Board of Education Regular Meeting

Monday, April 14, 2025 6:00 PM

Room 810, Elm Creek High School
230 Calkins Avenue
Elm Creek, NE 68836

1. **OPEN THE MEETING**
   1.1. ***Call to Order***
      1.1.1. **Publication of Meeting**
      1.1.2. **Nebraska Open Meetings Law**
      1.1.3. **Pledge of Allegiance**
      1.1.4. **District Mission Statement**
   1.2. ***Board Member Roll Call***
2. **CELEBRATION OF EXCELLENCE (staff & student presentations, etc.)**
3. **PUBLIC COMMENT (agenda item specific)**
4. **INFORMATION ITEMS**
   4.1. ***Administrator Reports***
      4.1.1. **Superintendent Report - Mrs. Beran**
         4.1.1.1. *Reminder to Complete My Evaluation*
         4.1.1.2. *List of Grants*
         4.1.1.3. *Discussion on Graduation Ceremony (handing out diplomas) - May 10th @ 11:00 am*
         4.1.1.4. *Discussion on Termination of Telemedicine Services with Avel eCare*
         4.1.1.5. *Discussion on Contract with Children's Hospital for Telemedicine Services*
         4.1.1.6. *Discussion on Bleacher Seat Repairs for Main Gym*
      4.1.2. **Principal/AD Report - Mr. Marquez**
         4.1.2.1. *Students on Track for Graduation 2025*
      4.1.3. **Principal Report - Mrs. Williams**
         4.1.3.1. *Safety Report Update*
            - *Including recent developments and ongoing safety initiatives*
   4.2. ***Board Committee Reports***
      4.2.1. **Building, Grounds, and Transportation**
      4.2.2. **Finance and Personnel**
      4.2.3. **Policy and Negotiations**
      4.2.4. **Americanism, Curriculum, and Technology**
5. **CONSENT AGENDA**
   5.1. ***Prior Meeting Minutes***
   5.2. ***Policy Final Reading and Adoption Including all New Policy Updates***
      5.2.1. **Review and Approve Meetings Policy 2008 Required Changes**
      5.2.2. **Review and Approve Fiscal Management Policy 3004.1 Required Changes**

5.2.3. **Review and Approve Teacher Evaluation Tool & Policy**
5.2.4. **Review and Approve Principal Evaluation Tool & Policy**
5.2.5. **Review and Superintendent Evaluation Tool & Policy**

5.3. ***Consideration and possible approval of Keeping Substitute Pay the Same: $150 full day; $75 half day; $165 long-term***
5.4. ***Consideration and Possible Approval of Computer Purchase using mostly REAP Funds***
5.5. ***Consideration and Act Upon the Resignation of Renee Bauer at the end of the 2024-2025 Contract Year***
5.6. ***Offer Employment Contract to Faith Becker to Serve as a Teacher (4th-6th) for the 2025-2026 School Year***
5.7. ***Approve Class of 2025 Student Graduation List (on track)/Met the Graduation Requirements of Elm Creek Public Schools and NDE***
5.8. ***Consideration and Possible Approval of Classified Staff Pay Increase 2.5% to 5%***
5.9. ***Consideration and Possible Approval of a $1.00 per hour Increase for Bus Driver Pay***
5.10. ***Financial Reports and Claims according to Review of Bills policy 3007***

6. **ACTION ITEMS**
   6.1. ***Discuss and Consider Transferring $40,000 from GF to AF***
   6.2. ***Discuss and Consider Possible Action on Terminating Telehealth Services Agreement with Avel Health Care***
   6.3. ***Discuss and Consider Possible Contract with Children's Hospital for Telehealth Services Agreement***
   6.4. ***Discuss, Consider, and Take any Necessary Action on Bleacher Seat Repairs for Main Gym***
7. **SCHEDULE NEXT REGULAR BOARD MEETING**
8. **ADJOURN**
9. ****CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.**
10. ****SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.**

ELM CREEK BUFFALO BRANCH

FIRSTIER BANK

ELM CREEK ELEMENTARY

FirsTier Bank is partnering with Elm Creek Elementary to change the financial future of children in our community with the In School Savings Program initiated by Nebraska Council on Economic Education.

The Savings Program is Designed to:

- **Introduce the economic concept of savings early and reinforce this idea throughout the elementary curriculum.**
- **Demonstrate that saving should be a part of a students personal financial plan for their future.**
- **The goal of this program is to provide students the opportunities to not only learn about savings and how banks operate, but to also become savers themselves.**
- **Learn the proper way to endorse checks, fill out deposit slips, and maintain and balance a check register.**

Benefits for your Saver:

- **FirsTier Bank will match up to the first $5 that every student deposits on their first deposit.**
- **Your student will receive incentives provided by FirsTier Bank when they make a deposit and hit an incentive level.**
- **Your child's savings will be issued back to them once they complete 6th grade or leave the school.**
- **Each student will have their own ledger that will be maintained at the school.**

More about the Buffalo Branch:

Your student will be able to open a Buffalo savings account with your permission. Since this is a unique situation, all money deposited will be under one Elm Creek Public Schools umbrella account. However, information about each child's deposits will be maintained separately and kept confidential. The in school bank will be ran by Elm Creek Buffalo 6th Grade Tellers, School Staff and FirsTier Bank Staff. This will begin in the Fall of 2025 with the first deposit day October 1, 2025. More information will be sent out in the back to school packets in August.

School Contact: Barb Keep : barb.keep@elmcreekschools.org
Bank Contact: Lindsey McCarter: 308-856-4661 or lmccarter@firstierbanks.com

EQUAL HOUSING LENDER Member FDIC

TEAMMATES

APRIL 11, 2025

Monday, April 14, 2025 will be the reveal of our Teammates Book Vending Machine. Time will start at 2:30 to 3Pm for grades 4-6 and 3:00 to 3:30 for grades K-2. We will be drawing about 4-5 names from each group to get a chance to use a token to get a book.

This wonderful machine was donated by the Nebraska READ Program, which is linked to "Linked 2 Literacy" which is a building literacy bridge to education and closing the literacy gap one book at a time.
We are involved with this program through Teammates after enrolling five 5th graders in the READ program. It is here to improve the reading levels of elementary students.

Elementary students grades K-6th, can be eligible to participate to receive free books from the vending machine.

Our thoughts for giving out tokens are for instance

- when a student receives the monthly Buffalo award, they could receive a token in their package,

- maybe each class can draw a name out of monthly birthdays,

- a student could receive a token for doing something special or out of the ordinary

If you have any suggestions, would love to hear them.

Looking forward for the reveal on Monday. I will have 2 bowls of tokens that could be kept in a couple offices in the elementary for everyone to use.

If you have any questions, please text me at 308-627-4020.

Have a blessed weekend.
Kathy Long
EC Teammates Coordinator

2009
Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

Except for closed sessions, the board will allow members of the public an opportunity to speak at each meeting. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

Adopted on: _____
Revised on: _____
Reviewed on: _____

PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK: This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started**: When you have been recognized, please stand and state your name.

- **Time Limit**: The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.

- **Personnel or Student Topic**: If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.

- **General Rules**: This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.

- **No Action by the Board**: The board will not act on any matter unless it is on the published agenda.

NEBRASKA
DEPARTMENT OF EDUCATION

Funding Summary

ELM CREEK PUBLIC SCHOOLS

Click for Instructions

Select Fiscal Year: 2024

Program	Application Name	Total Funds Available	Last Approved Budget	Paid To Date	Amount Remaining
IDEA Part B-619-Preschool-6406	IDEA Consolidated-6400	$1,183	$1,183	$1,183	$0
Title I- 6200	ESSA Consolidated - 6201	$85,149	$85,149	$85,149	$0
IDEA CEIS - 6411	IDEA Consolidated-6400	$0	$0	$0	$0
IDEA NonPublic - 6412	IDEA Consolidated-6400	$0	$0	$0	$0
School Safety - Security LB705 - 3599	School Safety - Security	$0	$0	$0	$0
Title ID - N or D - 6230	ESSA Consolidated - 6201	$0	$0	$0	$0
Title II-A - 6310	ESSA Consolidated - 6201	$0	$0	$0	$0
Title III-EL-6925	ESSA Consolidated - 6201	$0	$0	$0	$0
Title III - Immigrant Education - 6926	ESSA Consolidated - 6201	$0	$0	$0	$0
TitleIV-A-SSAE-Formula-6969	ESSA Consolidated - 6201	$0	$0	$0	$0
IDEA Part B-611-Base-EP-6408	IDEA Consolidated-6400	$108,756	$108,756	$75,098	$33,658
State CTE - 3551	State CTE - 3551	$7,500	$7,500	$7,500	$0
Totals:		**$202,588**	**$202,588**	**$168,930**	**$33,658**

user ID: 61158685027598336

MTW SOLUTIONS GMS

For additional information please contact the Nebraska Department of Education
Contact Us

ERate – $0 remaining (awarded $1242.19)
Perkins – ESU 10 Consortium
REAP – $40,252 [redacted] remaining (awarded same amt.)
Local Foods Grant – $19.33 remaining (awarded $5003.12, spent $4983.79)
Mapping Grant – $0 remaing (awarded $3875)
Snack Grant – $2000 remaining (awarded amount)

NEBRASKA
DEPARTMENT OF EDUCATION

Funding Summary

ELM CREEK PUBLIC SCHOOLS

Click for Instructions

Select Fiscal Year: 2025

Program	Application Name	Total Funds Available	Last Approved Budget	Paid To Date	Amount Remaining
IDEA Part B-619-Preschool-6406	IDEA Consolidated-6400	$1,195	$1,195	$0	$1,195
Title I- 6200	ESSA Consolidated - 6201	$55,860	$55,860	$0	$55,860
IDEA CEIS - 6411	IDEA Consolidated-6400	$0	$0	$0	$0
IDEA NonPublic - 6412	IDEA Consolidated-6400	$0	$0	$0	$0
State CTE Grant-3551	State CTE Grant-3551	$7,500	$7,500	$0	$7,500
Title ID - N or D - 6230	ESSA Consolidated - 6201	$0	$0	$0	$0
Title II-A - 6310	ESSA Consolidated - 6201	$0	$0	$0	$0
Title III-EL-6925	ESSA Consolidated - 6201	$0	$0	$0	$0
Title III - Immigrant Education - 6926	ESSA Consolidated - 6201	$0	$0	$0	$0
TitleIV-A-SSAE-Formula-6969	ESSA Consolidated - 6201	$0	$0	$0	$0
IDEA Part B-611-Base-EP-6408	IDEA Consolidated-6400	$116,077	$82,419	$0	$116,077
Totals:		**$180,632**	**$146,974**	**$0**	**$180,632**

user ID: 61158685027598336

MTW SOLUTIONS GMS

For additional information please contact the Nebraska Department of Education

Contact Us

Heartland Seating
– Spectator Seating Specialists –

REPAIR PRICE QUOTE

11222 Johnson Drive, Shawnee, KS 66203
Phone: (913)268-0069
www.heartlandseating.com

March 12, 2025

To: Kim Beran
Elm Creek Public Schools
230 E. Calkins Ave
Elm Creek, NE 68836
Phone: (308)856-4300

From: Bryan Peterson

Heartland Seating, Inc. Is pleased to provide you with the following repair quote for
Elm Creek

Description	Price
• **REMOVE AND RE-TIGHTEN APPROXIMATELY 450 SEAT MODULES**	
TOTAL REPAIR PRICE	**$6,750**

Notes:
- Unless specifically included above, pricing does not include any motor repairs or replacement. Crews shall have reasonable access to bleachers for timely completion of work.
- All pricing is subject to change without prior notice due to currency fluctuations, fuel prices, tariffs and/or unforeseen economic circumstances.
- **We must have your sales tax exemption and project exemption certificates with your signed order to avoid taxing materials and labor. Work will be plugged into the schedule once all sales order processing documents are received**

Terms: **Net 30 days, invoiced upon arrival. 1.5 % per month to be charged on past due amounts.**

TO ORDER SEND THIS SIGNED QUOTE, PURCHASE ORDER AND APPLICABLE SALES AND PROJECT TAX EXEMPTION DOCUMENTATION
PAYABLE TO HEARTLAND SEATING, INC.
11222 JOHNSON DRIVE, SHAWNEE, KS 66203

Prices are good for 30 days and do not include applicable taxes, union or prevailing wages, licenses, bonds, drawings or any other extraneous fees and services. Please call for a revised quote should you wish to have any additional items included.

Bryan Peterson

To accept the above proposal, please sign below.

Acceptance by: _____ Date: _____

Title: _____ PO #: _____

Delivery Address: _____ PO Total $ _____

Heartland Seating, Inc. is an Equal Opportunity Employer – OSHA 10 Certified – Employment Eligibility Verification Participant

Students on Track for Graduation
24-25

Bauer, Ashley Jo	12
Bowker, Maranda May	12
Dallmann, Kynadi Riley	12
Erickson, Ryann Aleigha	12
Evans, Natalie Christine	12
Fouts, Brenna Morgan	12
Gleason, Madison Marie	12
Hodges, Lucas Anthony	12
Johnson, Breanna Lynne	12
Knapp, Halle Renae	12
Lodge-Harding, Austen Lee	12
Lodge-Harding, Blake Lee	12
Matson, Sadie Grace	12
Petersen, Nevaeh Leighann	12
Rayburn, Johnathan Dean	12
Runge, Cody Lynn	12
Schopke, Brody John	12
Shoemaker, Jeremiah Ronald	12
Erickson, Alexandria Elise	11

Monday, April 14th-Board Meeting
Safety Discussion

- E3 Management
    - Adds to our safety response and ability to know where an incident may be taking place
    - Alerts appropriate team members
    - Increase safety for staff and students
    - Pull information for drills or alerts
    - Enhances and increases communication during emergency or non emergency situations
    - August implementation
    - We were awarded the Mapping Grant to cover the first year costs
- Updated EOP
- Threat Assessment Team and Training
    - Spent a lot of time this year on threat assessment training and prevention
    - Team has attended a few training throughout the year and we have built the process as a team for staff to go through when a situation arises

Elm Creek Public Schools
Building, Grounds, & Transportation Committee
April 9, 2025

The committee meeting was called to order by Kim Beran, Superintendent at **5:00** p.m. in the administration office conference room.

Committee Members Present: Cole Brodine, Lynette Mitchell, Alicia Beavers
Committee Members Absent: None
Also Present: Kim Beran, Superintendent; Kent Cordes & Rick Pettit, BD, Josh Silvers, Wilkinsons

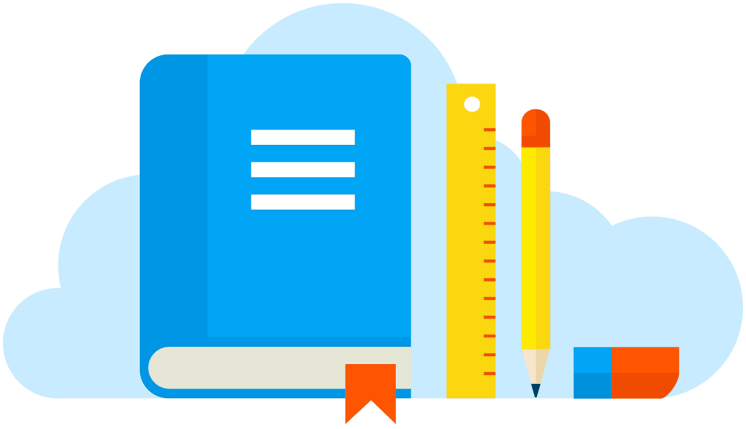
The Committee Reviewed & Discussed:

1. BD Discussions
    - Discuss Additional Light Pole (3 instead of 2)
        - Put conduit in & see
        - Approximately $27,000 for 2 additional light poles (4 total)
        - BD talk to electrical engineer & look at egress & will get back to us
    - Discuss Flume (drainage)
        - Bring in some fill & create a ridge a little higher than flume
        - 15" fall in 190 feet
        - Maybe add 2nd small flume by PK playground, or a sidewalk
            - Up to $52,000, not a change order
    - Items Needing Fixed
        - Replacing gym air handling unit
        - Kucera painting
            - Coming to fix paint on May 16th
        - Outside poles still planned to be in on April 14th?
            - May come & take care of 2 of them, the other 2 poles are on backorder
        - Blue panel by Terah's office completed? Silver piece fixed?
            - Gaps, no divider piece planned there
            - Fix metal piece on 18th
        - PK countertops replaced
            - Ordered
        - Intercoms need to be fixed on entire end of new building & middle of building- Kidwell
            - Jadyn's room
            - Sensory room
            - Shop
            - Both Gyms
            - Commons Area
            - Kitchen
            - Band Room
        - Overhead shop door, too much delay
            - Kent will call them
        - Mrs. Almanza's countertop broken piece

- 2nd floor girls restroom door doesn't lock (3rd stall)
- Mrs. Schopke's ~~drywall below the south window cracked. Fixed once, was it fixed again?~~ Fix her transition piece (carpet & tile) tripping hazard.
- Shop ceiling leaks around exhaust fans, you can see daylight. Also the fans aren't working properly.
    - Sealed in February
    - Whenever the shop turns on the heat, it sets off the fire alarm
        - Make sure filters are in
- Bill from the Village for the newly constructed manhole (50% = $2500)
- Roof leaks (kindergarten & multipurpose room)
    - Fixed door for multipurpose room leak
    - Fixed window & did some flashing/sealant for the leak
- Mrs. Holland's room door, the grout needs to be done
- Mrs. Strong's countertop is separating from the wall
- Concrete on the south side??
    - Repoured
- Mrs. Bauer's counter cracked again
- There will be tile added by the ramp, maybe this summer
- Add plaque
- Fix Mr. Weber's lock on the cabinet

2. Bleachers
    - About 450 seats need fixed $6750
3. Old Concrete Slabs
    - Ask FFA
4. Concrete Ledges
    - Ask FFA

Meeting ended at **6:55** p.m.



Transportation Notes

Date: 04/11/2025

Buses

- Bus 13 was inspected and had the stop arm and windshield replaced. The windshield cost over $1000 to replace so a claim was made with our insurance company to cover part of the cost. Not all of the LED lights on the new stop arm are working correctly. I contacted Truck Centers in York and reported the problem. It should be covered under warranty and will be fixed this summer.
- Bus 15 was inspected and had power steering hoses replaced. The fuel filter was also replaced due to “water in fuel” when it rained last week.
- Bus 18 was inspected and had the power steering pump and gear box, a brake light and two heater fans replaced. The front end needs aligned, but I will take it to Bauer Built in Lexington this summer to have it completed.
- Bus 21 was inspected and a bolt was placed in the back door to stop it from opening too far. This summer the electric mirror motor will be replaced on the right side since it no longer adjusts correctly.
- Throughout the summer, I will take all 4 buses to Breinig Diesel in Holdrege to have the oil changed. One bus will be inspected to use for football camps and possibly a couple basketball camps. The remaining buses will be inspected right before school starts. I will wash all the buses and scrub the insides during the summer. Every two weeks I will drive all buses to keep them lubricated and running efficiently.

- Emergency bus evacuations were completed on April 7, 2025.

Vans

- All vans were inspected at Kelly's. Oil changes will be completed as needed.
- Van 12 is having issues with the sliding doors closing, then popping open. Brian Florell looked at it and made some adjustments to the door.
- This summer all the vans will be inspected because they will be used by basketball and volleyball teams.
- I will clean all vans inside and out throughout the summer.

Looking ahead to next school year

- I would like to have three bus routes again utilizing the minibus on one route. Until the minibus arrives, Bus 21 would be used. The Phelps County/Odessa route covers 40+ miles each route. The first student is picked up at 6:18 AM and is on the bus for 1 hour 15 minutes before arriving at school. In the afternoon, the last students are dropped off around 4:40-4:50 PM. To help alleviate such long ride times, my suggestion is to add a separate route that picks up/drops off our students that live south of Elm Creek into Phelps County. There would be at least 8 and up to 14 students on the south route. Currently, we use 2 vans on this route in the afternoon. By splitting up that route, the students wouldn't have to be on the bus until 7:00 AM or later.
- When the minibus arrives, I will work with the staff to orient them to the new bus and have them practice driving the minibus before they can use it for routes or activities.
- Do we want to rent extra space at the bus barn to park the minibus when it arrives so it isn't sitting out in the weather? If so, Ed Chandler needs to be contacted. Potentially, we could park the vans in the extra space to keep them out of the sun and hail during the summer.

Future needs

- When the budget allows, another big bus is needed. We purchased Bus 15 in 2014, so it is 11 years old and has 80,000+ miles on it. Since it is used for most of our activities, it has a lot of wear and tear. Bus 13 is 12 years old and has over 100,000 miles. Both buses are rusting.
- More bus drivers are needed. Jerry Hall is helping drive activities this spring so I don't have to be out of the school. Mr. Bauer will drive one more year. Beyond that I am unsure what his plans are.

If you have any questions, concerns or comments, feel free to contact me at your convenience. Thank you!

Cindy Stone

Elm Creek Public Schools
Policy & Negotiations Committee
March 26, 2025

The policy committee meeting was called to order by Kim Beran, Superintendent at **4:55** p.m. in the administration office conference room.

Committee Members Present: Cole Brodine, Lynette Mitchell, Ryan Martin
Committee Members Absent: None
Also Present: Kim Beran, Superintendent

The Committee Reviewed & Discussed:

- Discuss Substitute Pay 24-25
    - Amherst $150
    - Bertrand $130, $145 after 10 non-consecutive days, long-term $150
    - Loomis $70 for ½ day, $140 full days, long term 1/184 of the base salary after 10 consecutive days
    - Holdrege $23.25 hour (8 hours would be $186), after 300 hours $26.66 hour (8 hours would be $213)
    - Pleasanton is hourly, but sure of the rate
    - Southern Valley $150, even if only for ½ day
    - Boone Central $145 day, 1/185 of base salary for long-term
    - Dundy County $85 ½ day, $150 full day, long term $223.50 day 11
    - Elm Creek $150 full day or over 4 hours, $75 ½ day, after 20 non-consecutive days $165
        - Leave same rate
- Discuss BCBS upcoming changes
    - A lot of schools are going to $1200 deductible, co-pays are staying the same
    - For the $1050 premium the out of pocket is increasing an additional $1000 for individual & $2000 for family
        - Clarify if starts 2025-2026 school year
- Discuss *Employment Terms for Classified Staff Policy* 4040
    - Would like to change from “Superintendent” to “Administration”
        - Let’s leave as is that the superintendent since I make the final decision
- Discuss changes to the negotiated agreement for 26-27
    - Maybe have attorney reword Article IV & V
        - Look at Cole’s form
- Discuss concerns on the low number of bus drivers available
    - Willing to do AM &/or PM
    - Actively recruit
    - Put magnetic signs on buses advertising driver jobs
    - Use small bus if possible
    - Any teachers interested in driving?
    - Offer insurance? Board probably not interested in doing that
- Discuss NASB’s Policy Schedule

    - Marcia working on it, maybe something to look at it
- Discuss number of custodial staff
    - Maybe look at hiring someone (part-time, cleaning service, etc.)
        - Prioritize needs teacher or custodian

Paul Cadwallader Wed, Mar 19, 2:11 P
to me

For a quick rundown here's a high and low benchmark.

1 Full time day custodian & 3 evening custodians – This would be fairly aggressive: 32 total hours per day

1 Full time day custodian & 4 evening custodians – This would be if you have a slower staff: 40 hours per day

The middle ground would be a program that sits at 36 hours per day.

How are you currently staffed assuming all positions are filled?

Paul Cadwallader
Vice President
Phone: (402) 278-0004
Email: pcadwallader@agtac.com

- Discuss Band program
- Consider partnerships with CCC, UNK, for elective classes, other schools, etc

Meeting ended at **5:55** p.m.

Board of Education Regular Meeting

Monday, March 10, 2025 6:00 PM

1. **OPEN THE MEETING**

1.1. ***Call to Order***
The meeting was called to order by Board President Lynette Mitchell at 6:01pm.

1.1.1. **Publication of Meeting**

1.1.2. **Nebraska Open Meetings Law**

1.1.3. **Pledge of Allegiance**

1.1.4. **District Mission Statement**

1.2. ***Board Member Roll Call***
Motion was made to excuse absent board member Jacob Kringle. This motion, made by Lynette Mitchell and seconded by Ryan Martin, Passed.
Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

2. **CELEBRATION OF EXCELLENCE (staff & student presentations, etc.)** The speech coaches, Mrs. Hodges and Miss Lechman had team member Steelie P. present her speech *"The Story of Eve"*. The District is proud of the Speech team and coaches' continued achievements as they are wrapping up a successful season.

3. **PUBLIC COMMENT (agenda item specific)**
Ten members of the public were in attendance. No public comment was made.

4. **INFORMATION ITEMS**

4.1. ***Administrator Reports***

4.1.1. **Superintendent Report - Mrs. Beran**

4.1.1.1. *Reviewed Board Members Taking Insurance*

4.1.1.2. *Reviewed and discussed the CJUMP Natural Gas Purchasing Program*

4.1.1.3. *Reviewed the Drainage Solution from BD for the new addition*

4.1.1.4. *Reviewed Estimated Budget Documents for 2024-2025*

4.1.2. **Principal/AD Report - Mr. Marquez**
Mr. Marquez shared that the Math team reviewed the Reveal and Envision curricula. Reveal was the best choice for the District. He highlighted the achievements of the district's student-athletes, noting that: 3 wrestlers qualified for the State Wrestling Tournament and both basketball teams advanced to the Basketball State Tournament. The girls basketball team brought home the State Runner-Up title. He expressed appreciation to everyone who helped host several basketball games, emphasizing how enjoyable it was

to see the community support, which benefits both the students and the town. Mr. Marquez shared that he is working with the Village and Great Plains to install power and ethernet at the baseball fields to support live streaming. This project is expected to be completed by this summer.

4.1.2.1. *Discuss JH/HS Math Instructional Materials*

Realized ordered the 2020 version instead of the 2025 version of Reveal. The Board will need to approve/not approve the updated pricing for the Reveal Math materials.

4.1.3. **Principal Report - Mrs. Williams**

Mrs. Williams was unable to attend this meeting.

4.1.3.1. *Discuss PK Math Instructional Materials*

Realized the preschool materials were not included in the Eureka Squared order. The Board will need to approve/not approve the updated pricing for the additional preschool materials to be added to the order.

4.1.4. **Strategic Plan Update/District Goals Update**

Faculty members provided feedback on the district through an NASB survey in the Fall of 2024. The results were analyzed with NASB and the administration team. The next step will be to develop a Strategic Plan Framework to be shared with staff and the Board.

4.2. ***Board Committee Reports***

4.2.1. **Building, Grounds, and Transportation**

4.2.1.1. *Transportation Update - Cindy Stone*

Mrs. Cindy Stone shared that bus inspections are coming up and she provided the board with an updated spreadsheet of transportation expenses.

4.2.2. **Finance and Personnel**

The committee has no updates at this time.

4.2.3. **Policy and Negotiations**

The policy and negotiations committee has completed its review of the 5,000 series policies. No Legislative changes have impacted the policies at the time.

4.2.3.1. *Discussion on Policy 5032 Closed Campus*

The board discussed having an open or closed campus for lunch.

4.2.4. **Americanism, Curriculum, and Technology**

The committee has no updates at this time.

5. **CONSENT AGENDA**

Motion was made to move on the consent agenda. This motion, made by Alicia Beavers and

seconded by Cole Brodine, Passed.
Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea
Motion was made to approve the consent agenda as presented. This motion, made by Alicia Beavers and seconded by Cole Brodine, Passed.
Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

5.1. ***Prior Meeting Minutes***

5.2. ***Policy Final Reading and Adoption Including all New Policy Updates***

5.2.1. *Reviewed Policies 5035 through 5067 with no changes*

5.3. ***Financial Reports and Claims according to Review of Bills policy 3007***

5.4. ***Consider and Act Upon the Resignation of Jadyn Ehresman at the end of the 2024-2025 Contract Year***

5.5. ***Offer Employment Contract to Cadee Lagler to Serve as a 4th-6th Grade Teacher for the 2025-2026 School Year***

5.6. ***Consider and Act Upon the Resignation of Royall Woodman at the end of the 2024-2025 Contract Year***

5.7. ***Offer Employment Contract to Tyler Ehresman to Serve as a Math Teacher for the 2025-2026 School Year***

6. **ACTION ITEMS**

6.1. ***Consider and Take any Necessary Action on Policy 5032 Closed Campus***
Motion was made to approve the action on Policy 5032 Closed Campus. This motion, made by Lynette Mitchell and seconded by Ryan Martin, Passed.
Cole Brodine: Nay, Alicia Beavers: Yea, Hannah Hild: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea
Motion was made to take necessary action on Policy 5032 Closed Campus. This motion, made by Lynette Mitchell and seconded by Ryan Martin, Passed.
Cole Brodine: Nay, Alicia Beavers: Yea, Hannah Hild: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.2. ***Consider and Take any Necessary Action on JH/HS Math Instruction Materials***

There should be approximately $11,000 credit when the incorrect materials are shipped back. The total cost difference is approximately $2200.
Motion was made to approve an additional $3000.00 for JH/HS Math Instruction Materials. This motion, made by Alicia Beavers and seconded by Lynette Mitchell, Passed. Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.3. ***Consider and Take any Necessary Action on PK Math Instructional materials***
Motion was made to approve an additional $2000 for the PK Math Instructional materials purchase. This motion, made by Alicia Beavers and seconded by Cole Brodine, Passed.
Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.4. ***Consider & Take any Necessary Action to Participate in the CJUMP Natural Gas Purchasing Program***
Motion was made to take action in participating in the CJUMP Natural Gas Purchasing Program. This motion, made by Lynette Mitchell and seconded by Ryan Martin, Passed.
Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

7. **SCHEDULE NEXT REGULAR BOARD MEETING**
March 17, 2025 will be the Board Working meeting at 5 pm. The Regular Board Meeting will be April 14, 2025 at 6pm.

8. **ADJOURN**
Motion was made to adjourn the meeting at 6:42pm. This motion, made by Lynette Mitchell and seconded by Alicia Beavers, Passed.
Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea
Meeting adjourned at 6:50pm. This motion, made by Lynette Mitchell and seconded by Alicia Beavers, Passed.
Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

9. ****CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.**

10. ****SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.**

Board of Education Working Meeting

Monday, March 17, 2025 5:00 PM

1. **OPEN THE MEETING**

1.1. ***Call to Order***
The meeting was called to order by Board President Lynette Mitchell at 5 pm.

1.1.1. **Publication of Meeting**

1.1.2. **Nebraska Open Meetings Law**

1.1.3. **Pledge of Allegiance**

1.1.4. **District Mission Statement**

1.2. ***Board Member Roll Call***

2. **PUBLIC COMMENT (agenda item specific)**

3. **INFORMATION ITEMS**
Marcia Herring from NASB lead our meeting to help establish Superintendent-Board goals.

3.1. ***Discussion and Design of Superintendent-Board Goals***

4. **ADJOURN**
Board President Lynette Mitchell adjourned the meeting at 6:48 pm. This motion, made by Lynette Mitchell and seconded by Alicia Beavers, Passed.
Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

5. ****CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.**

6. ****SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.**

|| TEACHER/EDUCATIONAL SPECIALIST EVALUATION

District Name:
Educator Name: Grade/Subject:

School(s): Evaluator:

School Year:

Rubrics aligned to each indicator in the *Nebraska Teacher and Principal Performance Standards* can be found at https://www.education.ne.gov/EducatorEffectiveness.

STANDARD: (1) Planning and Preparation. The teacher plans using district and state content standards, district-supported curriculum, instructional materials, and strategies, evidence-based resources, data, and community context to address the needs of each student in achieving rigorous learning goals.	
Evaluator	Description
☐ Highly Effective	The teacher demonstrates a comprehensive knowledge of content, pedagogy, students, community context, and standards, and purposefully and consistently leads efforts to develop, test, model, or promote processes that support the growth of individual student learning, development, and achievement.
☐ Effective	The teacher consistently integrates knowledge of content, pedagogy, students, community context, and standards with the established curriculum to develop coherent and rigorous units, lessons, and activities that support the growth of individual student learning, development, and achievement.
☐ Developing	The teacher demonstrates a limited knowledge of content, pedagogy, students, community context, and standards, but consistently seeks necessary resources to build on experiences to integrate them with the established curriculum to develop units, lessons, and learning activities.
☐ Ineffective	The teacher displays a very limited knowledge of content, pedagogy, students, community context, or standards, and/or fails to develop coherent and rigorous units, lessons, and learning activities.
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

STANDARD: (2) The Learning Environment. The teacher creates and maintains a learning environment that promotes student engagement and fosters positive relationships, inclusivity, social emotional development, and academic growth and achievement.	
Evaluator	Description
☐ Highly Effective	The teacher creates and maintains an exceptional learning environment and purposefully and consistently leads efforts to develop, test, model, or promote processes that foster positive relationships, inclusivity, social emotional development, student engagement, and academic growth and achievement.
☐ Effective	The teacher consistently creates and maintains an effective learning environment that fosters positive relationships, inclusivity, social emotional development, student engagement, and academic growth and achievement.
☐ Developing	The teacher struggles to create and maintain an effective learning environment, but consistently seeks necessary resources to gain experience in building positive relationships, inclusivity, social emotional development, student engagement, and academic growth and achievement.
☐ Ineffective	The teacher fails to create and/or maintain a learning environment that promotes positive relationships, inclusivity, social emotional development, student engagement, and academic growth and achievement.
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

STANDARD: (3) Instructional Strategies. The teacher implements evidence-based, district-supported instructional strategies to ensure student growth and achievement.	
Evaluator	Description
☐ Highly Effective	The teacher uses highly effective instructional strategies and purposefully and consistently leads efforts to develop, test, model, or promote processes that result in continuous growth in learning for each student.
☐ Effective	The teacher consistently uses effective instructional strategies that result in continuous growth in learning for each student.
☐ Developing	The teacher demonstrates limited knowledge of effective instructional strategies but consistently seeks necessary resources to gain experience in creating and utilizing strategies that result in continuous growth in learning for each student.
☐ Ineffective	The teacher displays a very limited knowledge of effective instructional strategies, and/or fails to utilize them to ensure continuous growth in learning for each student.
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

STANDARD: (4) Assessment. The teacher systematically uses a balanced assessment system that includes formative, interim, and summative assessments to measure student progress and to inform ongoing planning, instruction, and reporting.	
Evaluator	Description
☐ Highly Effective	The teacher effectively creates and uses multiple methods of formative, interim, and summative assessments to measure student progress, and purposefully and consistently leads efforts to develop, test, model, or promote processes that foster disaggregation of data for use in planning, preparing for instruction, and reporting.
☐ Effective	The teacher consistently develops and uses multiple methods of effective formative, interim, and summative assessments to measure student progress and disaggregates data for use in planning, preparing for instruction, and reporting.
☐ Developing	The teacher demonstrates limited knowledge of the various methods of assessment, but consistently seeks necessary resources to gain experience in creating and utilizing effective formative, interim, and summative assessments to measure student progress.
☐ Ineffective	The teacher displays a very limited knowledge of effective assessment strategies, and/or fails to utilize them to measure student progress.
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

STANDARD: (5) Professionalism. The teacher exhibits a commitment to professional ethics and the school's vision, mission and goals, participates in professional growth opportunities to support student and self-learning, and contributes to the profession.	
Evaluator	Description
☐ Highly Effective	The teacher demonstrates a commitment to professional practice and purposefully and consistently leads efforts to develop, test, model, or promote processes to support student and self-learning as a member of the professional community.
☐ Effective	The teacher consistently demonstrates a commitment to professional practice to support student and self-learning as a member of the professional community.
☐ Developing	The teacher inconsistently demonstrates the level of professional practice necessary for a member of this professional community, but consistently seeks necessary resources to gain experience in practices that support student and self-learning.
☐ Ineffective	The teacher fails to demonstrate the level of professional practice necessary for a member of this professional community.
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

Additional District Standards	
Evaluator	Description
☐ Highly Effective	Click here to enter text
☐ Effective	Click here to enter text
☐ Developing	Click here to enter text
☐ Ineffective	Click here to enter text
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

Meets District Standards as per Locally Adopted Requirements	
☐ Yes	☐ No

Evaluator's Comments:
Areas of Strength
Click here to enter text
Areas of Development
Click here to enter text

Plan for Improvement and *Plan of Assistance* forms can be found at https://www.education.ne.gov/EducatorEffectiveness.

☐ Plan for Improvement

☐ Plan of Assistance

My signature verifies that this evaluation has been discussed with me. I understand my signature does not necessarily indicate agreement and that I may respond in writing regarding this evaluation within days of receipt.

_____

Educator Signature: Date:

_____

Evaluator Signature: Date:

Written Response to Evaluation Report by Educator
Click here to enter text

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

4030
Evaluation of Certificated Employees

All certificated employees to be evaluated shall be notified annually in writing of the evaluation process. A certificated administrator, with the exception of the local board of education when it is evaluating the superintendent, will observe and evaluate each probationary certificated employee for a full instructional period once each semester. Each permanent certificated employee shall be formally evaluated for a full instructional period at least once every three years, unless an administrator determines that annual evaluations are necessary. Additionally, all certificated employees will undergo regular walk-through observations each year.
If the probationary certificated employee is a superintendent, he or she shall be evaluated twice during the first year of employment and at least once annually thereafter. The evaluation will include, but not be limited to evaluating the employee's instructional performance, classroom organization and management, personal conduct, and professional conduct. Evaluation of instructional performance and classroom organization and management is applicable to teachers only. The administrator will provide the employee with a written list of deficiencies, suggestions and a timeline for correcting the deficiencies and improving performance, and sufficient time to improve. The evaluation form will include notice that the employee may respond to the evaluation in writing.

The school district will train administrators in evaluation annually through meetings with the superintendent or other administrator, attendance at regional, state or national workshops, or any other method approved by the superintendent.

For the purposes of this policy, the terms "actual classroom observation" and "entire instructional period" are defined as follows:

> **Entire Instructional Period.** For certificated employees whose classes are held during defined periods of time (e.g., senior high classes), an entire instructional period consists of one such time period. For those whose time periods are not so defined (e.g., elementary classroom teachers), an entire instructional period consists of 40 minutes. The instructional period for those whose work does not necessarily involve continuous instruction for 40-minute periods (e.g., librarians or speech therapists) consists of no less than 40 minutes total during the semester. The entire instructional period for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual

observation of an administrator's work during the semester for no less than 40 minutes.

Actual Classroom Observation. Actual classroom observation consists of observing the certificated employee in any activities in a classroom setting. When a certificated employee does not have classroom responsibility (e.g., administrators or librarians), the requirement of "actual classroom observation" will be satisfied by observing the certificated employee performing activities that are typical of his or her position.

This policy and the evaluation instrument shall be included in the teacher handbook which will be distributed to staff members upon their employment and annually thereafter.

Adopted on: December 14, 2020
Revised on: August 29, 2024
Reviewed on: March 11, 2024, April 14, 2025

|| PRINCIPAL or SCHOOL/DISTRICT ADMINISTRATOR FORMATIVE/SUMMATIVE EVALUATION

District Name:

Name: Assignment:

School(s): Evaluator:

School Year:

Rubrics aligned to each indicator in the *Nebraska Teacher and Principal Performance Standards* can be found at https://www.education.ne.gov/EducatorEffectiveness.

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

STANDARD: (1) Vision for Learning. The principal, as an instructional leader, embodies and inspires all members of the educational community to collectively embrace and actualize the shared vision, mission, and goals of the school and district for high-quality teaching and learning that results in improved student achievement, reduction of opportunity gaps, and enhanced student and staff well-being.	
Evaluator	Description
☐ Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in building an environment of collective efficacy and commitment to vision, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
☐ Effective	The principal utilizes a systems approach to instruction, establishing an environment with a commitment to vision, improved student academic achievement, and the enhanced well-being of staff, students, and self.
☐ Developing	The principal demonstrates a lack of systems leadership to create an approach to instruction that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy and commitment to vision.
☐ Ineffective	The principal fails to engage the educational community in shaping a commitment to vision designed to result in improved student achievement and the well-being of staff, students, and self.
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

STANDARD: (2) Continuous Improvement. The principal, as an instructional leader, leads a continuous improvement process that results in improved student growth and achievement, enhanced student and staff well-being, and greater school effectiveness.	
Evaluator	Description
☐ Highly Effective	The principal leads the educational community with a systems approach to continuous school improvement, to sustain an environment of collective efficacy, contributing to effective instruction, improved student academic achievement and the enhanced well-being of staff, students, and self.
☐ Effective	The principal utilizes a systems approach to continuous school improvement, establishing an environment with a commitment to vision, improved student academic achievement, and the enhanced well-being of staff, students, and self.
☐ Developing	The principal demonstrates a lack of systems leadership to create an approach to continuous school improvement that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy and a systems approach to continuous school improvement.
☐ Ineffective	The principal fails to engage the educational community in a continuous school improvement process designed to result in a systemic approach to instruction, improved student achievement, and the well-being of staff, students, and self.
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

STANDARD: (3) Staff Support and Development. The principal, as an instructional leader, develops and supports the professional capacity and practice of personnel to maximize student learning opportunities and outcomes that align with district and state content standards and the school's vision, mission, and goals.	
Evaluator	Description
☐ Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to sustain an environment of collective efficacy for innovative personnel practices that result in the recruitment, selection, development, support, and retention of high-quality personnel.
☐ Effective	The principal utilizes a systems approach to instruction, establishing an environment for innovative personnel practices that result in the recruitment, selection, development, support, and retention of high-quality personnel.
☐ Developing	The principal demonstrates a lack of systems leadership for creating a systemic approach to instruction by investing in staff and self, but consistently seeks necessary resources to build on experiences to develop as a leader to impact the recruitment, selection, development, support, and retention of high-quality personnel.
☐ Ineffective	The principal fails to engage the school community in a process designed to impact the recruitment, selection, development, support, and retention of high-quality personnel.
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

STANDARD: (4) Operations and Management. The principal manages the organization, operations, and resources of the school to provide a safe, efficient, and effective learning environment for all students and staff.	
Evaluator	Description
☐ Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to sustain an environment of collective efficacy for a safe, efficient, and effective learning environment, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
☐ Effective	The principal utilizes a systems approach to instruction, establishing a safe, efficient, and effective learning environment, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
☐ Developing	The principal demonstrates a lack of systems leadership to impact student achievement and the well-being of staff, students, and self, but consistently seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy for a safe, efficient, and effective learning environment.
☐ Ineffective	The principal fails to manage the organization, operations, and resources of the school, resulting in a school that has an unsafe, inefficient, or ineffective learning environment.
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

STANDARD: (5) Culture of Learning. The principal, as an instructional leader, cultivates and nurtures an inclusive, caring, and supportive learning environment that promotes the academic success and well-being of each member of the educational community.	
Evaluator	Description
☐ Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to sustain an environment of collective efficacy for culturally responsive practices, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
☐ Effective	The principal utilizes a systems approach to instruction, establishing an environment of culturally responsive practices, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
☐ Developing	The principal demonstrates a lack of systems leadership to create an approach to instruction that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy for culturally responsive practices.
☐ Ineffective	The principal fails to engage the school community in culturally responsive practices designed to result in improved student achievement and the well-being of staff, students, and self.
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

STANDARD: (6) Professional Ethics and Advocacy. The principal, as an instructional leader, exhibits a high level of professional ethics and advocates for policies of equity and excellence in support of the vision, mission, and goals of the school.	
Evaluator	Description
☐ Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to advocate for policies of equity that result in sustained collective efficacy for improved student academic achievement and the enhanced well-being of staff, students, and self.
☐ Effective	The principal utilizes a systems approach to instruction, investing in staff, students, and self to advocate for policies of equity that result in improved student academic achievement and the enhanced well-being of staff, student, and self.
☐ Developing	The principal demonstrates a lack of systems leadership to create an approach to instruction that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy and the advocacy for policies of equity.
☐ Ineffective	The principal fails to advocate for policies of equity designed to result in improved student achievement and the well-being of staff, students, and self.
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

Additional District Standards	
Evaluator	Description
☐ Highly Effective	Click here to enter text
☐ Effective	Click here to enter text
☐ Developing	Click here to enter text
☐ Ineffective	Click here to enter text
Comments:	
Click here to enter text	

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

Meets District Standards as per Locally Adopted Requirements	
☐ Yes	☐ No

Evaluator's Comments:
Areas of Strength
Click here to enter text
Areas of Development
Click here to enter text

Plan for Improvement and *Plan of Assistance* forms can be found at https://www.education.ne.gov/EducatorEffectiveness.

☐ Plan for Improvement

☐ Plan of Assistance

My signature verifies that this evaluation has been discussed with me. I understand my signature does not necessarily indicate agreement and that I may respond in writing regarding this evaluation within days of receipt.

Principal/Administrator Signature: _____

Date: _____

Evaluator Signature: Date:

Written Response to Evaluation Report by Principal/Administrator
Click here to enter text

While a district is authorized to utilize the provided document to fit the district's policies and practices for its evaluation system, the Nebraska Department of Education does not maintain any ownership or responsibility for the content of the evaluation.

NASB STANDARD SUPERINTENDENT EVALUATION

ONLINE SURVEYS®
NEBRASKA ASSOCIATION OF SCHOOL BOARDS

Standard I: Mission, Vision, & Goals

Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.

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

		Excellent	Good	Average	Fair	Poor	Unsure
I.a.	Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals.						
I.b.	Assumes the key leadership role and responsibility for growth and improved student learning.						
I.c.	Seeks input from the board when appropriate.						
I.d.	Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community) in the discussion of long-term plans and goals.						
I.e.	Effectively utilizes data to guide and monitor progress of district goals.						
I.f.	Implements and monitors progress of the district/strategic plan.						
I.g.	Identifies and proactively addresses potential barriers to ensure the success of the school district.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • District strategic plan/district goals • Plan for implementing, monitoring and reporting progress of strategic plan/district goals • School improvement plan (including updates/assessment of progress and modifications) • School improvement teams • Superintendent performance plan aligned with district priorities and indicators to measure progress and success • Student performance data • Engagement/communication plan • Meeting agendas/minutes						
	If you were to suggest one improvement to Mission, Vision, and Goals for the upcoming year, what would it be?						

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Standard II: Policy

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

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

		Excellent	Good	Average	Fair	Poor	Unsure
II.a.	Works with the board to review, update and adopt effective and purposeful district policy.						
II.b.	Governs consistently through board policy and administrative protocol and procedures.						
II.c.	Provides public access to district policy.						
II.d.	Ensures all handbooks are aligned to district policy.						
II.e.	Implements a policy to ensure curriculum is reviewed and aligned with current state standards.						
II.f.	Ensures student discipline is implemented with integrity and consistency.						
II.g.	Personnel policies are clear and implemented consistently.						
II.h.	Monitors administrators' implementation of policy and procedures.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • District adopted policy review process/calendar • Progress/updates of the board's work with policy • Policy committee minutes • Curriculum review policy • Meeting agendas/minutes						
	If you were to suggest one improvement to Policy for the upcoming year, what would it be?						

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

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Standard III: Budget Planning & Management

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

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

		Excellent	Good	Average	Fair	Poor	Unsure
III.a.	Upholds fiscal responsibility and accountability.						
III.b.	Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals.						
III.c.	Utilizes data, research, and informed decision-making to support the allocation of district resources.						
III.d.	Updates board with historical and current budget data to monitor revenue and expenditures.						
III.e.	Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board.						
III.f.	Advocates for and pursues innovative solutions to improve and expand fiscal and human resources.						
III.g.	Ensures the maintenance and upkeep of facilities.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • Budget strategic/district goals • Professional development plan • Monthly budget reports • Quarterly expenditure updates • District audit • Management and use of alternative resources (i.e. ESU funding, all grant applications, etc.) • Five/Ten-year facility plan • Budget development calendar/board • Financial policies • Forecast financial data						
	If you were to suggest one improvement to Budget Planning and Management for the upcoming year, what would it be?						

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Standard IV: Educational Leadership

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

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

		Excellent	Good	Average	Fair	Poor	Unsure
IV.a.	Advocates for the learning needs of all students.						
IV.b.	Promotes a student-centered culture.						
IV.c.	Advocates for the engagement of parents/families as partners in the education of students.						
IV.d.	Ensures curricular and instructional decision-making is based upon current research, data, and best practice.						
IV.e.	Provides the time and resources to align curriculum vertically, horizontally, and to the state standards.						
IV.f.	Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.						
IV.g.	Ensures the district-adopted instructional framework is implemented consistently.						
IV.h.	Integrates the district-adopted instructional framework into certificated staff evaluations.						
IV.i.	Advocates for curriculum and instruction that challenges each student.						
IV.j.	Optimizes alignment of resources, curriculum, and assessments to support student success.						
IV.k.	Provides integrated technology curriculum and resources.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • District strategic plan/district goals • School improvement plan (including assessment of progress and modifications) • School improvement teams • District calendar • Curriculum review cycle plan and updated policy for curriculum and assessment review • Curriculum review committee minutes • Student performance data and goals • Data to support instruction strategies and student-centered initiatives • Curriculum/programs additions/modifications • Instructional model						
	If you were to suggest one improvement to Educational Leadership for the upcoming year, what would it be?						

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

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Standard V: Organizational & Cultural Leadership

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

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

		Excellent	Good	Average	Fair	Poor	Unsure
V.a.	Contributes to a unified school environment of trust and respect among students, staff, families, and community members.						
V.b.	Develops, implements, and sustains a responsive district crisis and safety plan.						
V.c.	Commits to developing a high-performing leadership team.						
V.d.	Ensures a purposeful and equitable recruiting and hiring process.						
V.e.	Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.						
V.f.	Promotes a culture of shared expectations and mutual accountability.						
V.g.	Provides leadership to support the health and well-being of staff and students.						
V.h.	Promotes an environment where differing opinions and backgrounds are welcomed and embraced among staff and students.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • Conflict resolution process • Leadership development plan • Professional development plan • Crisis and safety plan • Executive summary of the safety audit • Hiring protocols and procedures • Evidence to validate engagement of parents/families • Diversity, equity and inclusion initiatives • Personnel policies						
	If you were to suggest one improvement to Organizational and Cultural Leadership for the upcoming year, what would it be?						

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Standard VI: Community Relations

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

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

		Excellent	Good	Average	Fair	Poor	Unsure
VI.a.	Establishes a visible presence in the district and community.						
VI.b.	Regularly attends and participates in school activities, events, and programs.						
VI.c.	Interacts and expresses genuine interest in building a connection with students.						
VI.d.	Develops collaborative partnerships to foster support for the school district.						
VI.e.	Effectively communicates key public information in a timely manner.						
VI.f.	Promotes a positive image of the district.						
VI.g.	Understands and is respectful of the political, economic, and social aspects of the community.						
VI.h.	Seeks a positive relationship with parents and community members.						
VI.i.	Engages special interest groups to work collaboratively to address concerns and opinions that may present conflict.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • Community engagement summary/report • District partnerships and initiatives established to provide resources and support • Partnership support received through the district foundation, scholarships, grant monies, etc. • Inter-local agreements • District annual report • Communications designed by and distributed to generate support of the district • Membership and participation with civic, community and state organizations • Meeting invitations/agendas						
	If you were to suggest one improvement to Community Relations for the upcoming year, what would it be?						

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Standard VII: Professional Leadership

The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.

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

		Excellent	Good	Average	Fair	Poor	Unsure
VII.a.	Models positive and professional leadership based upon ethics, trust, integrity, and respect.						
VII.b.	Addresses concerns and opinions with respect and confidence.						
VII.c.	Provides professional development to fulfill responsibilities and grow in current position.						
VII.d.	Provides an effective evaluation process with constructive feedback.						
VII.e.	Exemplifies a life-long learning model to grow personal and professional knowledge.						
VII.f.	Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.						
VII.g.	Establishes clear and consistent expectations for staff.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: • Memberships • Professional development activities (including, but not limited to conferences, workshops, committee work, studies, research, and published works) • Educational growth plan (professional goals and development) • Leadership team development plan • District staff professional development plan						
	If you were to suggest one improvement to Professional Leadership for the upcoming year, what would it be?						

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

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Standard VIII: Board-Superintendent Relations

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

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

		Excellent	Good	Average	Fair	Poor	Unsure
VIII.a.	Maintains an appropriate and professional relationship with the board.						
VIII.b.	Keeps all board members informed with consistent and open communication.						
VIII.c.	Demonstrates support and respect for the board and refrains from public criticism of the board.						
VIII.d.	Demonstrates collaborative problem solving and decision-making.						
VIII.e.	Supports board committee work as part of effective board decision-making.						
VIII.f.	Collaboratively supports or opposes, local, state and/or federal legislation impacting the district.						
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • Superintendent performance plan/goals • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes						
	If you were to suggest one improvement to Board-Superintendent Relations for the upcoming year, what would it be?						

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Standard IX: Strategic Planning

The superintendent collaborates with the board to implement and monitor progress of the strategic plan.

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

IX.a.	What evidence can the board identify to validate the superintendent is implementing and monitoring progress of the strategic plan priorities?	
IX.b.	When is the superintendent reviewing the progress/success of the strategic plan with the board?	
IX.c.	How and where is the superintendent documenting the progress and success of the strategic plan priorities?	
IX.d.	Is the superintendent aligning the budget and district resources to ensure the success of the strategic plan priorities?	
IX.e.	How has the implementation of the strategic plan altered the focus of the superintendent and his/her engagement with the board?	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	
	Provide evidence to support your choices above. **Suggested supplemental evidence for this standard includes but is not limited to:* • Superintendent performance plan/goals • NASB Strategic Plan Progress Analysis Reports • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	

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Superintendent Goals

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

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Superintendent's Response:

Superintendent Evaluation Summary

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

The Performance Plan should consist of:

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

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

_____ _____

(Signature of Superintendent) (Date)

_____ _____

(Signature of Board President) (Date)

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4057
Superintendent Evaluation

The board shall observe and evaluate the superintendent based upon actual classroom observations for an entire instructional period at least twice during the first year of employment and at least once each year thereafter. Additional evaluations may be conducted at the discretion of the board. For the purposes of this policy, "actual classroom observation" shall mean observing the superintendent performing activities that are typical of his or her position. An "entire instructional period" for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of some aspect of the superintendent's work during the semester for no less than 40 minutes.

Purpose. The purposes of the formal job evaluation are:

1. To provide a means of rational, structured communication between the board and superintendent to create a more constructive and effective working relationship.
2. To provide a basis for commending, rewarding and reinforcing good work, as well as identifying areas where the superintendent needs to improve.
3. To clarify the superintendent's role and inform the superintendent of the board's expectations.

Dates. Unless otherwise provided for in the superintendent's employment contract, the first year evaluations should take place (1) during the first semester of the academic year; on or before the December board meeting, and (2) during the second semester of the academic year; on or before the June board meeting. Annual evaluations shall take place at a board meeting held during the month before the date in the superintendent's employment contract by which the board must notify the superintendent of its intention to consider the nonrenewal or amendment of the contract. In the absence of such a contract provision, the annual evaluation should take place at or prior to the March board meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and shall make his evaluation an agenda item for the board meeting.

Evaluation Document. The superintendent shall submit a recommended evaluation document to the board. The board shall meet and discuss the proposed document with the superintendent. The board may amend and adopt the proposed evaluation document. The board may amend the document or adopt a new document without amending this policy. The

superintendent shall submit the evaluation document to the Nebraska Department of Education.

Evaluation Procedures. Each board member shall have the opportunity to complete a draft evaluation document. The board president or designee shall compile the individual draft evaluations into a single and final evaluation, provide a copy to the superintendent, and discuss it with him or her. The superintendent's evaluation may be conducted in closed session if it is necessary to prevent needless injury to the superintendent's reputation and if he or she has not requested it be done in open session.

Deficiencies. If deficiencies are noted in the superintendent's work performance, the board shall provide the superintendent at the time of the observation with a list of deficiencies and a list of suggestions for improvement and assistance in overcoming the deficiencies. The board shall also provide the superintendent with follow-up evaluations and assistance when deficiencies remain, a timeline for improvement, and sufficient time to improve. In the alternative, the board may rely upon the superintendent's education, training, and expertise and require him or her to submit a "list of suggestions for improvement" or plan of improvement for the board's consideration.

Personnel File. The evaluation shall be signed by the board president (or other member of the board) and the superintendent. The superintendent shall place a copy of the evaluation in his or her personnel file. The superintendent may provide a written response to the evaluation to the board. A copy of the response shall also be placed in the superintendent's personnel file. The board may meet with the superintendent to discuss the written response.

Policy Limitation. The evaluation procedures are included in this policy as a result of the board's statutory obligation to evaluate the superintendent and do not give the superintendent any rights not provided by statute. The board's failure to comply with any procedures provided in this policy but not required by law shall not prohibit the board from taking any action regarding the superintendent's employment, up to and including the nonrenewal, amendment, or cancellation of the employment contract.

Adopted on: December 14, 2020
Revised on: May 10, 2021
Reviewed on: March 11, 2024, April 14, 2025

COMPUTER HARDWARE Premier Partner

2315 2nd Ave
Kearney, NE 68847-5316
(308) 234-9335
FAX (308) 236-9654

QUOTE

163801

02/25/25

SALESPERSON	PURCHASE ORDER#	REFERENCE#	CUSTOMER PHONE
Randy Hinrichs			308-856-4300

BILLED TO:
ELM CREEK PUBLIC SCHOOLS
RICK BAUER
PO BOX 490
ELM CREEK, NE 68836

SHIPPED TO:
ELM CREEK PUBLIC SCHOOLS
RICK BAUER
PO BOX 490
230 CALKINS ST
ELM CREEK, NE 68836

ITEM NUMBER	ITEM DESCRIPTION	QTY	B.O.'D	PRICE	EXTENDED PRICE
82W00001US	LENOVO CHROMEBOOK 100E GEN 4 A76-2.05GHZ 4GB 32GB	85	0	$232.00	*$19,720.00*
CROSSWDISEDUNEW	GOOGLE CHROME OS MGT LIC+S EDU	85	0	$32.50	*$2,762.50*
	pricing includes drop shipping- 30 day open account-payable by check. Inventory may be restrained on late orders and are subject to tariff changes	0	0		
	this bid is subject to distributor inventory and quote end dates. NEW QUOTE END DATE IS 4-10-2025. Thanks Randy	0	0		

Quote Good Up Through: 03/26/25

SUBTOTAL:	$22,482.50
SHIPPING:	
TAX:	
TOTAL:	$22,482.50

COMPUTER HARDWARE Premier Partner

2315 2nd Ave
Kearney, NE 68847-5316
(308) 234-9335
FAX (308) 236-9654

QUOTE

164508

04/11/25

SALESPERSON	PURCHASE ORDER#	REFERENCE#	CUSTOMER PHONE
Randy Hinrichs	RICK\QUOTE		308-856-4300

BILLED TO:
ELM CREEK PUBLIC SCHOOLS
RICK BAUER
PO BOX 490
ELM CREEK, NE 68836

SHIPPED TO:
ELM CREEK PUBLIC SCHOOLS
RICK BAUER
PO BOX 490
230 CALKINS ST
ELM CREEK, NE 68836

ITEM NUMBER	ITEM DESCRIPTION	QTY	B.O.'D	PRICE	EXTENDED PRICE
NEWPART	MacBooks Air 13" with M4 chip	15	0	$979.00	*$14,685.00*
NEWPART	IPAD AIR 11 INCH M3 128GB WIFI	10	0	$589.00	*$5,890.00*
NEWPART	PRO PENCIL	10	0	$125.00	*$1,250.00*
	PRICING INCLUDES SHIPPING TO CHI 30 DAY OPEN ACCOUNT PAYABLE BY CHECK	0	0		

Quote Good Up Through: 04/25/25

SUBTOTAL:	$21,825.00
SHIPPING:	
TAX:	
TOTAL:	$21,825.00

Elm Creek Public Schools
230 East Calkins Avenue
Elm Creek, NE 68836

Invoice	800560
Draw	34
Date	4/11/25
Customer	5009
Billing Thru:	3/31/2025

Contract: 21-02-025 School Addition and Renovation

Contract Recap:

Construction Budget	$	11,426,358.29
Estimated Budget Change to Date	$	105,110.81
Construction to Date	$	11,531,469.10
Total Completed to Date	$	11,288,558.61
Retainage	$	(250,000.00)
Total Earned Less Retainage	$	11,038,558.61
Less Previous Billings	$	(11,024,730.27)
AMOUNT DUE THIS INVOICE	$	13,828.34

Net 10 Days

CSI Division	Description	Quantity	Rate	Amount
01	**General Requirements**			
01-3100.40	Incidental Const Services			
	Superintendent		$ 90.00	$ -
	Other Misc Costs			$ -
01-3100.50	Plan Documents			$ -
01-3113.10	Sr. Accounting	2	$ 75.00	$ 150.00
01-3113.20	Accounting	1.5	$ 70.00	$ 105.00
01-3113.30	Construction Op Director		$ 120.00	$ -
01-3113.44	Field Operations Director		$ 120.00	$ -
01-3113-45	Project Engineer		$ 150.00	$ -
01-3113.50	Project Manager	5.5	$ 85.00	$ 467.50
			$ 105.00	$ -
01-3113.55	Assistant Project Manager		$ 70.00	$ -
	TOTAL GENERAL REQUIREMENTS			**$ 722.50**
07	**Thermal & Moisture Protection**			
07-9200.10	Building Sealants			
	Subcontractor			$ -
	TOTAL THERMAL & MOISTURE PROTECTION			**$ -**
70	**OTHER USER DEFINED**			
70-1100.99	**Estimating Adjustment**			**$ 12,848.00**
	TOTAL OTHER USER DEFINED			**$ 12,848.00**

INVOICE SUB TOTAL	*$*	*13,570.50*
CONTRACTOR FEE	*$*	*257.84*
TOTAL COMPLETED TO DATE	*$*	*13,828.34*
RETAINAGE	*$*	*-*
TOTAL AMOUNT DUE	*$*	*13,828.34*

Contract Summary:

Construction Budget	*$*	*11,426,358.29*
Estimated Budget Change to Date	*$*	*105,110.81*
Construction to Date	*$*	*11,531,469.10*
Invoiced Amount	*$*	*11,288,558.61*
Remaining Amount	*$*	*242,910.49*
Billed Percent		*98%*
RETAINAGE Balance	*$*	*250,000.00*

Approved By:

Name: Kent Cordes

Kent Cordes, Project Manager

Date: 4/11/2025

Name: Linette Butler

Date: 4/11/2025

Name:

Wilkins ADP

Date:

Thank you for choosing BD Construction, Inc./Kearney

Project: Elm Creek Public Schools

Location: Elm Creek, NE

Date: March 31, 2025

Billed to Date

	CSI	Description	Cont. / Supplier	Estimate	Billed to Date	Balance to Finish		Draw 34
	01-0000-00	Pre-Construction General Conditions		$ 28,700.00	$ 28,555.00	$ 145.00	99%	$ -
-2	01-3113-10	Sr. Accounting		$ 150.00	$ -	$ 150.00		
1	01-3113-20	Accounting		$ 280.00	$ 385.00	$ (105.00)		
3	01-3113-30	Sr. Estimating		$ 14,400.00	$ 26,700.00	$ (12,300.00)		
14	01-3113-75	Contract Administration		$ 1,470.00	$ 1,470.00	$ -		
15	01-3113-80	Project Executive		$ 12,400.00	$ -	$ 12,400.00		
17								
	01-0000-00	General Conditions		$ 518,823.78	$ 549,818.63	$ (30,994.85)	106%	$ 722.50
19	01-3113-10	Sr. Accounting		$ 11,700.00	$ 9,562.50	$ 2,137.50		$ 150.00
22	01-3113-20	Accounting		$ 10,920.00	$ 15,470.00	$ (4,550.00)		$ 105.00
24	01-3113-30	Sr. Estimating		$ -	$ 840.00	$ (840.00)		
27	01-3113-85	Field Operations Manager		$ 37,440.00	$ 17,700.00	$ 19,740.00		
28	01-3113-50	Project Manager		$ 127,880.00	$ 98,067.50	$ 29,812.50		$ 467.50
30	01-3113-55	Assistant Project Manager		$ -	$ 20,685.00	$ (20,685.00)		
32	01-3113-60	Superintendent		$ 287,950.00	$ 364,645.00	$ (76,695.00)		
		Mileage (Sup. And Admin.)		$ 2,028.78	$ 10,462.13	$ (8,433.35)		
	01-3113-65	Assistant Superintendent		$ -	$ 6,660.00	$ (6,660.00)		
45	01-3113-70	Safety Consultant		$ 2,925.00	$ 1,528.00	$ 1,397.00		
48	01-3113-75	Contract Administration		$ 1,400.00	$ 1,176.00	$ 224.00		
50	01-3113-80	Project Executive		$ 36,580.00	$ 3,022.50	$ 33,557.50		
	01-0000-00	General Requirements		$ 217,175.00	$ 289,279.84	$ (72,104.84)	133%	$ -
54	01-3100-40	Incidental Construction Services		$ 27,000.00	$ 101,825.88	$ (74,825.88)		
55	01-3100-50	Plan Documents		$ 5,000.00	$ (300.00)	$ 5,300.00		
56	01-3300-10	Electronic Shop Drawing Reviewal Process	Submittal Exhange	$ 12,500.00	$ 18,218.61	$ (5,718.61)		
57	01-4126-10	Permits		$ 5,000.00	$ 2,254.10	$ 2,745.90		
58	01-4126-20	Fire Marshall Permit	Fire Marshall	$ 500.00	$ -	$ 500.00		
59	01-4523-10	Soil Compaction	Allowance	$ 15,000.00	$ -	$ 15,000.00		
65	01-4523-20	Geotech services / site investigation	Allowance	$ 4,500.00	$ -	$ 4,500.00		
66	01-4523-30	Concrete Testing	Included in Soil testing above		$ -	$ -		
67	01-4710-10	Builders Risk Insurance	OWNER		$ -	$ -		
69	01-5113-10	Temporary Electrical	OWNER		$ -	$ -		
70	01-5113-10	Power Office Trailer		$ 1,500.00	$ 446.94	$ 1,053.06		
71	01-5123-10	Temporary Heat	NONE		$ 15,752.73	$ (15,752.73)		
72	01-5133-10	Temporary Telephone (Cell Phone)		$ 4,950.00	$ 4,106.94	$ 843.06		
73	01-5136-10	Temporary Water Drinking		$ 630.00	$ 271.66	$ 358.34		
74	01-5136-20	Temporary Water Construction	OWNER		$ -	$ -		
75	01-5213-10	Prjt Field Office Delivery (loaded mile)		$ 330.00	$ -	$ 330.00		
76	01-5213-20	Project Field Office Rent		$ 11,700.00	$ 7,350.00	$ 4,350.00		

77	01-5219-10	Sanitary Facilities		$ 2,565.00	$ 4,876.00	$ (2,311.00)				
81	01-5626-10	Temp Chain Link Fence	Allowance	$ 15,000.00	$ 166.63	$ 14,833.37				
82	01-5813-10	Project Signage	None		$ -	$ -				
83	01-7113-10	Mobilization	Allowance	$ 4,000.00	$ 4,000.00	$ -				
84	01-7113-20	Bugout	Included in Mobilization costs		$ -	$ -				
85	01-7419-10	Refuse Collection & Disposal		$ 9,000.00	$ 13,389.74	$ (4,389.74)				
86	01-7423-10	Rough Cleaning	Allowance	$ 7,500.00	$ -	$ 7,500.00				
87	01-7423-10	Final Cleaning	Allowance	$ 13,500.00	$ 8,312.56	$ 5,187.44				
	01-7700-99	Closeout Procedures			$ 14,670.00	$ (14,670.00)				
89	60-1000-99	Survey (Site Plan) - including staking	Allowance	$ 8,000.00	$ 1,334.57	$ 6,665.43				
99	70-1000-20	Fuel	Allowance	$ 1,500.00	$ 2,332.56	$ (832.56)				
100	70-7000-99	Equipment		$ 67,500.00	$ 90,270.92	$ (22,770.92)				
101										
102	**02000000**	**Existing Conditions**		$ 65,169.00	$ 68,543.84	$ (3,374.84)	105%	$ -		
103	02	Temporary Walls	Allowance	$ 20,000.00	$ 23,374.84	$ (3,374.84)				
104	02-4100.99	Demolition	BD Construction	$ 45,169.00	$ 45,169.00	$ -				
106		Site Demo	Included in Site Prep Below	$ -	$ -	$ -				
107										
108	**03000000**	**Concrete**		$ 604,383.51	$ 569,392.54	$ 34,990.97	94%	$ -		
109	03-3000.00	Building Concrete (foundation, floors, stoops)	Bigzby's Concrete	$ 546,217.91	$ 534,927.54	$ 11,290.37				
		Add 1440 sf of hard surface court		$ 7,185.60	$ -	$ 7,185.60				
111	03-3000.00	Concrete Topping	Included in Concrete		$ -	$ -				
112		Concrete Reinforcing Steel (including mesh)	Concrete Industries	$ 32,925.00	$ 32,925.00	$ -				
114		Masonry Reinforcing Steel	Concrete Industries	$ 2,365.00	$ 1,540.00	$ 825.00				
116		Reinforcing steel (additional concrete)	Concrete Industries	$ 690.00	$ -	$ 690.00				
117										
118	**04000000**	**Masonry**		$ 416,220.00	$ 416,220.00	$ -	100%	$ -		
119	04-2000.99	Masonry	Masonry Unlimited	$ 416,220.00	$ 416,220.00	$ -				
121										
122	**05000000**	**Metals**		$1,184,433.00	$1,180,380.73	$4,052.27	100%	$0.00		
124		Structural Steel Fab	Apollo Steel	$ 832,200.00	$ 832,200.00	$ -				
125		Structural Steel Stairs & Rails Fab	Apollo Steel	$ 74,500.00	$ 74,500.00	$ -				
126		Structural Steel Erection	Schroeder Steel Erection	$ 277,733.00	$ 273,680.73	$ 4,052.27				
127										
128	**06000000**	**Wood, Plastics & Composites**		$ 304,951.00	$ 304,951.00	$ -	100%	$ -		
129		Rough Carpentry	BD Construction	$ 161,130.00	$ 161,130.00	$ -				
		Casework	Designercraft	$ 143,821.00	$ 143,821.00	$ -				
137										
138	**07 00 00**	**Thermal & Moisture Protection**		$ 478,595.44	$ 485,154.24	$ (6,558.80)	101%	$ -		
139	07-2100.10	Batt Insulation Alternate in lieu of Sprayed	Midwest Partitions	$ 44,500.00	$ 44,500.00	$ -				
140	07-2100.10	Foam Insulation	Estimated Cost	$ 15,000.00	$ 16,517.64	$ (1,517.64)				
		Fluid Applied Membrane	Midwest Partitions	$ 48,750.00	$ 48,750.00	$ -				
		Membrane at elevator pit	?	$ 2,000.00	$ 2,000.00	$ -				
145		Building Expansion joint w/ covers	Allowance	$ 5,000.00	$ 818.43	$ 4,181.57				
		Roofing	Tri-Cities Group Roofing	$ 325,904.44	$ 335,009.59	$ (9,105.15)				
152	07-7123.10	Gutter and Downspouts	Included in Roofing		$ -	$ -				
154	07-9200.10	Sealants	Global Caulking	$ 37,441.00	$ 37,558.58	$ (117.58)				
		Insulation	Weathertight		$ -	$ -				
158										

159	**08 00 00**	**Openings**		$	414,082.00	$	414,082.00	$ -	100%	$ -
		Doors and Hardware	Midwest Door & Hardware	$	225,416.00	$	225,416.00	$ -		
169	08-3000.10	Overhead door	Bid #	$	24,917.00	$	24,917.00	$ -		
172	08-5000.20	Exterior Windows	Included in Aluminum			$	-	$ -		
173	08-5000.20	Interior Windows	Included in Aluminum			$	-	$ -		
	08-5000.20	Aluminum Storefront & Glazing	Tri County Glass	$	163,749.00	$	163,749.00	$ -		
183										
184	**09 00 00**	**Finishes**		$	2,018,347.00	$	2,016,937.00	$ 1,410.00	100%	$ -
186	09-2116.10	Gypsum Drywall	Midwest Partitions	$	1,427,583.00	$	1,427,583.00	$ -		
		Painting	Kucera Painting	$	141,033.00	$	141,033.00	$ -		
		Acoustical Ceilings	TC Ceilings	$	114,400.00	$	112,990.00	$ 1,410.00		
	09-6000.99	Flooring	Floors Inc	$	168,915.00	$	168,915.00	$ -		
	09-6000.99	Polished & Sealed Concrete	Kucera Painting	$	37,200.00	$	37,200.00	$ -		
208	09-6000.99	Tile	Floors Inc	$	129,216.00	$	129,216.00	$ -		
209										
210	**10 00 00**	**Specialties**		$	155,518.00	$	138,119.50	$ 17,398.50	89%	$ -
212		Display Boards	EPCO	$	35,728.00	$	35,728.00	$ -		
213		Wall Protection (corner guards; minor wp)	EPCO	$	10,808.00	$	10,808.00	$ -		
214	10-4400.10	Fire Extinguishers	EPCO	$	2,781.00	$	2,781.00	$ -		
215	10-2800.10	Toilet Accessories	EPCO	$	5,872.00	$	5,872.00	$ -		
216	10-2800.10	Toilet Parititions	EPCO	$	28,193.00	$	28,193.00	$ -		
217		Lockers (Material and installation)	Storage and Design	$	47,500.00	$	47,500.00	$ -		
219	10-1400.10	AED - Difibulator (2 total???)	EPCO (Allowance)	$	6,136.00	$	6,136.00	$ -		
220	10-1400.10	Interior Room Signage	Allowance	$	3,500.00	$	1,101.50	$ 2,398.50		
221	10-1400.10	Exterior Signage	Allowance	$	15,000.00	$	-	$ 15,000.00		
222										
230	**12 00 00**	**Furnishings**		$	15,500.00	$	16,971.00	$ (1,471.00)	109%	$ -
232		Roller window shades	Allowance	$	15,500.00	$	16,971.00	$ (1,471.00)		
233										
237	**14 00 00**	**Conveying Systems**		$	131,950.00	$	131,950.00	$ -	100%	$ -
238		Elevator	Otis Elevator	$	96,000.00	$	96,000.00	$ -		
239		Elevator - Lift	Access Elevator	$	35,950.00	$	35,950.00	$ -		
240										
241	**21 00 00**	**Fire Suppresion**		$	99,975.00	$	100,095.00	$ (120.00)	100%	$ -
242	21-1300.99	Automatic Fire Sprinkler System	Bamford	$	98,800.00	$	98,920.00	$ (120.00)		
243	21-1300.99	Auto. Fire Sprinkler System - Disconnect Existing	Bamford	$	1,175.00	$	1,175.00	$ -		
244										
245	**22 00 00**	**Plumbing**		$	2,232,598.00	$	2,232,598.00	$ -	100%	$ -
246	22-1000.99	Plumbing	Anderson Bros	$	2,223,728.00	$	2,223,728.00	$ -		
249	22-1000.99	Plumbing - Disconnect Existing Shop	Waggoner Plumbing	$	8,870.00	$	8,870.00	$ -		
250										
257	**26 00 00**	**Electrical**		$	1,284,743.66	$	1,229,084.66	$ 55,659.00	96%	$ -
258	26-0500.99	Electrical	Kidwell	$	1,276,731.00	$	1,221,072.00	$ 55,659.00		
264	26-0500.99	Electrical - Disconnect Existing Shop	Kidwell	$	2,578.00	$	2,578.00	$ -		
	26-0500.99	Electrical - Disconnect Existing Shop (Additional)	Kidwell	$	5,434.66	$	5,434.66	$ -		
266										
275	**31 00 00**	**Earthwork**		$	374,858.00	$	359,858.00	$ 15,000.00	96%	$ -
276	31-1413.99	Site Prep	Morten Construction	$	158,508.00	$	158,508.00	$ -		
277	31-1413.99	Elementary Building Demo	Morten Construction	$	199,000.00	$	199,000.00	$ -		
278	31-1413.99	Erosion Control	Estimated Cost	$	15,000.00	$	-	$ 15,000.00		
279		Termite Control	Affordable Pest Control	$	2,350.00	$	2,350.00	$ -		
281										

282	**32 00 00**	**Exterior Improvements**		$	27,972.16	$	20,472.16	$ 7,500.00	73%	$ -
286	32-1723.99	Parking Lot Stripping	Estimated Cost	$	7,500.00	$	-	$ 7,500.00		
287		Fencing	Patriotic Builders	$	20,472.16	$	20,472.16	$ -		
291										
292	**33 00 00**	**Utilities**		$	10,000.00	$	-	$ 10,000.00	0%	$ -
293	33-0000.00	Site Utilities	included above in Plumbing	$	-			$ -		
294	33-0000.00	Site Utilities - PIV and Misc	?	$	10,000.00	$	-	$ 10,000.00		
297	**70 00 00**	**Misc**		$	-	$	-	$ -	#DIV/0!	$ -
298										
299										
300			Net	$	10,583,994.55	$	10,552,463.14	$ 31,531.41		$ 722.50
			CO#1-overex,elevator,demo vestibule	$	18,969.69	$	18,969.69	$ -		
			CO#2-fire marshal,fur out walls,band room carp	$	43,566.97	$	30,699.76	$ 12,867.21		
			CO#3-weight room demo	$	42,574.15	$	39,722.23	$ 2,851.92		
304			Estimating Adjustment	$	525,217.22	$	385,082.51	$ 140,134.71		$ 12,848.00
305			Credit cost of 2nd Flr Corridor window	$	(14,878.50)	$	-	$ (14,878.50)		
306			Owner Contingency	$	50,000.00	$	-	$ 50,000.00		
307			Contractors Fee	$	212,025.02	$	193,239.27	$ 18,785.75		$ 257.84
308			**Subtotal**	**$**	**11,461,469.10**	**$**	**11,220,176.60**	**$ 241,292.50**		**$ 13,828.34**
309			CM Bond Cost	$	70,000.00	$	68,382.00	$ 1,618.00		
			Total	**$**	**11,531,469.10**	**$**	**11,288,558.60**	**$ 242,910.50**		**$ 13,828.34**

All Invoices

Invoice	Invoice Date	Description	Original Amount
21-02-025 Elm Creek Public Schools - CMR			
70-1100-10 Estimating Adjustment			
7171 GD Concrete Construction, Inc.			
PO Box 6			
Overton		NE 68863	
2008	09-18-2024	sidewalks	7,128.00
11342 Kidwell			
3333 Folkways Circle			
Lincoln		NE 68504	
262961	03-20-2025	ECS-26	5,720.00
		CSI Total	12,848.00*
Report Totals:			12,848.00*

Cash Flow Report

School District #9 | Page: 1
4/11/2025 | Processing Month 03/2025 | User ID: LKJ

FUND Nl	Account	BEGINNING CASH 09/01/2024	REVENUES	EXPENSES	ENDING CASH
01	GENERAL FUND	961,204.15	3,883,266.33	(3,240,320.87)	1,604,149.61
02	DEPRECIATION	379,511.89	243.11	(346,873.36)	32,881.64
02	DEPRECIATION CD	530,756.06	15,042.19	-	545,798.25
03	EMPLOYEE BENEFIT	12,035.14	341.08	-	12,376.22
05	ACTIVITY FUND	107,875.89	275,320.40	(364,262.11)	18,934.18
06	NUTRITION FUND	97,070.02	110,795.39	(177,857.76)	30,007.65
07	BOND FUND	565,867.11	501,258.32	(793,782.33)	273,343.10
08	BUILDING FUND	256,579.80	314,920.78	(17,936.90)	553,563.68
08	EL BLDG FUND-NLAF	1,231.97	31.60	-	1,263.57
08	EL BLDG FUND-FIRSTIER	1,000,021.32	8,524.87	(839,994.58)	168,551.61
08	EL SWEEP ACCT (INTEREST)	198,991.60	10,125.36	(100,000.00)	109,116.96
08	EL SWEEP ACCT CD	-	100,000.00	-	100,000.00
		4,111,144.95	5,219,869.43	(5,881,027.91)	3,449,986.47

Checking Account ID: BUILDING **Check Type: Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name			Amount
10060	04/14/2025				BDCONST	BD CONSTRUCTION			13,430.93
10061	04/14/2025				KIDWELL	KIDWELL INC.			2,122.50
	Check Type Total:		Check			Void Total:	0.00	Total without Voids:	15,553.43
	Checking Account Total:		BUILDING			Void Total:	0.00	Total without Voids:	15,553.43
			Grand Total:			Void Total:	0.00	Total without Voids:	15,553.43

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR APRIL 14, 2025
MARCH 2025 FINANCIALS

GENERAL FUND - ACCT NO. 137766

BALANCE MARCH 1, 2025		$	1,043,670.67
RECEIPTS	BUFFALO COUNTY	$	523,482.01
	DAWSON COUNTY	$	24,945.19
	FIRSTIER - INTEREST	$	3,018.53
	PHELPS COUNTY	$	195,311.82
	PRESCHOOL	$	480.00
	SPED SCHOOL AGE FFR	$	55,040.00
	STATE OF NEBRASKA - FEBRUARY AID	$	85,252.00
	STATE OF NEBRASKA - MARCH AID	$	85,252.00
	TOTAL RECEIPTS	$	972,781.55
AVAILABLE BALANCE		$	2,016,452.22
DISBURSEMENTS:			
	BILLS PAID MARCH 10, 2025	$	45,262.48
	PAYROLL	$	367,040.13
	TOTAL DISBURSEMENTS	$	412,302.61
	BALANCE MARCH 31, 2025	**$**	**1,604,149.61**

DEPRECIATION FUND

ACCT 4152 (FROM 4832)	BALANCE MARCH 1, 2025	$	73,551.65		
	EXPENSES	$	(40,766.57)		
	INTEREST	$	96.56		
	BALANCE MARCH 31, 2025			$	32,881.64
ACCOUNT 0119 (FROM 7651)	BALANCE MARCH 1, 2025	$	545,798.25		
	EXPENSES	$	-		
	INTEREST	$	-		
	TRANSFER FROM GENERAL FUNDS	$	-		
	BALANCE MARCH 31, 2025			$	545,798.25
	DEPRECIATION BALANCE MARCH 31, 2025			**$**	**578,679.89**

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR APRIL 14, 2025
MARCH 2025 FINANCIALS

BENEFIT FUND (UNEMPL CD)	BALANCE MARCH 1, 2025	$	12,376.22
ACCOUNT 0125	INTEREST	$	-
	BALANCE MARCH 31, 2025	**$**	**12,376.22**
BUILDING FUND	BALANCE MARCH 1, 2025	$	511,284.13
	BUFFALO COUNTY	$	28,783.81
	DAWSON COUNTY	$	1,427.97
	PHELPS COUNTY	$	11,174.34
	INTEREST	$	893.43
	BALANCE MARCH 31, 2025	**$**	**553,563.68**
BOND FUND	BALANCE MARCH 1, 2025	$	224,511.98
OPENED 01/01/2023	BUFFALO COUNTY	$	31,688.02
	DAWSON COUNTY	$	1,419.73
	PHELPS COUNTY	$	15,723.37
	BALANCE MARCH 31, 2025	**$**	**273,343.10**
ELEM CONSTRUCTION (NLAF)	BALANCE MARCH 1, 2025	$	1,259.23
	DIV REINVESTMENT	$	4.34
	BALANCE MARCH 31, 2025	**$**	**1,263.57**
ELEM CONSTRUCTION (FIRSTIER)	BALANCE MARCH 1, 2025	$	170,940.83
(ACCOUNT 7078)	INTEREST EARNED	$	429.41
	INTEREST TO SWEEP ACCOUNT	$	(423.13)
	KIDWELL	$	(2,395.50)
	BD CONSTRUCTION	$	-
	BALANCE MARCH 31, 2025	**$**	**168,551.61**
SWEEP SAVINGS ACCOUNT	BALANCE MARCH 1, 2025	$	108,674.42
	INTEREST EARNED	$	19.41
	INTEREST TRANSFER FROM CONSTRUCTION ACCT	$	423.13
	BALANCE MARCH 31, 2025	**$**	**109,116.96**
CONSTRUCTION FUND CD	BALANCE MARCH 1, 2025	$	100,000.00
	TRANSFER FROM SWEEP SAVINGS	$	-
	BALANCE MARCH 31, 2025	**$**	**100,000.00**

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR APRIL 14, 2025
MARCH 2025 FINANCIALS

LUNCH FUND

BALANCE MARCH 1, 2025		$	33,901.51
RECEIPTS			
	LUNCH SALES	$	3,872.55
	EFUND PAYMENTS	$	1,737.00
	FEDERAL REIMBURSEMENT BREAKFAST	$	1,298.43
	FEDERAL REIMBURSEMENT LUNCH	$	6,220.40
	STATE REIMBURSEMENT LUNCH	$	-
	STATE REIMBURSEMENT BREAKFAST	$	-
	TOTAL RECEIPTS	$	13,128.38
	AVAILABLE BALANCE	$	47,029.89
DISBURSEMENTS			
	FOOD/GROCERIES/MILK ETC.	$	11,370.91
	SUPPLIES	$	984.75
	MISCELLANEOUS (REIMBURSEMENTS, BANK FEES)	$	75.62
	PAYROLL	$	4,590.96
	TOTAL DISBURSEMENTS	$	17,022.24
	BALANCE MARCH 31, 2025	**$**	**30,007.65**

APRIL BILLS AS OF 4/10/2025			
	AREA SERVICES REPAIRS	$	578.00
	ANDERSON BROS - KITCHEN SINKS	$	568.62
	BERNARD FOODS	$	3,028.20
	CASHWA	$	13,582.25
	DOLLAR GENERAL	$	-
	FOSTERS FAMILY FOODS	$	69.47
	HILAND (MILK)	$	1,373.51
	MARCH PAYROLL (ESTIMATE)	$	7,000.00
	US FOODS	$	-
	VILLAGE UNIFORM (TOWELS ETC)	$	158.48
		$	26,358.53

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR APRIL 14, 2025
MARCH 2025 FINANCIALS

ACTIVITY FUND (CURRENT CASH BALANCE SUMMARY)

	BALANCE MARCH 1, 2025			$	45,673.60
RECEIPTS	ATHLETICS & ACTIVITIES	$	6,736.99		
	CLUB & CLASS ACCOUNTS	$	1,071.00		
	DISTRICT ACTIVITIES	$	5,438.37		
	TRANSFER FROM GENERAL	$	-		
	TOTAL RECEIPTS			$	13,246.36
EXPENSES	ATHLETICS & ACTIVITIES	$	34,844.34		
	CLUB & CLASS ACCOUNTS	$	641.97		
	DISTRICT ACTIVITIES	$	4,499.47		
	TOTAL EXPENSES			$	39,985.78
	BALANCE MARCH 31, 2025			**$**	**18,934.18**

Checking Account ID: DEPREC **Check Type: Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name			Amount
10020	04/14/2025				HEARTLANDS	HEARTLAND SEATING			16,990.00
	Check Type Total:		Check			Void Total:	0.00	Total without Voids:	16,990.00
	Checking Account Total:		DEPREC			Void Total:	0.00	Total without Voids:	16,990.00
			Grand Total:			Void Total:	0.00	Total without Voids:	16,990.00

Checking Account ID: GENERAL **Check Type: Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
20633	04/14/2025				AEL	ACCESS ELEVATOR & LIFTS INC	195.00
20634	04/14/2025				ECACTIVITY	ACTIVITY FUND	40,000.00
20635	04/14/2025				ADAPTIVET	ADAPTIVE TECH SOLUTIONS, LLC	63.68
20636	04/14/2025				AGDRYER	AG DRYER SERVICES	65.41
20637	04/14/2025				ANDERSONB	ANDERSON BROS.	20,933.40
20638	04/14/2025				ANDERSOND	DORIS ANDERSON	234.60
20639	04/14/2025				ASKSUP	ASK SUPPLY CO. LLC	377.08
20640	04/14/2025				BEACONO	BEACON OBSERVER	258.51
20641	04/14/2025				BERANK	KIMBERLY BERAN	443.10
20642	04/14/2025				BLACKHILLS	BLACK HILLS ENERGY	2,670.66
20643	04/14/2025				WALMART	CAPITAL ONE	72.16
20644	04/14/2025				CAVENEET	TANNER CAVENEE	247.10
20645	04/14/2025				USBANK	CORPORATE PAYMENT SYSTEMS	2,705.72
20646	04/14/2025				EAKESOFF	EAKES OFFICE PRODUCTS	1,051.18
20647	04/14/2025				ECOLAB	ECOLAB PEST ELIMINATION	82.06
20648	04/14/2025				ESU10	EDUCATIONAL SERVICE UNIT 10	7,255.43
20649	04/14/2025				ENGINEER	ENGINEERED CONTROLS	338.00
20650	04/14/2025				FOSTERC	CURT FOSTER	200.00
20651	04/14/2025				FOSTFAM	FOSTER'S FAMILY FOODS	505.11
20652	04/14/2025				GRACZYKL	GRACZYK LAWN & LANDSCAPE	432.00
20653	04/14/2025				HOMETOWN	HOMETOWN LEASING	2,640.00
20654	04/14/2025				PAYFLEX	INSPIRA FINANCIAL	150.00
20655	04/14/2025				INSTRUMENT	INSTRUMENTALIST AWARDS LLC	90.00
20656	04/14/2025				INTEGRATED	INTEGRATED LIFE CHOICES	11,446.62
20657	04/14/2025				JOSTENS	JOSTENS	199.21
20658	04/14/2025				PEPPERJW	JW PEPPER	198.89
20659	04/14/2025				KELLYSA	KELLY'S SALES & AG SERVICE	1,272.52
20660	04/14/2025				KSBSCHOOL	KSB SCHOOL LAW, PC LLO	440.00
20661	04/14/2025				LAGUNA	LAGUNA TOOLS, INC.	321.99
20662	04/14/2025				LIBERTYH	LIBERTY HARDWOODS, INC.	400.60
20663	04/14/2025				LONGK	KATHY LONG	210.00
20664	04/14/2025				LINWELD	MATHESON TRI GAS	74.91
20665	04/14/2025				MCGRAW	MCGRAW-HILL COMPANIES	13,862.86
20666	04/14/2025				MENARD430	MENARDS - KEARNEY	385.74
20667	04/14/2025				MRKINC	MRK, INC	120.00
20668	04/14/2025				NAEA	NE AGRICULTURAL EDUCATORS ASSN	275.00
20669	04/14/2025				NASB	NEBRASKA ASSN OF SCHOOL BOARDS	250.00
20670	04/14/2025				NPPD	NEBRASKA PUBLIC POWER DISTRICT	5,310.76
20671	04/14/2025				NESAFETY	NEBRASKA SAFETY CENTER	255.00
20672	04/14/2025				ONESOURCE	ONESOURCE	45.00
20673	04/14/2025				PEARSON	PEARSON, INC	137.00
20674	04/14/2025				SCHOLAST	SCHOLASTIC INC	89.73
20675	04/14/2025				STATENE	STATE OF NEBRASKA	361.28
20676	04/14/2025				STERLING	STERLING COMPUTERS CORP	4,567.44
20677	04/14/2025				STONEC73	CINDY STONE	57.00
20678	04/14/2025				TRUCKC	TRUCK CENTER COMPANIES	207.18
20679	04/14/2025				VEXROBOTIC	VEX ROBOTICS, INC	2,134.70
20680	04/14/2025				VILLAGEE	VILLAGE OF ELM CREEK	1,183.50
20681	04/14/2025				VILLAGEU	VILLAGE UNIFORM	474.03
20682	04/14/2025				WEXBANK	WEX BANK	1,797.35
20683	04/14/2025				WOODWARDS	WOODWARDS DISPOSAL SERVICE	32.50
20684	04/14/2025				YANDAS	YANDA'S MUSIC	245.77

Check Type Total:	Check	Void Total:	0.00	Total without Voids:	127,366.78
Checking Account Total:	GENERAL	Void Total:	0.00	Total without Voids:	127,366.78
	Grand Total:	Void Total:	0.00	Total without Voids:	127,366.78

Checking Account ID: DEPREC **Check Type: Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name			Amount
10010	03/28/2025				ANDERSONB	ANDERSON BROS.			40,766.57
	Check Type Total:		Check			Void Total:	0.00	Total without Voids:	40,766.57
	Checking Account Total:		DEPREC			Void Total:	0.00	Total without Voids:	40,766.57
			Grand Total:			Void Total:	0.00	Total without Voids:	40,766.57

Checking Account ID: STACTIVITY **Check Type: Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
17905	03/03/2025	X			FIRSTIER	FIRSTIER BANK	2,320.00
17906	03/03/2025	X			GILLESPIE	CHAD GILLESPIE	76.00
17907	03/03/2025	X			GILLMING	MARK GILLMING	35.00
17908	03/03/2025	X			JOHNSPAT	PATRICK JOHNS	25.00
17909	03/03/2025				MARQUEZB	BRANDON MARQUEZ	10.00
17910	03/03/2025	X			RIEDELD	DEAN RIEDEL	76.00
17911	03/03/2025	X			SCHUKARS	SCOTT SCHUKAR	76.00
17912	03/03/2025	X			STEINERE	ERIC STEINER	25.00
17913	03/12/2025	X			BERTRANDSC	BERTRAND HIGH SCHOOL	368.69
17914	03/12/2025	X			BSNSPO	BSN SPORTS	4,351.16
17915	03/12/2025	X			WALMART	CAPITAL ONE	129.49
17916	03/12/2025	X			CASHWAACT	CASH-WA DISTRIBUTING	2,963.55
17917	03/12/2025	X			CHESTERMAN	CHESTERMAN CO.	2,246.00
17918	03/12/2025	X			USBANK	CORPORATE PAYMENT SYSTEMS	7,968.71
17919	03/12/2025	X			DIVAS	DIVAS at KEARNEY FLORAL CO.	26.00
17920	03/12/2025				FOSTFAMA	FOSTER'S FAMILY FOODS	91.86
17921	03/12/2025	X			GOTHENBURG	GOTHENBURG SCHOOLS	67.50
17922	03/12/2025	X			HITCHCOCK	HITCHCOCK COUNTY	274.93
17923	03/12/2025	X			HOLDREGEHS	HOLDREGE HIGH SCHOOL	82.50
17924	03/12/2025	X			LOOMISSCH	LOOMIS PUBLIC SCHOOLS	179.24
17925	03/12/2025	X			NSAA	NEBRASKA SCHOOL ACTIVITIES ASSOCIATION	2,411.00
17926	03/12/2025	X			NSAA	NEBRASKA SCHOOL ACTIVITIES ASSOCIATION	595.14
17927	03/12/2025	X			OVERTONSCH	OVERTON PUBLIC SCHOOL	307.49
17928	03/12/2025	X			SOUTHERNSC	SOUTHERN VALLEY SCHOOLS	223.44
17929	03/17/2025	X			BUFFALOEXT	UNIVERSITY OF NEBRASKA-LINCOLN	40.00
17930	03/24/2025	X			BLUECROS	BLUE CROSS BLUE SHIELD OF NE	4,173.47
17931	03/24/2025	X			BSNSPO	BSN SPORTS	814.14
17932	03/24/2025				CENTNESC	CENTRAL NEBRASKA SCIENCE & ENGINEERING FAIR	60.00
17933	03/24/2025				GRADUATE	GRADUATE LINCOLN	7,636.00
17934	03/24/2025				MAXWELLP	MAXWELL PUBLIC SCHOOLS	88.00
17935	03/24/2025				NATLFFA	NATIONAL FFA ORGANIZATION	269.00
17936	03/24/2025				OVERTONG	OVERTON GOLF CLUB	1,200.00
17937	03/24/2025				PROMNITE	PROM NITE	204.97
17938	03/24/2025				UCSSPIRIT	UNITED CANVAS & SLING, INC	68.00
17939	03/24/2025				UNLAG	UNIVERSITY OF NEBRASKA LINCOLN	326.00
17940	03/24/2025				VSATHLET	VS ATHLETICS, INC	76.50
17941	03/24/2025				YORKFFA	YORK FFA	100.00

Check Type Total:	Check	Void Total:	0.00	Total without Voids:	39,985.78
Checking Account Total:	STACTIVITY	Void Total:	0.00	Total without Voids:	39,985.78
	Grand Total:	Void Total:	0.00	Total without Voids:	39,985.78

Heartland Seating
– Spectator Seating Specialists –

REPAIR PRICE QUOTE

11222 Johnson Drive, Shawnee, KS 66203
Phone: (913)268-0069
www.heartlandseating.com

March 12, 2025

To: Kim Beran
Elm Creek Public Schools
230 E. Calkins Ave
Elm Creek, NE 68836
Phone: (308)856-4300

From: Bryan Peterson

Heartland Seating, Inc. Is pleased to provide you with the following repair quote for
Elm Creek

Description	Price
• **REMOVE AND RE-TIGHTEN APPROXIMATELY 450 SEAT MODULES**	
TOTAL REPAIR PRICE	**$6,750**

Notes:
- Unless specifically included above, pricing does not include any motor repairs or replacement. Crews shall have reasonable access to bleachers for timely completion of work.
- All pricing is subject to change without prior notice due to currency fluctuations, fuel prices, tariffs and/or unforeseen economic circumstances.
- **We must have your sales tax exemption and project exemption certificates with your signed order to avoid taxing materials and labor. Work will be plugged into the schedule once all sales order processing documents are received**

Terms: **Net 30 days, invoiced upon arrival. 1.5 % per month to be charged on past due amounts.**

TO ORDER SEND THIS SIGNED QUOTE, PURCHASE ORDER AND APPLICABLE SALES AND PROJECT TAX EXEMPTION DOCUMENTATION
PAYABLE TO HEARTLAND SEATING, INC.
11222 JOHNSON DRIVE, SHAWNEE, KS 66203

Prices are good for 30 days and do not include applicable taxes, union or prevailing wages, licenses, bonds, drawings or any other extraneous fees and services. Please call for a revised quote should you wish to have any additional items included.

Bryan Peterson

To accept the above proposal, please sign below.

Acceptance by: _____ Date: _____

Title: _____ PO #: _____

Delivery Address: _____ PO Total $ _____

Heartland Seating, Inc. is an Equal Opportunity Employer – OSHA 10 Certified – Employment Eligibility Verification Participant