUCTION ALL SCHOOL [ONE]	4%
PLAY PRODUCTION DISTRICT ONE ACT	2%
PLAY PRODUCTION DISTRICT ONE ACT ASST	2%
QUILL AND SCROLL	2.5%
ROBOTICS	2.5%
STUDENT COUNCIL SENIOR HIGH	8 - 10%
STUDENT COUNCIL JUNIOR HIGH	8%
SPEECH SENIOR HIGH	4%
SPEECH ASSISTANT SENIOR HIGH	2%
SPEECH JUNIOR HIGH	2%
SUMMER WEIGHT TRAINING	7%
THESPIANS	2.5%
VICA	2.5%
(WITH ELECTRIC CAR)	+ 1%
YEARBOOK	3 - 5%
VIDEO PRODUCTION COORDINATOR (FALL AND WINTER POSITIONS)	5 - 7%
SUMMER EDUCATION TRIPS*	1.5-2.5%

*Teachers who orchestrate student educational trips that are taken in the summer will be compensated for time spent. A teacher who takes 5 or more students will be paid 2.5% of the base. An assistant for the trip taking 8 or more students will be paid 1.5% of the base. The teacher may choose to combine the salary and split the compensation. All trips must be board approved and are limited to 3 trips every 2 years.

Any new or additional assignment to the coaching or sponsorship duties shall be referred to a committee consisting of the Activity Director and the members of the negotiations committees of the MEA and the Board of Education. This committee shall evaluate the degree of difficulty and responsibility and determine placement on the pay schedule. Duty assignments of one year or less, and positions funded by grant monies, are excluded from the work of this committee.

The positions with the variable percentages will increase (1/2%) per year credited in accordance with the number of years of continuous experience the individual has served in that specific responsibility within and for the McCook School District. New coaches and sponsors entering the McCook School District will start at the lowest percent for that particular position. Coaches and sponsors who have been absent from a particular position

for more than five years will start at the lowest percent unless they can provide proof of continuing education that is relevant to the coaching or sponsor assignment. All requests for schedule advancement are subject to review by the employee's immediate supervisor and approved by the Superintendent or administrative designee.

(Negotiated 2014-2015)

H. Teacher-Sponsor Driving Compensation

Teacher-sponsors who are required to drive a small school vehicle to transport students to school activities shall receive \$20 per trip.

The District will pay \$10.00 per hour of actual driving time (recorded on a time card) to a coach or sponsor with a valid Class B license while operating a Type A bus.

The District will pay \$15.00 per hour of actual driving time (recorded on a time card) to a coach or sponsor with a valid CDL license while operating a Class D bus.

(Negotiated 2004 - 2005)

I. Staff Pay for Substituting during preparation time.

When a certificated staff member is asked by the District to voluntarily substitute for another certificated staff member during his/her preparation period, the rate of pay per period shall be based on substitute teacher's pay per period.

(Negotiated 1996-97)

ARTICLE III

Fringe Benefits

A. Sick Leave

At the beginning of each school year each certificated staff member will be credited with 10 days paid sick leave allowance. The unused portion of such allowance shall be accumulated from year to year but not in excess of 90 days. Employees with more than 90 days of accumulated sick leave as of August 20, 2002, will be allowed to accumulate not in excess of 135 days.

Sick leave shall be granted for absence due to illness or accident of the employee or spouse, parent, children, or other members of their immediate family when such illness requires the presence of the employee. Sick leave includes emergency for serious accident or illness of parent, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, or grandparent of the employee or spouse.

Sick leave may be used for absence due to the adoption of a child by the employee, and in instances relating to medical disability caused by pregnancy, childbirth, and termination of pregnancy subject to the following conditions:

1. Notification of intention to use such leave shall be made in writing to the Superintendent at the earliest possible date the employee becomes aware of the need for such leave.
2. The employee's physician shall certify the beginning and ending dates during which the employee is medically unable to work.

The employee, upon request by the district, shall provide a physician's verification of illness or injury.

A qualified certificated employee electing to claim retirement through the Nebraska Public Employee Retirement System (NPERs) shall be compensated \$20.00 per day for the unused portion of their accumulated sick leave days allowed per the negotiated agreement. Payment for the unused accumulated sick leave days will be included in the last paycheck the district issues to the qualifying employee.

(Negotiated 2014-2015)

B. Personal Leave

Each teacher shall be granted five personal leave days each school contract year. The personal leave shall be with salary paid and shall not require administrative approval if qualified substitutes are available. Notification of intent to use such leave shall be given by the teacher, on school provided forms, at least three school days in advance, or if needed upon shorter notice, at the earliest possible time. Personal leave shall be granted on a first-come, first-serve basis in either full or half-day segments. At no time will personal leave days exceed five per contract year.

The personal leave policy shall not apply on the school calendar days scheduled for non-teaching purposes, nor those school calendar days immediately before and after school holidays and vacation days, unless approved by the superintendent. Total faculty use of personal leave shall be subject to the availability of qualified substitutes.

Total Personal and Professional leave shall not be granted in excess of 20 leaves on any given day. Any deviation to this provision shall be at the discretion of the Superintendent.

The district will, in July of each school contract year, pay each teacher the certificated substitute teacher daily rate for each remaining full day of personal leave that he or she may have left.

(Negotiated 2023-2024)

C. Bereavement Leave

Bereavement leave, in addition to sick leave, shall be granted up to five days plus reasonable travel time for the death of a legal spouse, parent, or child of the employee. The amount of time shall be granted up to three days, plus reasonable travel time for the death of a brother, sister, father or mother-in-law, son or daughter in-law, brother or sister in-law, grandchild, or grandparent of the employee or spouse. Funeral attendance may be allowed for the death of other persons upon approval of Superintendent.

Individual cases, which might involve more time, shall be handled by consultation with the Superintendent.

(Negotiated 1995-1996)

D. Professional Leave

Professional leave may be granted without loss of pay, subject to administrative approval, when it is of an educational advantage to the school district. Professional leave includes, but is not necessarily limited to:

1. Participation in seminars, workshops, conferences and similar activities which are related to the teacher's assignment.
2. Involvement in school accreditation visitations.
3. Visitations to observe exemplary school programs in the area of the teacher's assignment.
4. Fulfillment of school-related duties upon assignment by administration.
5. Attendance at state or national meetings of professional organizations of which the teacher is an elected officer or official delegate (such as NSEA, NESAs, etc.).

Total Personal and Professional leave shall not be granted in excess of 20 leaves on any given day. Any deviation to this provision shall be at the discretion of the superintendent.

The granting of such professional leave shall not result in the loss of salary to the teacher. All normal expenses shall be paid when the cause for the leave originates from the school district. If the request originates from the teacher, the teacher may pay for the normal expenses out of their own pocket, except for the substitute pay.

(Negotiated 1995-96)

E. Leave of Absence Policy

Extended leaves of absence may be granted to certificated employees of the McCook School District who have been full-time employees for at least four years. Such leaves of absence shall be for definite duration of time and without salary or other benefits of compensation.

Leaves may be granted for illness or certain personal or professional reasons as approved by the Board of Education upon the recommendation of the Superintendent of Schools. Extended leaves shall be any leave of one-month minimum and two-semester maximum.

The Superintendent may grant short leaves of absence, without pay but fringe benefits would continue at district's expense, to certificated employees for any reason as previously stated in paragraph 2 above.

Normally, no short leaves of absence shall be granted for the first three (3) weeks of the first semester or the first two (2) weeks of the second semester.

Leaves of absence may not extend beyond a continuous period of one year. Insofar as possible, the definite period set for a leave of absence shall commence and terminate with the beginning of a new school semester.

(Negotiated 1981-1982)

F. Disability Insurance

The school district shall make available a disability income protection plan. The plan shall provide for benefits of 66 2/3% of salary, less appropriate offsets, following an elimination period of the greater of 10 days or the expiration of accumulated sick leave. The selection of the carrier shall be at the option of the school district.

IMPLEMENTATION: The amount of the premium for each employee will be added to each employee's gross pay each month and deducted after tax for the premium payment.

(Negotiated 1999 - 2000)

G. Health Insurance

1. Nebraska Educators Health Alliance recommended Dual Option plan will be made available with the certificated staff member having the option(s) (1) of medical and hospital insurance at the \$1,050 Deductible level with dental coverage 80% A & B and 50% C or (2) medical and hospital insurance at the \$3,800 Deductible level with dental coverage 80% A & B and 50% C with the premium savings for the HSA option #2 being automatically deposited into an Health Savings Account designated for each individual employee.

2. An ad-hoc committee will continue to study deductible policies, specific flat dollar amounts and carrier options as it becomes necessary.

Benefits Table for Certificated Staff 2026-27

	Option #1	\$1050 Deduct with 5% Discount					
	Em/Only	Em/Children	Em/Spouse	Sp/in System	Em/Sp/Ch	Sp/in System	
Health	\$ 880.94	\$ 1,629.78	\$ 1,850.00	\$ 1,850.00	\$ 2,484.09	\$ 2,484.09	
Single Dental	\$ 32.79	\$ 32.79	\$ 32.79		\$ 32.79		
Family Dental				\$ 68.81		\$ 92.45	
Total provided per Month	\$ 913.73	\$ 1,662.57	\$ 1,882.79	\$ 1,918.81	\$ 2,516.88	\$ 2,576.54	
	Option #2	\$3800 Deduct w/HSA Benefits					
Health	\$ 743.27	\$ 1,375.09	\$ 1,560.91	\$ 1,560.91	\$ 2,095.88	\$ 2,095.88	
Single Dental	\$ 32.79	\$ 32.79	\$ 32.79		\$ 32.79		
Family Dental				\$ 68.81		\$ 92.45	
Total provided per Month	\$ 776.06	\$ 1,407.88	\$ 1,593.70	\$ 1,629.72	\$ 2,128.67	\$ 2,188.33	
HSA Mo Benefit	\$ 137.67	\$ 254.69	\$ 289.09	\$ 289.09	\$ 388.21	\$ 388.21	

*The above rates reflect the qualified EHA 5% discount, if McCook Public Schools fails to qualify for this discount, the rates will convert to the Standard Rates for the same policies.

(Negotiated 2019-2020)

H. Lifetime Activity Passes

Lifetime activity passes shall be given to any teacher and their spouse retiring after at least 15 years of service to McCook Schools or electing the retirement incentive.
(Negotiated 1995-1996)

**Employees shall receive an activity pass good for family admittance to include teacher, spouse, and children pre K-12th grade while employed by the McCook School District.
(Negotiated 2005-2006)

I. Application of Fringe Benefits

For all employees hired after May 1, 1997, all fringe benefits will be prorated by FTE of said employee.

(Negotiated 1997-1998)

ARTICLE IV

Grievance Procedure

A. Purpose

The Board of Education for the McCook Public School District believes that an open channel of communication between staff and administration should always be maintained to insure efficient and harmonious performance. A grievance procedure will be provided to keep the channel of communication open, to promote prompt and fair handling of claims of an employee at the most immediate level of supervision, as well as, to reduce the potential areas of grievance.

B. Definitions of Terms

A grievance shall be considered to be any claim based upon the terms and conditions of employment of certificated employees. Every certificated employee is permitted the opportunity to express his/her grievance and is assured that it will be reviewed and an equitable settlement attempted. All staff members involved must perform their assigned duties until the grievance has been resolved. There shall be no reprisal or reduction in status of any certificated employee by reason of his/her having presented a grievance or having represented another employee in a grievance. Any grieving employee may, if he/she so decides, be represented at all stages of the grievance procedure by himself/herself or by a representative of his/her professional organization.

C. Procedures

1. Informal Procedure

If an employee feels he/she has a grievance, he/she should discuss the problem with his/her immediate superior in an effort to resolve the problem.

2. Formal Procedure

Step 1 - If the aggrieved employee is not satisfied with the disposition of his/her grievance at the informal level, he/she may submit his/her claim as a formal grievance, in writing, to his/her immediate superior. Such immediate superior shall, within three (3) school days after submission of the grievance, render his/her decision and the reasons; therefore, in writing to the aggrieved employee. Employee's superior shall file the grievance submitted, and a copy of his/her decision thereon, in the office of the Superintendent of Schools.

Step 2 - If the aggrieved employee is not satisfied with the disposition of his/her grievance at Step 1, he/she may request a hearing before the superintendent. Such a

request shall be in writing and delivered to the superintendent's office within five (5) school days after the rendition of the decision of the employee's immediate supervisor at Step 1. The superintendent shall set a time and place for hearing the grievance which shall be held within ten (10) school days after filing of the request for hearing. Notice of the hearing shall be given to the aggrieved employee and the employee's superior involved not less than three (3) school days prior to the time of the hearing.

A complete tape recording shall be made of the hearing. The hearing shall be confined to the written grievance originally submitted by the aggrieved employee(s) and the decision, thereon, of the employee's superior. Either party may present written and/or oral supportive statements. The superintendent shall receive such written and/or oral statements and consider them in rendering a decision.

The superintendent shall, within three (3) school days after the hearing, render his/her decision and the reasons, therefore, in writing to the aggrieved employee and the superior.

Step 3 - If the aggrieved employee is not satisfied with the disposition of his/her grievance by the superintendent, he/she may request a hearing before the Board of Education. Such request shall be in writing and delivered to the superintendent's office within three (3) school days after rendition of the superintendent's decision of Step 2. The superintendent shall, thereupon, advise the President of the Board of Education of the request for hearing, and the President shall set a time and place for hearing the grievance, which will be held within ten (10) school days after the filing of the request for hearing. Notice of the hearing shall be given to the aggrieved employee not less than three (3) school days prior to the time of the hearing.

The hearing shall be confined to the written grievance originally submitted by the superior rendered at Step 1, and the decision of the superintendent rendered at Step 2.

The Board of Education and the aggrieved employee shall have available to them the tape record of the hearing held before the superintendent. The Board of Education may accept and consider further written statements from the aggrieved employee and the superintendent, and shall hear such oral statements as the parties wish to make.

The Board of Education shall, within five (5) days after the hearing, render its decision and the reasons, therefore, in writing to the aggrieved employee and the superintendent.

D. Miscellaneous

1. Group Grievance

If the grievance involves a matter common to two or more certificated employees, the grievance may be processed as a single grievance commencing with the director, supervisor or administrator having initial responsibility, thereof. Each group grievance which is processed by the teachers' organization shall set forth upon the written claim the names of the individual grievant(s) and shall be signed by the appropriate officer of the teachers' organization.

2. Grievance Commencing with the Superintendent

If the grievance is such that it does not fall under the jurisdiction of the aggrieved employee's immediate superior, the grievance may commence at Step 2 of the formal procedure.

3. Forms

Forms for filing of grievances, serving of notices, taking of appeals, making reports and recommendations and other necessary documents shall be given appropriate distribution so as to facilitate the processing of the grievance procedure. The forms contained herein shall be those used in the processing of grievances.

4. Grievance File

All documents, communication and records dealing with the processing of a grievance shall be filed in a grievance file and shall not be kept in the personnel file of any of the participants.

(Negotiated 1979-1980)

TYPE OR PRINT

GRIEVANCE FORM A
(To be completed by aggrieved person)

DATE OF FORMAL
GRIEVANCE PRESENTATION _____

SCHOOL _____ PRINCIPAL _____

AGGRIEVED PERSONS _____

FORMAL GRIEVANCE PRESENTATION
(Level 2 - Step One)

STATEMENT OF GRIEVANCE:

ACTION REQUESTED:

(Signature of Aggrieved)

TYPE OR PRINT

GRIEVANCE FORM B

(To be completed by principal or other appropriate administrator, within three (3) school days after submission of the formal grievance.)

DATE OF FORMAL GRIEVANCE PRESENTATION _____

SCHOOL _____ PRINCIPAL _____

AGGRIEVED PERSON _____

DECISION OF PRINCIPAL
(Level 2 - Step One)

DECISION OF PRINCIPAL (OR OTHER ADMINISTRATOR) AND REASONS THEREFOR:

DATE OF DECISION _____

(Signature of Principal or other Administrator)

AGGRIEVED PERSON'S RESPONSE: (To be completed by aggrieved within three (3) school days of decision.)

____ I accept the above decision of the principal (or other administrator).

____ I hereby appeal the above decision to the Superintendent of Schools.

DATE OF RESPONSE _____

(Signature of Aggrieved)

TYPE OR PRINT

GRIEVANCE FORM C

(To be completed within (5) school days after the rendition of the decision by the principal or other administrator.)

DATE OF FORMAL
GRIEVANCE PRESENTATION _____

SCHOOL _____ PRINCIPAL _____

AGGRIEVED PERSONS _____

REFERRAL TO SUPERINTENDENT
(Level 2 - Step 2)

OPINION AND REASONS THEREFOR:

(Signature of MEA representative) OR Signature of aggrieved employee
if represented by self)

DATE OF
REFERRAL _____

TYPE OR PRINT

GRIEVANCE FORM D

(To be completed by Superintendent of Schools within three (3) school days after hearing with aggrieved; hearing to be held within ten (10) school days after receipt of appeal.)

DATE OF FORMAL GRIEVANCE PRESENTATION _____ AGGRIEVED PERSONS _____

DATE APPEAL RECEIVED BY SUPERINTENDENT _____

DATE HEARING HELD BY SUPERINTENDENT _____

DECISION BY SUPERINTENDENT
(Level 2 - Step 2)

DECISION OF SUPERINTENDENT AND REASONS THEREFOR:

DATE OF DECISION _____

(Signature of Superintendent)

AGGRIEVED PERSON'S RESPONSE: (To be completed within three (3) school days of decision.)

____ I accept the above decision of the Superintendent of Schools.

____ I hereby appeal to the Board of Education for a review of this grievance.

DATE OF RESPONSE _____

(Signature of Aggrieved)

TYPE OR PRINT

GRIEVANCE FORM E
(Level 2 - Step 3)

AGGRIEVED PERSONS _____ DATE OF FORMAL GRIEVANCE PRESENTATION _____

REFERRAL TO BOARD

(To be completed within three (3) school days after the rendition of the Superintendent's decision.)

_____ The attached grievance is hereby appealed to the Board of Education for a review and hearing.

DATE OF REFERRAL TO BOARD _____
(Signature of MEA representative) OR
Signature of aggrieved employee
if represented by self)

BOARD RESPONSE

(To be completed by Board of Education President within five (5) school days after board hearing with aggrieved; board hearing to be held within ten (10) school days after receipt of appeal.)

DATE APPEAL RECEIVED _____ DATE HEARING HELD BY _____
BY BOARD OF EDUCATION _____ BOARD OF EDUCATION _____

DECISION OF BOARD OF EDUCATION AND REASONS THEREFOR:

DATE OF DECISION _____

Signature of Board President

Article V

Teacher Evaluation

A. Standardization

All teacher evaluations shall result from the use of a standardized procedure that shall be applied uniformly to all teachers.

B. Right of Review

Each teacher shall have the right to review the evaluation each time he/she is evaluated. The teacher shall have the right to sign the evaluation form and to submit a written response to the evaluation. The teacher's response shall be a part of the formal evaluation. The signing of the formal evaluation form does not necessarily mean agreement with the evaluation, but only that the teacher has had the opportunity to review the evaluation.

(Negotiated 1973-74)

Article VI

Severability

A. Severability

In the event that any provision of this Agreement, or any part thereof, is for any reason found by a court of competent jurisdiction to be in violation of State or Federal Constitutions, statutes, or regulations, or otherwise unenforceable, the remainder of the agreement, and each other provision a part thereof, shall be and remain in full force and effect.

(Negotiated 2000-2001)

Article VII

Duration of the Agreement

A. Duration of Agreement

The Provisions of this Agreement shall become effective as of the beginning of the 2026-2027 school year and shall continue in effect until the end of the 2026 - 2027 school year. In accordance with current state statute; If a new and amended agreement has not been duly entered into prior to the end of the 2026 - 2027 school year, the terms of this agreement shall continue in full force and effect until such amended agreement is adopted, which then shall be fully retroactive to the beginning of the 2026 - 2027 school year.

This Agreement may be amended by mutual consent of both parties subject to the Statutes of the State of Nebraska. Any amendment agreed to by both parties shall be reduced to writing and incorporated herein.

(Negotiated 2012-2013)

For the Board Committee:

For the Association Committee:

Chairman

Chairman

Ratification of this agreement is hereby signified: (as recorded in the McCook Public Schools Board of Education minutes of **January 12, 2026**).

Board President

Association President

_____, 2026
Date

_____, 2026
Date

ADDENDUM TO THE 2024-2025 NEGOTIATED AGREEMENT BETWEEN THE MCCOOK PUBLIC SCHOOL DISTRICT AND THE MCCOOK EDUCATION ASSOCIATION

THIS ADDENDUM to the 2024-2025 Negotiated Agreement is made by and between the Board of Education of McCook Public Schools, hereinafter referred to as the “Board,” and the McCook Education Association, hereinafter referred to as “Association,” as follows:

WHEREAS, the Board and Association entered into a Negotiated Agreement, providing for the terms and conditions of compensation for members of the bargaining unit during the 2024-2025 school year; and

WHEREAS, the Board and Association jointly desire to amend said Negotiated Agreement to provide a bonus for newly hired staff members.

NOW, THEREFORE, the Board and Association agree that the 2024-2025 Negotiated Agreement should be and is hereby amended to add the following language as if set forth fully in said Agreement:

Teacher Signing Bonus: Beginning in the 2024-2025 school year McCook Public schools will offer a signing bonus to a new hire to the district. A “new hire” teacher is one who has not worked as a certified staff member in the MPS during the previous school term.

- A new teacher that is **certified to teach in the assigned areas PK-12** will receive a signing bonus of **\$2,000 each year for the first three consecutive years for a total signing bonus of \$6,000.**
- A new teacher that is currently on a **provisional teaching certificate** will receive a signing bonus of **\$1,000 each year while still on a provisional.** If the employee is able to complete the necessary training to remove the provisional certification they will be eligible the **next consecutive year of teaching for a bonus of \$2,000 each year through their third year.**
- If a newly hired teacher (for any reason) leaves employment with the school district during their initial three years, then that teacher forfeits and forgoes any remaining bonus not yet paid.
- If the new teacher completes less than a full year of teaching at any time during the first three years, the teacher shall fully reimburse the district for that current year’s accumulated signing bonus.
- The signing bonus shall be subject to all mandatory withholdings and deductions.
- A teacher may not receive more than one signing bonus, even if a teacher leaves the school district and later returns to the district.
- This provision and the signing bonus shall, on its own terms and without any further action by either party automatically expire at the end of the 2028-2029 school year.
- The signing bonus will be paid on August 20th or on the 20th day of their first month of employment with the district.

All other provisions of the 2024-2025 Negotiated Agreement shall continue in effect without alteration or change.

<p>Executed this 8th day of January 2024.</p> <hr/> <p>McCook Public Schools By:</p> <hr/> <p align="center"><u>Authorized Representative</u></p>	<p>Executed 8th day of January 2024.</p> <hr/> <p>McCook Education Association By:</p> <hr/> <p align="center"><u>Authorized Representative</u></p>
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**ADDENDUM TO THE 2024-2025 NEGOTIATED AGREEMENT BETWEEN THE
MCCOOK PUBLIC SCHOOL DISTRICT AND THE MCCOOK EDUCATION
ASSOCIATION**

THIS ADDENDUM to the 2024-2025 Negotiated Agreement is made by and between the Board of Education of McCook Public Schools, hereinafter referred to as the “Board,” and the McCook Education Association, hereinafter referred to as “Association,” as follows:

WHEREAS, the Board and Association entered into a Negotiated Agreement, providing for the terms and conditions of compensation for members of the bargaining unit during the 2024-2025 school year; and

WHEREAS, the Board and Association jointly desire to amend said Negotiated Agreement to provide a bonus for newly hired staff members.

NOW, THEREFORE, the Board and Association agree that the 2024-2025 Negotiated Agreement should be and is hereby amended to add the following language as if set forth fully in said Agreement:

Early Retirement Incentive: For each school year from the 2024-2025 school year through the 2029-2030 school year, the following provisions shall apply for certificated employees covered by the Negotiated Agreement:

“Eligible Employee” means any teacher/administrator employed in good standing by the Board who, as of August 1st of the school year, has (1) reached the age of at least fifty-five (54) years; and (2) has been employed as a teacher/administrator in McCook Public Schools for the immediately preceding 5 consecutive school years.

1. Any Eligible Employee who submits a letter of retirement, effective at the end of the school year, to the Superintendent by October 15th of said school year, shall receive a \$3,000.00 stipend in recognition for their contributions and service to the District.

2. Any Eligible Employee who submits a letter of retirement, effective at the end of the school year, to the Superintendent by November 15th of said school year, shall receive a \$2,000.00 stipend in recognition for their contributions and service to the District.

3. Any Eligible Employee who submits a letter of retirement, effective at the end of the school year, to the Superintendent by December 15th of said school year, shall receive a \$1,000.00 stipend in recognition for their contributions and service to the District.

All stipends shall be paid in the Eligible Employee’s final paycheck and subject to all mandatory withholdings and deductions.

The Superintendent or Superintendent's designee shall administer the implementation of this program, and no employee shall be entitled to any benefits or claims under such program or policy unless the Superintendent or Superintendent's designee determines that a teacher qualifies for such benefits. This program, including all of its benefits and claims, shall expire and be repealed without further action of either Party on August 31, 2030.

All other provisions of the 2024-2025 Negotiated Agreement shall continue in effect without alteration or change.

Executed this ____ day of July, 2024. _____ McCook Public Schools By: _____ <u>Authorized Representative</u>	Executed this ____ day of July, 2024. _____ McCook Education Association By: _____ <u>Authorized Representative</u>
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sales@heartlandseating.com www.heartlandseating.com

December 5, 2025

From: Bryan Peterson

To: Darin Nichols
McCook Public Schools
700 W. 7th Street
McCook, NE 69001

RE: McCook Jr. High School

Pricing is valid until 12/19/25	
<p>(2) BANKS OF WALL ATTACHED, MOTORIZED TELESCOPING BLEACHER, 10 1/4" RISE PER ROW, 24" ROW SPACING, WITH 10" EXCEL SEATING MODULES AVAILABLE IN 15 STANDARD COLORS.</p> <ul style="list-style-type: none"> • BANK 1: 7 ROWS X 73' • BANK 2: 13 ROWS X 37'10" <ul style="list-style-type: none"> ▪ Four (4) foot level aisles with center handrail ▪ Four (4) self-storing end rails with vinyl end curtains ▪ Three (3) 1 row x 36" recoverable ADA notches without rails ▪ Four (4) 1 row x 36" permanent ADA notches with rails ▪ (208v, 3phase) with disconnect responsibility of others. <p style="text-align: right;">MATERIALS DELIVERED AND INSTALLED \$126,762</p> <p style="text-align: right;"><u>ADD FOR 1% PERFORMANCE AND PAYMENT BOND</u> +\$1,268</p> <p style="text-align: right;">TOTAL \$128,030</p>	
<p>OPTION FOR HEARTLAND SEATING TO REMOVE AND DISPOSE OF EXISITNG 26 SEC/ROW AND 32 SEC/ROW BLEACHERS</p> <p style="text-align: right;"><u>ADD FOR 1% PERFORMANCE AND PAYMENT BOND</u> +\$98</p> <p style="text-align: right;">TOTAL \$9,958</p>	

IMPORTANT – TERMS AND CONDITIONS:

This quotation shall be included by attachment with contract and is based on delivery June - September 2026 (quarterly adjustments may apply). Allow 4 to 5 weeks for approval drawings upon receipt of contract, project manual and plans. Allow for field check and approval time, then 90 to 120 days lead time to delivery (or call to discuss fast track options, if needed). Site and gym are to be accessible for unload, staging materials in gym and beginning installation upon receipt of materials to avoid delays and added handling storage charges. **Multiple moves, extra handling and or storage are not included.** Up to 45 days prior to delivery, orders may be pulled from production and rescheduled to Interkal's next available production date. Unless listed in the above scope "description" pricing does not include prevailing wage, union wages, any miscellaneous licensing, permits, or fees.

All pricing is subject to change without prior notice due to currency fluctuations, fuel prices, tariffs and/or unforeseen economic circumstances.

Terms (unless specified otherwise): Materials, Net 30 days. Labor, 90% monthly estimate, balance upon completion. 1.5% per month to be charged on past due amounts. Applicable taxes must be added

Should you wish to have any of the above conditions altered or included with our bid, please call for revised quote.

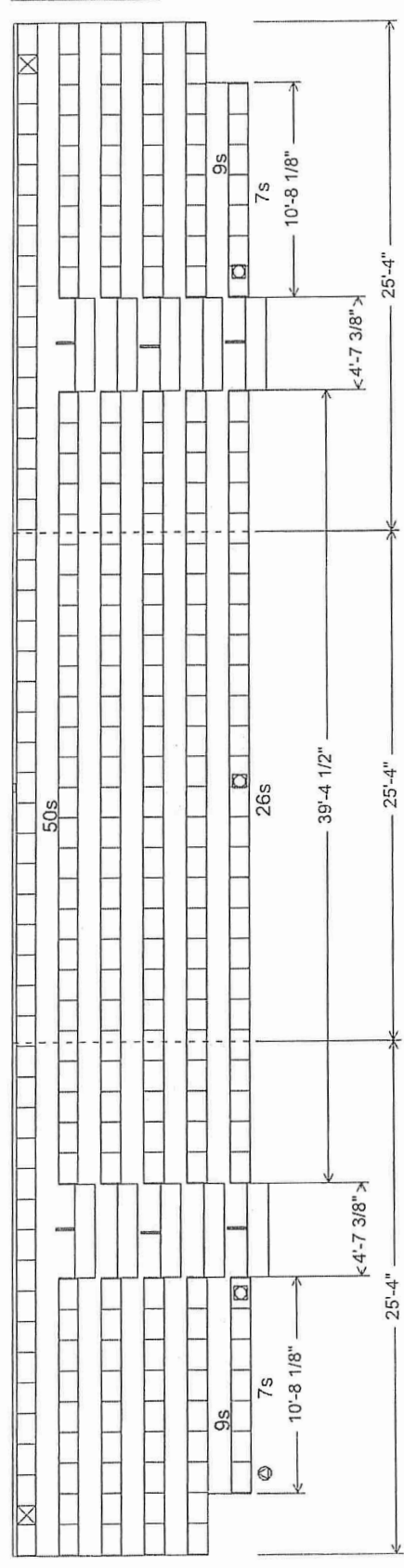
Thank you for the opportunity to be of service.

Bryan Peterson

McCook Jr High

Bank 3 - 76'-0" Friction Power
 Building Code: IBC 2009
 78'-6" Clear Dimension
 6 Row - 26 Span - 10.25 Rise
 266 seats (SM12)

- POWER REQUIREMENTS:**
1. Wiring and non-fusible safety switch(es) suitable for the line voltage to be provided by electrical contractor or others with branch circuit protection to each not exceeding 15 amps.
 2. Branch circuit protection devices by others to be accessible when platforms are closed.
 3. Verify electrical information:
 Circuit 3 Phase, 208-230 Volts, 60 Hertz.
 Each 1/2 Horse Power Motor Draws 2.0-2.2 amps. Full Load.
 Motors run simultaneously.
 4. Junction box(es) by electrical contractor to be mounted at locations TBD. 5' AFF.
 Typical location shall be at section joints.

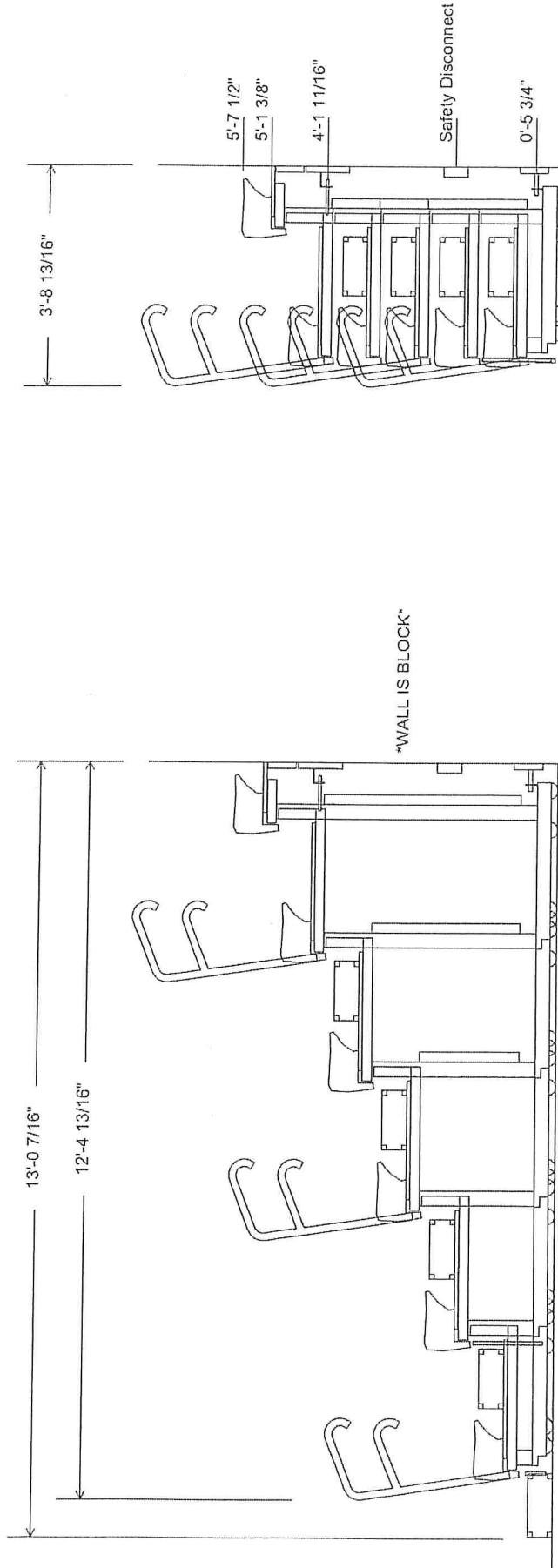


5981 East Cork Street, PO Box 2107, Kalamazoo, MI 49003-2107
 telephone (269) 349-1521 fax (269) 349-6530

Drawings produced by this program are only as good as the information provided. These drawings are PRELIMINARY only.
 All drawings created are subject to Interkal approval for design and construction capability.
 Printed: December 20, 2019 v2.8.0

McCook Jr High

Bank 3 - 76'-0" Friction Power
 Building Code: IBC 2009
 6 Row - 26 Span - 10.25 Rise - Wall Attached
 266 seats (SM12)
 3'-11 9/16" Court To Step Dimension
 4'-7 3/16" Court To First Row Dimension



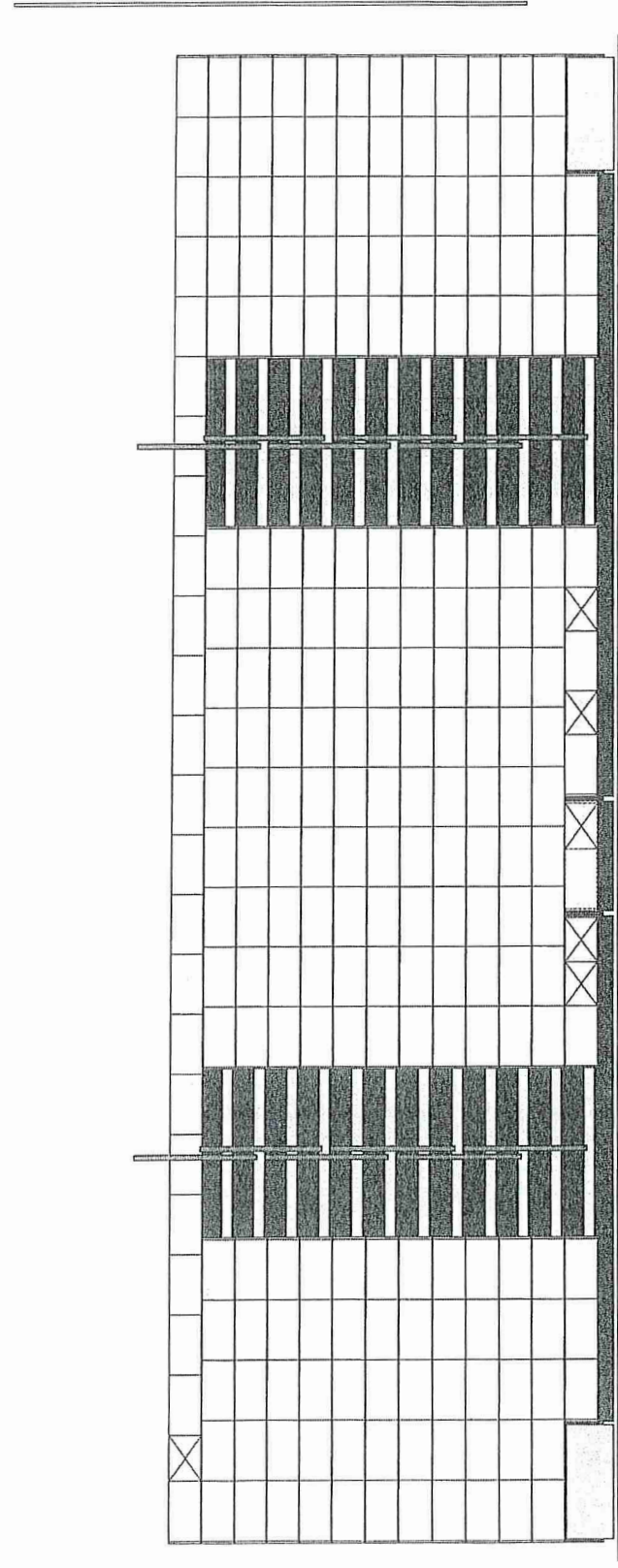
Side Elevation View A3



5981 East Cork Street, PO Box 2107, Kalamazoo, MI 49003-2107
 telephone (269) 349-1521 fax (269) 349-6530
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McCook Jr High
 Bank 1 - 37'-6" Friction Power
 Building Code: IBC 2009
 40'-2" Clear Dimension
 13 Row - 24 Span - 10.25 Rise
 247 seats (SM12)

- POWER REQUIREMENTS:**
1. Wiring and non-fusible safety switch(es) suitable for the line voltage shall be provided for each platform.
 2. Branch circuit protection to each not exceeding 15 amps when platforms are closed.
 3. Verify electrical information:
 Circuit 3 Phase, 208-230 Volts, 60 Hertz,
 Each 1/2 Horse Power Motor Draws 2.0-2.2 amps. Full Load.
 Motors run simultaneously.
 4. Junction boxes by electrical contractor to be mounted at locations TBD. 5 AFF.
 Typical location shall be at section joints.



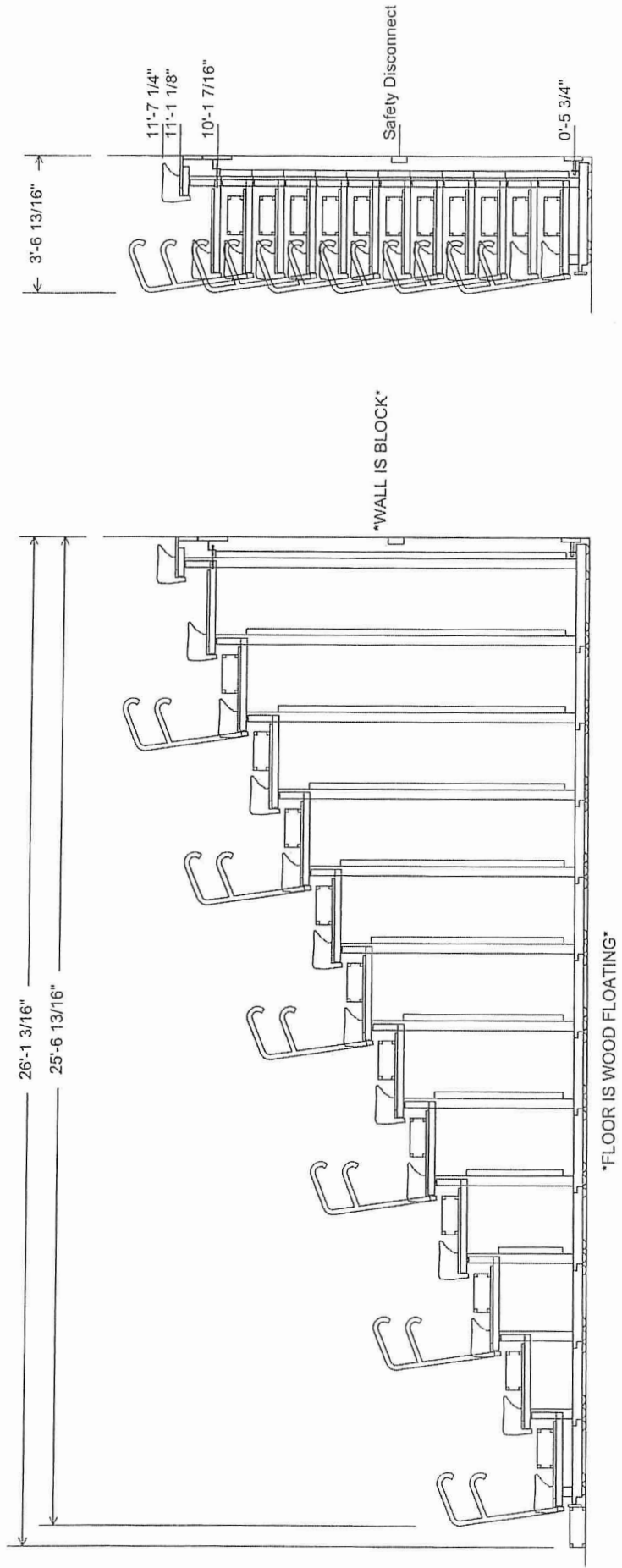
5981 East Cork Street, PO Box 2107, Kalamazoo, MI 49003-2107
 telephone (269) 349-1521 fax (269) 349-6530

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Front Elevation View

McCook Jr High

Bank 1 - 37'-6" Friction Power
 Building Code: IBC 2009
 13 Row - 24 Span - 10.25 Rise - Wall Attached
 247 seats (SM12)



5981 East Cork Street, PO Box 2107, Kalamazoo, MI 49003-2107
 telephone (269) 349-1521 fax (269) 349-6530

Drawings produced by this program are only as good as the information provided. These drawings are PRELIMINARY only.
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Side Elevation View B1

Pinnacle Bank
76-1391/1049

21959

CHECKSAFE

CTE Construction, LLC
PO Box 106
Mc Cook, NE 69001-0106

12/30/2025

PAY TO THE ORDER OF McCook Public Schools Lunch Program

\$ **2,358.00

Two Thousand Three Hundred Fifty-Eight and 00/100 ***** DOLLARS

McCook Public Schools Lunch Program
700 West 7th
McCook, NE 69001

MEMO



Susan Hancock
AUTHORIZED SIGNATURE



CTE Construction, LLC

21959

McCook Public Schools Lunch Program

12/30/2025

Roofing with a Purpose

2,358.00

CTE/Pinnacle Bank

2,358.00