

Board of Education Regular Meeting

Monday, October 13, 2025 Following Americanism Committee Meeting (no specified time)

Room 801, Elm Creek High School (south side, door 2)
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**
4. **INFORMATION ITEMS**
 - 4.1. **Administrator Reports**
 - 4.1.1. **Superintendent Report - Mrs. Beran**
 - 4.1.1.1. *Roof Replacement Plan - Keithan*
 - 4.1.1.2. *Activities Custodian (part-time)*
 - 4.1.1.3. *Option Enrollment Capacity Numbers*
 - 4.1.1.4. *Safety Report*
 - 4.1.1.5. *Appoint Delegate for State Conference*
 - 4.1.2. **Principal/AD Report - Mr. Marquez**
 - 4.1.3. **Principal Report - Mrs. Williams**
 - 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**
 - 4.2.4.1. *K-6 Americanism*
 - 4.2.4.2. *7-12 Americanism*
5. **CONSENT AGENDA**
 - 5.1. **Prior Meeting Minutes**
 - 5.2. **Policy Final Reading and Adoption Including all New Policy Updates**
 - 5.3. **Financial Reports and Claims according to Review of Bills policy 3007**
 - 5.4. **Approve Safety Plan (EOP)**
 - 5.5. **Reaffirm 2000 Policies**
 - Except for Policy 2008
6. **ACTION ITEMS**
 - 6.1. **Consider and take any Action Necessary to Authorize Bidding for the “Red Section” Roof Replacement**

- 6.2. Consider & Take any Necessary Action to Authorize a Part-Time Custodian Position
- 6.3. Consider & Take any Necessary Action for Option Student Enrollment Capacity (Resolution 2026-2027)
- 6.4. Appoint Delegate for State Conference 2025
- 6.5. Approve Revision of Meetings Policy 2008
- 6.6. Consider & Take any Necessary Action on City Water Meters
- 6.7. Consider & Take any Necessary Action for NASB Updated Superintendent Evaluation Tool
- 6.8. Consider & Take any Necessary Action on Academic Eligibility
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.**

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.

Elm Creek Public Schools

Continuous Improvement Plan (CIP) 2022–2027

Focused priorities, measures, and cadence

Mission & Vision: Ensure high-quality learning, a positive climate & culture, and strong district resources (facilities, technology, and fiscally sound operations).

Governance: District Leadership Team (quarterly) with administrators, teacher reps, and stakeholders; norms for data use and transparent communication.

System of Support: Aligned teams: MTSS, PBIS, SPED, Safety/Threat Assessment, Title. Universal practices in Tier 1, targeted Tier 2/3 supports.

Assessment & Data: K–12 suite (e.g., MAP/NSCAS/ACT/Pre-ACT, STAR/CBM, SWIS). Universal screening 3×/yr; progress monitoring for interventions; data digs on a set cadence.

Priority 1 — Reading Achievement: Goal: Increase K–12 ELA proficiency (e.g., 60% → 75%). Actions: CKLA/SpringBoard implementation, WIN/MTSS time, LETRS/PD, targeted interventions and progress monitoring.

Priority 2 — Positive Behavior (PBIS): Goal: Implement a comprehensive PBIS system by 2027. Actions: framework and expectations, reinforcement systems, SWIS data use, staff training, family communication.

Key Metrics: ELA proficiency trend up (e.g., ~60% → ~71%); Tier movement (students exiting Tier 2/3), PBIS major/minor incident rates, attendance, and climate survey indicators.

Cadence: School-level reviews 3×/yr; grade/content teams monthly for Tier 2/3; individual problem-solving as needed; board updates at key milestones.

Professional Learning & Resources: Curriculum mapping, LETRS and targeted PD, instructional coaching; resource alignment through budgeting and scheduling (WIN/MTSS).

Stakeholder Communication: Parent notices for interventions, regular progress updates, and public reporting via board packets and district web.

Accountability: Accreditation/NEP alignment; monitor goals each semester; adjust strategies based on data and report progress to the board.

Elm Creek Public Schools — MTSS At-a-Glance

(Board Summary)

PK–12, 2025–26 • Data-Driven, Tiered Supports for Academics, Behavior, and SEL

Purpose & Definition: MTSS is a districtwide, data-driven framework integrating academics, behavior, and social-emotional supports to meet individual needs within general education.

Core Process: Universal screening of all students; match evidence-based interventions to need; monitor progress; intensify or fade supports based on data.

Assessment Cadence: Universal screening 3×/year (fall, winter, spring). Progress monitoring bi-weekly for Tier 2 and weekly for Tier 3.

Decision Rules (Example): Tier 1 ≥ 40 th percentile; Tier 2 21st–39th; Tier 3 ≤ 20 th on district screener (adjust per level/content).

Tier 1 Instructional Expectations: Explicit, systematic instruction; modeling and scaffolding; multiple practice opportunities; immediate feedback; appropriate pacing; flexible grouping; differentiation.

Targeted Interventions (Tiers 2–3): Defined, targeted programs and strategies delivered in addition to core instruction; roughly 10–15% of students need supplemental support; intensity increases with need.

Progress Monitoring: Use brief, frequent measures to confirm intervention effectiveness; adjust plans when data show insufficient growth.

Meeting Structure (3 Types): 1) School-level (3×/year) review of universal data and core effectiveness; 2) Grade/Content monthly reviews of Tier 2–3 students; 3) Individual problem-solving for students not responding to supports.

MTSS Team & Roles: Admin representative; grade/content teacher reps; specialists (e.g., SPED, reading/math, counseling); classroom teachers. Team reviews data, aligns scheduling/interventions, plans PD input, and includes parents/guardians during individual problem-solving.

District Vision: A PK–12 systematic process ensuring individualized learning opportunities and data-driven monitoring of academic and social performance for every student.

2025-2026	General Fund:		Monthly Total	YTD Expend.	% Spent	GF Exp. Prior Years		
	(use board report)	(use Payroll Register Report)				24-25 Year	23-24 Year	22-23 Year
Month	Expenditures	Payroll						
Sept. Mtg.	\$67,140.02	\$369,789.60	\$436,929.62	\$436,929.62	5.58%	\$473,102.35/6.87%	\$442,474.11	\$460,444.94
Oct. Mtg.	\$88,383.90	\$406,082.23	\$494,466.13	\$931,395.75	11.89%	\$522,768.49/14.02%	\$407,233.05	\$404,233.94
Nov. Mtg.				\$931,395.75	11.89%	\$461,463.56/21.16%	\$513,853.24	\$439,448.67
Dec. Mtg.				\$931,395.75	11.89%	\$471,014.67/28%	\$422,378.32	\$403,410.06
Jan. Mtg.				\$931,395.75	11.89%	\$439,726.62/34.39%	\$369,091.31	\$359,536.46
Feb. Mtg.				\$931,395.75	11.89%	\$443,709.09/40.83%	\$421,966.12	\$403,816.38
March Mtg.				\$931,395.75	11.89%	\$412,302.61/46.82%	\$389,448.48	\$377,540.40
April Mtg.				\$931,395.75	11.89%	\$512,077.14/54.26%	\$421,565.11	\$455,019.95
May Mtg.				\$931,395.75	11.89%	\$500,382.31/61.52%	\$458,119.41	\$439,964.13
June Mtg.				\$931,395.75	11.89%	\$430,516.35/67.77%	\$442,341.57	\$428,110.34
July Mtg.				\$931,395.75	11.89%	\$483,247.15/74.79%	\$368,970.53	\$380,040.82
Aug. Mtg.				\$931,395.75	11.89%	\$73,586.49/75.86%	\$934,327.30	\$745,559.39
Aug. EOY Mtg.				\$931,395.75	11.89%	\$890,402.09/88.79%	\$5,591,768.55	\$5,297,125.48
TOTALS	\$155,523.92	\$775,871.83		\$931,395.75				
General Fund Budget			\$7,833,382.00	(spending authority)				
Average Monthly Bills =					\$465,697.88			
(including payroll)								
Necessary Cash Reserve =					\$1,629,942.56	\$1,397,093.63		
(including payroll)					3.5 months	3 months		

2025-2026				*Doesn't include CD	*Doesn't include CD
	Depreciation Fund:	Expenditures	Projects:	25-26 Fund Balance:	24-25 Fund Balance:
Sept.	Depreciation	\$0.00		\$241,007.62	\$298,841.75
Oct.	Depreciation	\$0.00		\$241,426.33	\$221,177.02
Nov.	Depreciation				\$91,235.60
Dec.	Depreciation				\$73,467.06
Jan.	Depreciation				\$73,470.08
Feb.	Depreciation				\$73,551.65
March	Depreciation				\$32,881.64
April	Depreciation				\$15,927.37
May	Depreciation				\$15,955.08
June	Depreciation				\$15,955.08
July	Depreciation				\$15,955.08
Aug.	Depreciation				\$240,955.08
EOY	Depreciation				*with GF transfer

2025-2026					
	Building Fund:	Expenditures:	Projects:	25-26 Fund Balance:	24-25 Fund Balance:
Sept.	Building	\$0.00		\$715,078.79	\$272,492.00
Oct.	Building	\$29,394.23	Cover BD Bill	\$752,363.14	\$278,412.10
Nov.	Building				\$271,132.19
Dec.	Building				\$477,149.21
Jan.	Building				\$507,099.02
Feb.	Building				\$511,284.13
March	Building				\$553,563.68
April	Building				\$559,880.67
May	Building				
June	Building				\$663,667.30
July	Building				\$666,719.29
Aug. Aug. EOY	Building				

<u>2025-2026</u>			
	<u>Bond Fund Expenditures:</u>	<u>25-26 Fund Balance:</u>	<u>24-25 Fund Balance:</u>
Sept.	\$0.00	\$503,096.50	\$734,861.98
Oct.	\$0.00	\$678,914.14	\$794,539.74
Nov.			\$183,295.10
Dec.			\$175,691.08
Jan.			\$207,107.23
Feb.			\$224,511.98
March			\$273,343.10
April			\$297,019.06
May			
June			\$529,314.85
July			\$537,860.46
Aug.			
Aug. EOY			

<u>2025-2026</u>				
	<u>Nutrition Fund:</u>	<u>Expenditures:</u>	<u>25-26 Fund Balance:</u>	<u>24-25 Fund Balance:</u>
Sept.	Nutrition	\$9,135.08	\$107,908.72	\$85,480.32
Oct.	Nutrition	\$26,572.62	\$98,773.64	\$67,474.70
Nov.	Nutrition			\$60,786.31 *Audit Adjustment
Dec.	Nutrition			\$40,134.98
Jan.	Nutrition			\$47,439.75
Feb.	Nutrition			\$33,901.51 *walk in cooler repairs
March	Nutrition			\$30,007.65
April	Nutrition			\$21,389.18 *repairs & Maintenance
May	Nutrition			
June	Nutrition			\$8,464.13
July	Nutrition			\$9,028.42
Aug. Aug. EOY	Nutrition			

<u>2025-2026</u>				
	<u>Activity Fund:</u>	<u>Expenditures:</u>	<u>25-26 Fund Balance:</u>	<u>24-25 Fund Balance:</u>
Sept.	Activities	\$3,821.89	\$66,158.46	\$109,208.92 *Greenhouse Donations \$3750
Oct.	Activities	\$58,167.92	\$62,336.57	\$81,709.53
Nov.	Activities			\$69,304.15
Dec.	Activities			\$47,989.20
Jan.	Activities			\$30,182.86
Feb.	Activities			\$45,673.60
March	Activities			\$18,934.18
April	Activities			\$37,973.76
				*District & State Activities. Transfer from General Fund \$45,000.
May	Activities			
June	Activities			\$30,407.13
July	Activities			\$29,668.20
Aug. Aug. EOY	Activities			



Inspection Report



ELM CREEK SCHOOLS
230 E CALKINS AVE.
ELM CREEK, NEBRASKA 68836

FACILITY: K-12	ROOF SECTION: Junior/Senior High	DATE: 07/25/2025
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Inspection Information

Inspection Date	07/25/2025	Core Data	No
Inspection Type	Visual Inspection	Leakage	Yes

Overall

Rating	Poor
Condition	



We have been chasing a few leaks this summer in the small section to the south of the gym wall. Note the ceiling tile stains approximately every 10 feet above the trophy case.

2



This current EPDM membrane is susceptible to holes and punctures.... even holes as small as these can create leaks.

3



Example of a large hole from impact. This was in a location directly above the trophy case.



Each lap seam along the gym wall is showing signs of degradation. These matched with our 10 feet measurements.



The corner and expansion detail has lead to multiple openings that have lead to leaks.

6



Example of new lap seam patch to help keep this section watertight.

7



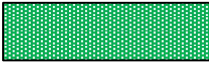
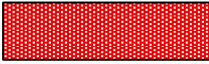


New patches were installed on the corner and expansion joint to help keep watertight.

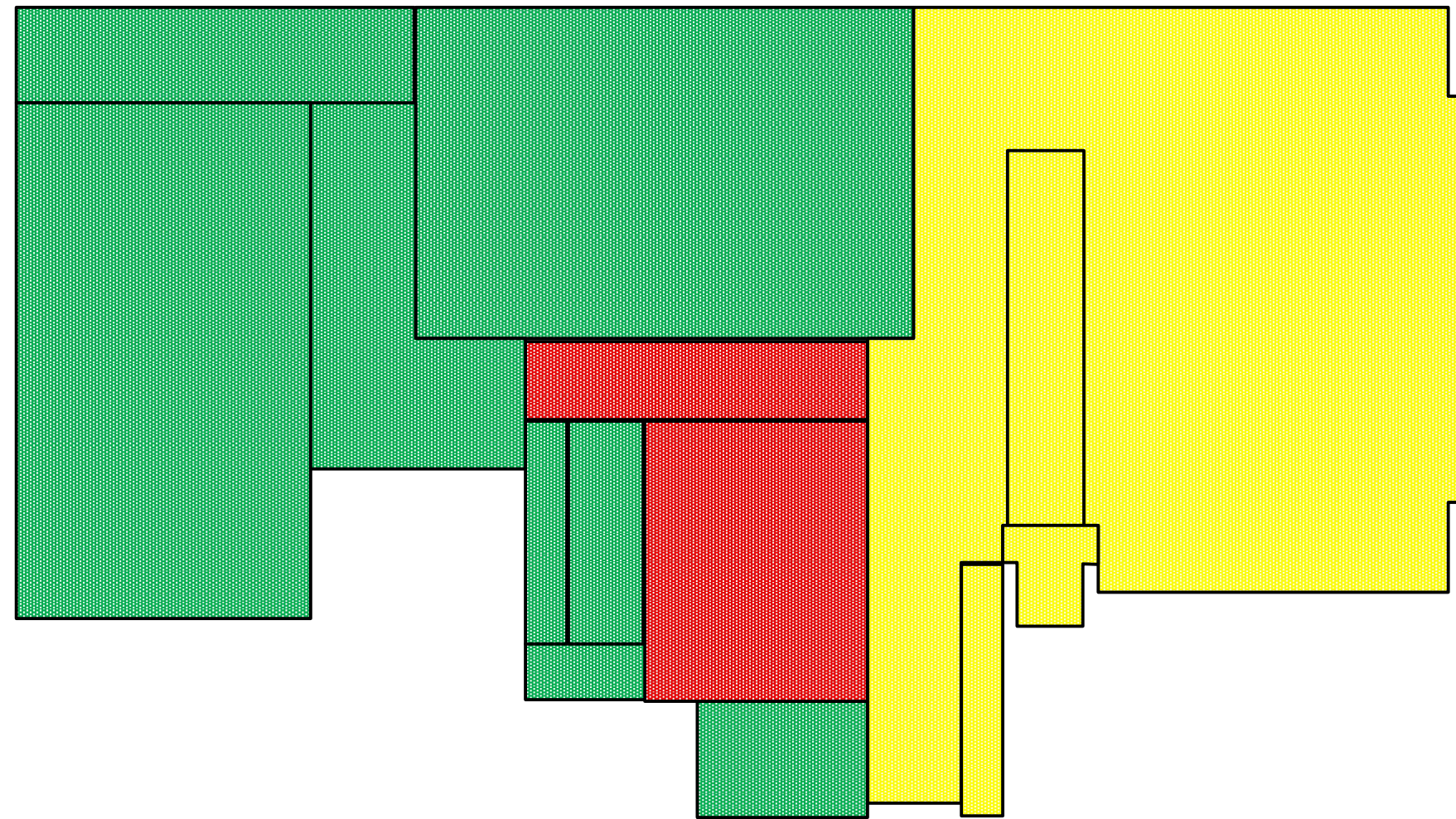


The Garland Company
3800 E. 91st Street
Cleveland, OH 44105

NO.	DATE	REVISION DESCRIPTION
#1	9-1-25	INITIAL ISSUE SET








Current Roof Systems

	15+ Years
	Hallway: \$120,000-\$140,000
	Aux. Gym: \$195,000-\$210,000
	High School: \$650,000-\$725,000



Elm Creek Schools
230 E Calkins Ave.
Elm Creek, NE 68836

Legend

	Roof Drain
	Drain Overflow
	Roof Curb
	Plumbing Stack
	Vent Stack
	Structural Slope
	Tapered Slope



ALL MEASUREMENTS AND CORE
DATA TO BE COMPLETED BY
ROOFING CONTRACTOR

Drawing Scale
1" = 50'

SHEET TITLE:

**ROOF
REPORT**

SHEET NO.

A1

Students with unverified absences or tardies totaling 10% or more of enrolled school days are ineligible for special school activities (e.g., Homecoming, Prom) for that term, unless approved by administration for documented extenuating circumstances (e.g., verified medical appointments).



Elm Creek Elementary

PBIS - "BE GOLD!"

What is PBIS?

PBIS stands for **Positive Behavioral Interventions and Supports**. It is a proactive, school-wide approach to help all students succeed by teaching and reinforcing positive behaviors.

Our School Expectations: We focus on four main values that are taught and reinforced across all school settings to help students demonstrate how to BE GOLD.

- **Be Respectful**
- **Be Responsible**
- **Be Safe**
- **Be Kind**

These expectations help create a consistent, positive learning environment for everyone.

How PBIS Works:

Teaching Expectations:

- Staff teaches behavior expectations just like academic subjects.
- Students learn what safe, respectful, kind and responsible behavior looks like in classrooms, hallways, restrooms, the cafeteria, playground, and on the bus.

Recognizing Positive Behavior:

Students earn rewards, **GOLDEN BUFFALO TICKETS**, for showing positive behavior.

- Each quarter teachers will select students for the winners of the quarterly focus on respectful, responsible, kind and safe. Parents will be invited to this recognition.
- Classes or individuals may participate in celebrations, drawings, or special events.

Clear Consequences:

When students make mistakes, we respond with consistent, fair consequences that are opportunities for learning and growth.

- The focus is on reteaching and reflection.

Family Involvement:

- Families are encouraged to reinforce the same expectations at home.
- Regular communication will be shared about school-wide goals, celebrations, and ways you can support positive behavior at home.

How Families Can Support PBIS:

- Talk to your child about school expectations.
- Celebrate their positive behavior at home.
- Stay connected through school communication and events.
- Encourage problem-solving and kindness.

Elm Creek Public Schools
Building, Grounds, & Transportation Committee Meeting
September 24, 2025

The committee meeting was called to order by Kim Beran, Superintendent at **5:10** 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; Tanner Tool, Davis Miner, & Dusty from the Village

The Committee Reviewed & Discussed:

- Discuss Water Meter with Village
 - Put meters on to see what school is using for data sets for water usage. The village has a water usage problem. We are the only business the Village is putting the meters in at this time. Remote read for the meters, probably 2 meters will be installed.
- Discuss Storage/Land Options
 - Need to reach out to the title company. Need to look at covenants. Find out where the land is located.
- Discuss Roof Plan
 - Advantage to do the “red” areas at the same time? Timeline of process (better time than other time of year)?
- Discuss Cost of Painting Stands
 - Timeline for bleachers
 - Maybe 2nd week in October if weather permits or this Spring. Get a second quote.
- Discuss Front Entrance Concrete
 - Should be done during Fall break

Meeting ended at **6:20** p.m.

Elm Creek Public Schools
Building, Grounds, & Transportation Committee Meeting
Oct. 8, 2025

The committee meeting was called to order by Kim Beran, Superintendent at **5:02** p.m. in the administration office conference room.

Committee Members Present: Cole Brodine, Lynette Mitchell, Alicia Beavers

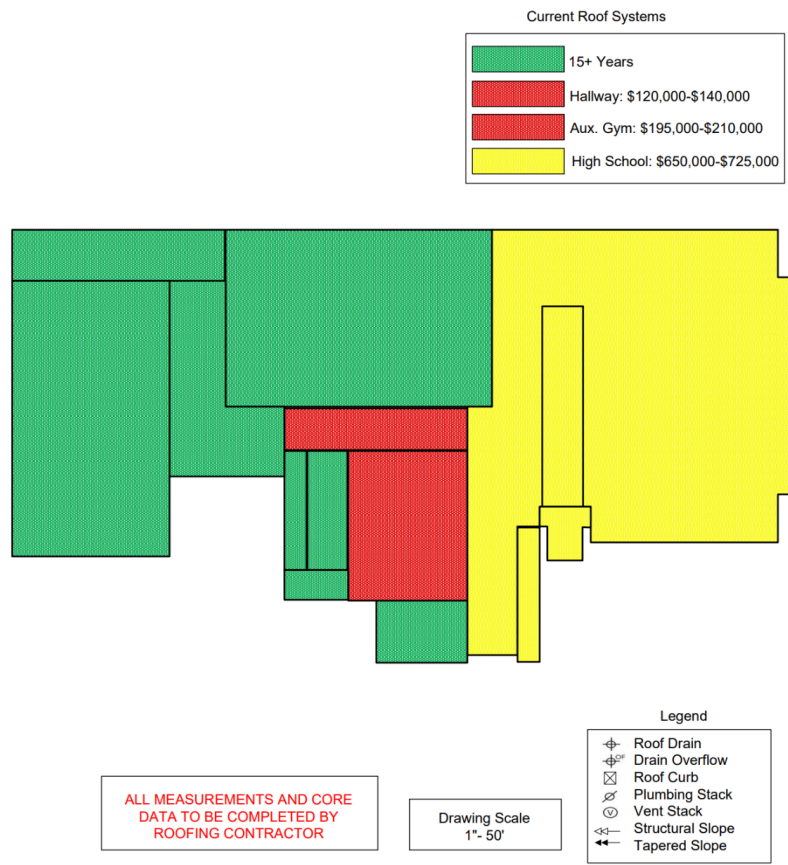
Committee Members Absent: None

Also Present: Kim Beran, Superintendent

The Committee Reviewed & Discussed:

- BD Updates (met with Kent on Tuesday)
 - [BD Punch List](#)
 - Where do you want the plaque installed? I had it down in the Commons Area so more people could see it, but Kent thought it was at the playground entrance on the outside.
- Land/Storage Updates
 - Land - Parcel is straight north of Dollar General, west of the drive (approximately 180x220, 1 to 1 ½ acre). The tract is in the jurisdiction of the Village & zoned as highway commercial (C-3). Need a certified appraisal? Reicharts will pay half of the appraisal fee. There is water, electricity, sewer, & fire hydrant.
 - Stipulation on timeline to build?
 - Have our attorney review the covenants?
 - Easy Street Storage - is trying to figure out if some lights can be installed to help with safety concerns. Foster's storage is not increasing at this time.
- Roof Updates (PUT ON THE OCT BOE MEETING TO APPROVE PUTTING OUT TO BID)
The steps and timeline would be:
 - On-Site Pre-Bid Meeting with 3-4 contractors to review all project details.
 - Allow 2 weeks for contractors to prepare bids.
 - Bid tally and bid review by you and the board.
 - Award contract to successful bidder and solidify schedule for next year.

“We typically plan to begin this process in October/November. This ensures the most competitive bids from contractors as they still have openings in their 2026 schedules. The plan would be to start any project as soon as school is finished in Summer 2026. If you have the option to complete both "red" sections at once you would save significant costs on staging/setup. Here would be my priority map for the entire school. Any roof section in green is considered good for 15+ years so I did not include a replacement budget for that timeframe as there is a lot of fluctuation in costs over that amount of time. The High School is labeled yellow as it will be out of warranty within the next 5 years and may need to be restored. Both the Hallway and Auxiliary Gym are labeled red as they are 1-2 years away from needing replaced.” Keithan



- Discuss Water Meters
 - Info & action at the board meeting

Meeting ended at **6:06** p.m.

Elm Creek Schools
230 E. Calkins Ave.

SHEET TITLE:
ROOF REPO

SHEET NO.
A1

Elm Creek Public Schools
Finance & Personnel Committee Meeting
October 8, 2025

The committee meeting was called to order by Kim Beran, Superintendent at **6:08** p.m. in the administration office conference room.

Committee Members Present: Hannah Hild, Jacob Kringle, Lynette Mitchell

Committee Members Absent: None

Also Present: Kim Beran, Superintendent

The Committee Reviewed & Discussed:





- Activities Custodian
 - Consider due to custodian burnout & overtime pay
 - Part-time to work activities & possibly help with summer projects
- Roof Updates

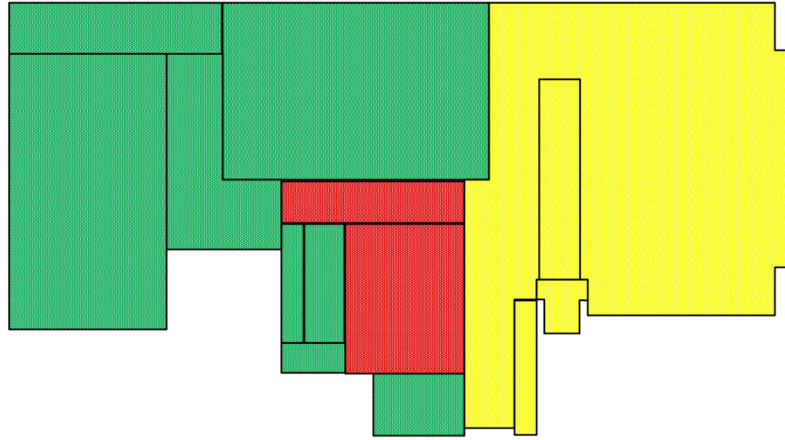
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Current Roof Systems








	15+ Years
	Hallway: \$120,000-\$140,000
	Aux. Gym: \$195,000-\$210,000
	High School: \$650,000-\$725,000




ALL MEASUREMENTS AND CORE DATA TO BE COMPLETED BY ROOFING CONTRACTOR

Drawing Scale
1" = 50'

Legend

	Roof Drain
	Drain Overflow
	Roof Curb
	Plumbing Stack
	Vent Stack
	Structural Slope
	Tapered Slope



The Garland Co.
3800 E. 91st
Cleveland, OH

ELM CREEK SCHOOLS
230 E. Calkins Ave.

SHEET TITLE:
ROOF
REPO

SHEET NO.
A1

Meeting ended at 6:40 p.m.

Elm Creek Public Schools
Policy & Negotiations Committee Meeting
Oct. 10, 2025

The policy committee meeting was called to order by Kim Beran, Superintendent at **8:00** a.m. in the 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:



- Review & Discuss Master Agreement suggestions for 26-27 & Association Requests
- Review & Discuss Updated Superintendent Evaluation Tool
- Review Updated Policy Review Schedule
 - [Policy Schedule](#)
- Discuss updating attendance policy
 - [Handbook](#)
 - Here is the policy change we would like for attendance to special activities...pg 84. Please fix grammar or whatever...this is the percentage NDE considers as chronically absent.
- Discuss Class capacity (if time)


Meeting ended at : a.m.

Month Elm Creek's Policy Review Schedule

January  **Yearly Review of 1000s & 2000s**
Mission/Vision, Governance, Community

February–   **3000s & 4000s Series** Business
May Operations & Personnel (spread across
(Even Years) these months)

February–   **5000s & 6000s Series** Students &
May Instruction (spread across these months)
(Odd Years)

June  **Policy Updates & Legislative**
Compliance Includes required annual
reviews

July  **Handbook Revisions & Policy**
Finalization

August  **Flex Month** Catch-up and/or minor
revisions

September Continued review of **3000s through**
–December **6000s (based on even/odd year cycle)**

*****No reviews scheduled in June or July
outside of specific purposes***

Elm Creek Public Schools
Americanism, Curriculum, & Technology Committee Meeting
October 13, 2025

The committee meeting was called to order by Kim Beran, Superintendent at **5:30** p.m. in the administration office conference room.

Committee Members Present: Alicia Beavers, Jacob Kringle, Cole Brodine

Committee Members Absent: None

Also Present: Kim Beran, Superintendent; Terah Williams, Elementary Principal; Brandon Marquez, HS Principal; Jordan High, Social Studies Teacher

The Committee Reviewed & Discussed:

- Discuss the Checklist & Review the Curriculum
 - [Americanism Checklist](#)
 - [7-12 Social Studies](#)
 - [PK-6 Social Studies](#)
 - Music Correlation with SS:

Re: Star Spangled Banner & America

Amber Reiter <amber.reiter@elmcreekschools.org>
To: Kim Beran <kim.beran@elmcreekschools.org>

Yes, I do teach this in several grade levels. Starting with Kindergarten through 6th grade, they have a unit over the SSB each year in the 2nd quarter. It is also (of course) a performance piece for my 7-12. In the K-6, the lessons vary based on grade level, but I cover everything from lyrics/what the words mean, to the history and why Francis Scott Key originally was inspired to write the poem, to the tune and melody. The following are a few of the music standards that correlate:

FA 2.4.2 Students will sing and/or play instruments to a variety of music that includes music elements of rhythm, pitch, dynamics, and form.

FA 5.4.3 Students will identify and describe elements of music to discern how music is appropriate for specific purposes/settings (intent of music).

FA 12.4.3 Students will analyze and evaluate how music elicits intended response.

Thanks!

Meeting ended at : p.m.

COMMITTEE ON AMERICAN CIVICS CHECKLIST

For the calendar year 2025-2026, the Board appointed the following three members to serve on the Committee on American Civics: Alicia Beavers, Jacob Kringle, & Cole Brodine.

The Committee on American Civics met on the following dates: 10-13-25 and _____. *(At least two meetings per year are required.)* The Committee accepted public testimony on the following date: 10-13-25.

The Committee completed the following tasks *(check when completed)*:

_____ Minutes of the Committee on American Civics' meetings have been kept and show the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed.

_____ Confirmed the District's social studies curriculum is aligned with NDE standards.

_____ Confirmed that the District's social studies curriculum stresses the required patriotic themes.

_____ Confirmed that the District's social studies curriculum includes a requirement, in accordance with state law, that high school students (i) complete a written test; (ii) attend a public meeting; or (iii) present or write a paper on an appropriate topic.

_____ Confirmed that the curriculum approved by the Committee is available for public inspection.

_____ Confirmed that the District's social studies curriculum includes all required components, in accordance with state law and NDE standards, including (a) one hour per week of patriotic instruction for grade levels below sixth grade; (b) a set amount of time to teach American history for grade levels from fifth grade to eighth grade; and (c) at least two courses in high school that teach American civics.

_____ Confirmed that the District will conduct appropriate patriotic exercises for the following holidays: George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, and Thanksgiving Day.

Science Standards	Covered in CKLA Units	Kinder CKLA Units
SC.K.1.1 Gather, analyze, and communicate evidence of forces and their interactions.	Not covered	Knowledge 1: Nursery Rhymes and Fables
SC.K.1.1.A Plan and conduct an investigation to compare the effects of different strengths or directions of pushes and pulls on the motion of an object.	Not covered	Knowledge 2: The Five Senses
SC.K.1.1.B Analyze data to determine if a design solution works as intended to change the speed or direction of an object with a push or a pull.	Not covered	Knowledge 3: Stories
SC.K.7.2 Gather, analyze, and communicate evidence of interdependent relationships in ecosystems.	Partially covered *May need extension (animals)	Knowledge 4: Plants
SC.K.7.2.A Use observations to describe patterns of what plants and animals (including humans) do to survive.	Knowledge 4: Plants Knowledge 5: Farms	Knowledge 5: Farms
SC.K.7.2.B Construct an argument supported by evidence for how plants and animals (including humans) can change the environment to meet their needs.	Knowledge 4: Plants Knowledge 5: Farms *May need extension	Knowledge 6: Native Americans
SC.K.7.2.C Use a model to represent the relationship between the needs of different plants or animals (including humans) and the places they live.	Knowledge 4: Plants Knowledge 5: Farms *May need extension	Knowledge 7: Kings and Queens
SC.K.7.2.D Communicate solutions that will increase the positive impact of humans on the water, air, and/or other living things in the local environment.	Knowledge 5: Farms (L9) Knowledge 11: Taking Care of the Earth	Knowledge 8: Seasons and Weather
SC.K.12.3 Gather, analyze, and communicate evidence of weather and climate.	Covered	Knowledge 9: Columbus and the Pilgrims
SC.K.12.3.A Use and share observations of local weather conditions to describe patterns over time.	Knowledge 8: Seasons and Weather *Connect to local weather	Knowledge 10: Colonial Towns and Townspeople
SC.K.12.3.B Ask questions to obtain information about the purpose of weather forecasting to help plan for, and respond to, severe weather.	Knowledge 8: Seasons and Weather	Knowledge 11: Taking Care of the Earth
SC.K.12.3.C Make observations to determine the effect of sunlight on Earth's surface.	Knowledge 8: Seasons and Weather	Knowledge 12: Presidents and American Symbols
SC.K.12.3.D Use tools and materials to design and build a structure that will reduce the warming of sunlight on an area.	Knowledge 8: Seasons and Weather *Add Experiment	
SC.K.12.3.E Ask questions, make observations, and gather information about a situation people face to change to define a simple problem that can be solved through the development of a new or improved object or tool.	Knowledge 8: Seasons and Weather Knowledge 11: Taking Care of the Earth	
Social Studies Standards	Covered in CKLA Units	
SS K.1.1 Communicate the purpose of rules and the roles within learning and living environments. (Civics)	Not covered	
SS K.1.1.a Describe a rule and analyze its purpose.	Not covered	
SS K.1.1.b Identify roles in a family structure and explain their importance.	Not covered	
SS K.1.2 Demonstrate positive and productive citizenship skills. (Civics)	Partially covered	
SS K.1.2.a Model citizenship skills.	Not covered	
SS K.1.2.b Communicate patriotic symbols, songs, actions, and cultural celebrations.	Knowledge 12: Presidents and American Symbols	
SS K.1.2.c Communicate historical background and significance of national holidays.	Knowledge 12: Presidents and American Symbols	
SS K.2.1 Differentiate between wants and needs in decision-making. (Economics)	Not covered	
SS K.2.1.a Classify wants and needs and explain subsequent choices.	Not covered	

SS K.2.2 Recognize money is used to purchase goods and services to satisfy economic wants	Not covered		
SS K.2.2.a Explain the purposes of money.	Not covered		
SS K.3.1 Explore where (spatial) and why people, places and environments are organized world. (Geography)	Not covered		
SS K.3.1.a Communicate personal directions to describe relative locations of people and objects	Not covered		
SS K.3.1.b Identify locations in the school and around the classroom.	Not covered		
SS K.3.1.c Identify geographic tools as representations of local and distant places.	Not covered		
SS K.3.1.d Identify the difference between land and water on a globe.	Not covered		
SS K.3.2 Explore places and regions. (Geography)	Not covered		
SS K.3.2.a Identify physical characteristics of place.	Not covered		
SS K.3.2.b Identify human characteristics of place.	Not covered		

Science Standards	Covered in CKLA Units	1st CKLA Units
SC.1.2.1 Gather, analyze, and communicate evidence of light and sound waves.	Not covered	Knowledge 1: Fables and Stories
SC.1.2.1.A Plan and conduct investigations to provide evidence that vibrating materials can make sound and sound can make materials vibrate.	Not covered	Knowledge 2: The Human Body
SC.1.2.1.B Make observations to construct an evidence-based account that objects can be seen only if illuminated.	Not covered	Knowledge 3: Different Lands, Similar Stories
SC.1.2.1.C Plan and conduct an investigation to determine the effect of placing objects made with different materials in the path of a beam of light.	Not covered	Knowledge 4: Early World Civilizations
SC.1.2.1.D Use tools and materials to design and build a device that uses light or sound to solve the problem of communicating over a distance.	Not covered	Knowledge 5: Early American Civilizations
SC.1.6.2 Gather, analyze, and communicate evidence to show the relationship between structure and function in living things.	Covered	Knowledge 6: Astronomy
SC.1.6.2.A Use materials to design a solution to a human problem by mimicking how plants and/or animals use their external parts to help them survive, grow, and meet their needs.	Knowledge 8: Animals and Habitats	Knowledge 7: The History of Earth
SC.1.6.2.B Develop a simple sketch, drawing, or physical model to illustrate how the shape of an object affects its function as needed to solve a given problem.	Knowledge 8: Animals and Habitats	Knowledge 8: Animals and Habitats
SC.1.6.2.C Read texts and use media to determine patterns in a behavior of parents and offspring that help offspring survive.	Knowledge 8: Animals and Habitats	Knowledge 9: Fairy Tales
SC.1.6.2.D Make observations to construct an evidence-based account that young plants and animals are similar to, but not exactly like, their parents.	Knowledge 8: Animals and Habitats	Knowledge 10: A New Nation: American Independence
SC.1.11.3 Gather, analyze, and communicate evidence of patterns and cycles of space systems.	Covered	Knowledge 11: Frontier Explorers
SC.1.11.3.A Use observations of the sun, moon, and stars to describe patterns that can be predicted.	Knowledge 6: Astronomy	
SC.1.11.3.B Make observations at different times of the year to relate the amount of daylight to the length of shadows and the Earth's tilt.	Knowledge 6: Astronomy	
Social Studies Standards	Covered in CKLA Units	
SS 1.1.1 Analyze the relationship between roles and rules within learning and living environments (Civics)	Not covered	
SS 1.1.1.a Explain how rules reduce and help resolve conflicts between people with different perspectives.	Not covered	
SS 1.1.1.b Identify leaders within a school community and explain the importance of their roles.	Not covered	
SS 1.1.2 Demonstrate positive and productive citizenship skills. (Civics)	Covered	
SS 1.1.2.a Model and communicate citizenship skills.	Knowledge 10: A New Nation: American Independence	
SS 1.1.2.b Identify patriotic symbols, songs, actions, holidays, and cultural celebrations.	Knowledge 10: A New Nation: American Independence	
SS 1.1.2.c Communicate historical background and significance of national holidays.	Knowledge 10: A New Nation: American Independence	
SS 1.1.2.d Compare and contrast historical and current government figures that exemplify civic engagement.	Knowledge 10: A New Nation: American Independence	
SS 1.2.1 Explain how scarcity necessitates making choices. (Economics)	Not covered	
SS 1.2.1.a Identify gains and losses when choices are made.	Not covered	
SS 1.2.2 Compare spending and saving opportunities. (Economics)	Not covered	
SS 1.2.2.a Give examples of situations where students and families could choose to save for future purchases.	Not covered	
SS 1.2.3 Explain that resources are used to produce goods and services.	Not covered	
SS 1.2.3.a Categorize human and natural resources used to create goods and services.	Not covered	

SS 1.3.1 Explore where (spatial) and why people, places, and environments are organized in the world. (Geography)	Not covered	
SS 1.3.1.a Identify the four cardinal directions.	Not covered	
SS 1.3.1.b Identify and describe locations in schools and homes and explain reasons for the locations.	Not covered	
SS 1.3.1.c Create and use maps.	Not covered	
SS 1.3.1.d Distinguish between continents and oceans.	Not covered	
SS 1.3.2 Explore places and regions. (Geography)	Not covered	
SS 1.3.2.a Identify and differentiate between physical features on maps, globes, graphics, and in the world.	Not covered	
SS 1.3.2.b Identify and differentiate between human features.	Not covered	
SS 1.3.3 Explore the relationship between humans and their physical environment. (Geography)	Not covered	
SS 1.3.3.a Interpret the impact of environmental hazards and severe weather on everyday life.	Not covered	
SS 1.3.3.b Identify Earth's natural resources.	Knowledge 8: Animals and Habitats Knowledge 11: Frontier Explorers	
SS 1.3.3.c Describe how people adapt to their physical environment.	Knowledge 8: Animals and Habitats Knowledge 11: Frontier Explorers	
SS 1.3.4 Describe the characteristics of culture. (Geography)	Not covered	
SS 1.3.4.a Identify cultural traits.	Not covered	
SS 1.3.4.b Describe the characteristics of individual culture.	Not covered	
SS 1.3.5 Use geographic skills to make connections to students' lives. (Geography)	Not covered	
SS 1.3.5.a Apply geographic knowledge and techniques to navigate the school.	Not covered	
SS 1.4.1 Recognize patterns of continuity and change over time in families. (History)	Not covered	
SS 1.4.1.a List and describe life events over time.	Not covered	
SS 1.4.1.b Compare and contrast family life from earlier times and today.	Not covered	
SS 1.4.2 Identify multiple perspectives of diverse family traditions.	Not covered	
SS 1.4.2.a Compare and contrast family traditions across cultures.	Not covered	
SS 1.4.3 Describe historical people, events, and symbols. (History)	Covered	
SS 1.4.3.a Identify the contributions of historical people.	Knowledge 10: A New Nation: American Independence Knowledge 11: Frontier Explorers	
SS 1.4.3.b Identify symbols of the United States.	Knowledge 10: A New Nation: American Independence Knowledge 11: Frontier Explorers	
SS 1.4.3.c Describe how oral traditions, books, letters, and other artifacts help us to understand the past.	Knowledge 10: A New Nation: American Independence Knowledge 11: Frontier Explorers	
SS 1.4.4 Develop historical inquiry and research skills. (History)		
SS 1.4.4.a Construct and answer questions about family history.	Not covered	
SS 1.4.4.b Identify and cite appropriate texts, letters, and other artifacts for research.		
SS 1.4.4.c Gather and communicate historical information about families		

Science Standards	Covered in CKLA Units	2nd CKLA Units
SC.2.3.1 Gather, analyze, and communicate evidence of the structure, properties, and interactions of matter.	Not covered	Knowledge 1: Fairy Tales and Tall Tales
SC.2.3.1.A Plan and conduct an investigation to describe and classify different kinds of materials by observable properties.	Not covered	Knowledge 2: Early Asian Civilizations
SC.2.3.1.B Analyze data obtained from testing different materials to determine which materials have that are best suited for an intended purpose.	Not covered	Knowledge 3: The Ancient Greek Civilization
SC.2.3.1.C Analyze data from tests of two objects designed to solve the same problem to compare their strengths and weaknesses of how each performs.	Not covered	Knowledge 4: Greek Myths
SC.2.3.1.D Make observations to construct an evidence-based account of how an object made of a substance can be disassembled and made into a new object.	Not covered	Knowledge 5: The War of 1812
SC.2.3.1.E Construct an argument with evidence that some changes caused by heating or cooling can be reversed and some cannot.	Not covered	Knowledge 6: Cycles of Nature
SC.2.7.2 Gather, analyze, and communicate evidence of interdependent relationships in ecosystems.	Covered	Knowledge 7: Westward Expansion
SC.2.7.2.A Plan and conduct an investigation to determine if plants need sunlight and water to grow.	Knowledge 6: Cycles of Nature	Knowledge 8: Insects
SC.2.7.2.B Develop a simple model that mimics the function of an animal in dispersing seeds or pollinating plants.	Knowledge 6: Cycles of Nature	Knowledge 9: The U.S. Civil War
SC.2.7.2.C Make observations of plants and animals to compare the diversity of life in different habitats.	Knowledge 6: Cycles of Nature	Knowledge 10: The Human Body: Building Blocks and Nutrition
SC.2.13.3 Gather, analyze, and communicate evidence of the processes that shape the earth.	Partially covered	Knowledge 11: Immigration
SC.2.13.3.A Use information from several sources to provide evidence that Earth events can occur quickly or slowly.	Not covered	Knowledge 12: Fighting for a Cause (Not Taught)
SC.2.13.3.B Compare multiple solutions designed to slow or prevent wind or water from changing the shape of the land.	Knowledge 6: Cycles of Nature	
SC.2.13.3.C Develop a model to represent the shapes and kinds of land and bodies of water in an area.	Knowledge 6: Cycles of Nature	
SC.2.13.3.D Obtain information to identify where water is found on Earth and that it can be solid or liquid.	Knowledge 6: Cycles of Nature	
Social Studies Standards	Covered in CKLA Units	
SS 2.1.1 Investigate and defend the responsibilities and rights of citizens in their communities. (Civics)	Partially covered	
SS 2.1.1.a Contribute to developing rules by considering multiple points of view.	Not covered	
SS 2.1.1.b Demonstrate conflict management strategies as individuals, groups, and communities.	Not covered	
SS 2.1.2 Contribute to making decisions using democratic traditions based on established rules.	Not covered	
SS 2.1.2.a Identify and apply civic responsibilities that are important to individuals and their communities.	Not covered	
SS 2.1.2.b Explain how patriotic symbols, songs, actions, celebrations, and holidays reflect democratic values.	Knowledge 5: The War of 1812	
SS 2.1.2.c Communicate historical background and significance of national holidays.	Not covered	
SS 2.1.2.d Investigate ways to be actively engaged to improve family, school, and community.	Not covered	
SS 2.1.2.e Model and communicate characteristics of good citizenship.	Not covered	
SS 2.2.1 Evaluate choices about how to use scarce resources that involve prioritizing wants and needs. (Economics)	Not covered	
SS 2.2.1.a. Justify a decision made by providing evidence of possible gains and losses.	Not covered	
SS 2.2.2 Demonstrate knowledge of currency, its denominations, and use. (Economics)	Not covered	
SS 2.2.2.a Make transactions using currency emphasizing its use as a medium of exchange.	Not covered	
SS 2.2.3 Describe how producers deliver products/services, earn an income, and satisfy economic needs and wants. (Economics)	Not covered	
SS 2.2.3.a. Explain the role of goods and services and supply and demand in a community.	Not covered	

SS 2.2.3.b. Describe how people in their communities earn income/wages through work.	Not covered		
SS 2.2.4 Identify the goods and services governments provide. (Economics)	Not covered		
SS 2.2.4.a Identify goods and services that local governments provide.	Not covered		
SS 2.2.4.b Explain how the local government uses taxes to pay for goods and services it provides.	Not covered		
SS 2.3.1 Explore where (spatial) and why people, places, and environments are organized in the world. (Geography)	Not covered		
SS 2.3.1.a Compare and contrast maps and globes.	Not covered		
SS 2.3.1.b Identify and describe locations in neighborhoods.	Not covered		
SS 2.3.1.c Identify and apply map elements.	Not covered		
SS 2.3.1.d Locate communities, Nebraska, and the United States on maps and globes.	Not covered		
SS 2.3.1.e Explain why things are located where they are in neighborhoods.	Not covered		
SS 2.3.2 Compare places and regions. (Geography)	Not covered		
SS 2.3.2.a Identify and differentiate between physical and human features of neighborhoods and cor	Not covered		
SS 2.3.2.b Describe local places and regions.	Not covered		
SS 2.3.2.c Explain how places and regions change over time.	Not covered		
SS 2.3.3 Describe relationships between humans and the physical environment. (Geography)	Not covered		
SS 2.3.3.a Identify examples of Earth's physical processes.	Not covered		
SS 2.3.3.b Describe how seasonal weather patterns, natural hazards, and natural resources affect hu	Not covered		
SS 2.3.3.c Match resources to their sources.	Not covered		
SS 2.3.3.d Describe how people adapt to their physical environment.	Not covered		
SS 2.3.4 Describe different groups of people and the different settings where they live. (Geograp	Not covered		
SS 2.3.4.a Describe cultures of the local community and other communities.	Not covered		
SS 2.3.4.b Identify examples of cultural markers in the community.	Not covered		
SS 2.3.5 Use geographic skills to make connections to students' lives. (Geography)	Not covered		
SS 2.3.5.a Apply geographic knowledge and techniques to navigate students' homes and neighborh	Not covered		
SS 2.4.1 Recognize patterns of continuity and change over time in neighborhoods. (History)	Covered		
SS 2.4.1.a Describe how a neighborhood has changed over the course of time using maps and other	Knowledge 7: Westward Expansion Knowledge 11: Immigration		
SS 2.4.1.b Compare and contrast how different neighborhoods have changed over time.	Knowledge 7: Westward Expansion Knowledge 11: Immigration		
SS 2.4.2 Compare multiple perspectives of events within neighborhoods. (History)	Covered		
SS 2.4.2.a Compare and contrast perspectives from multiple sources regarding the same event.	Knowledge 5: The War of 1812 Knowledge 9: The U.S. Civil War		
SS 2.4.3 Determine past and current events, issues, and people relevant to a neighborhood. (Hist	Covered		
SS 2.4.3.a Describe historical people, events, ideas, and symbols (including various cultures and ethr that impacted a neighborhood.	Knowledge 5: The War of 1812 Knowledge 9: The U.S. Civil War Knowledge 11: Immigration		
SS 2.4.4 Develop historical inquiry and research skills. (History)	Not covered		
SS 2.4.4.a Construct and answer questions about neighborhood history.	Not covered		
SS 2.4.4.b Identify, obtain, and cite appropriate primary and secondary sources for research.	Not covered		
SS 2.4.4.c Gather and present historical information about a neighborhood.	Not covered		

Science Standards	Covered in CKLA Units	3rd CKLA Units
SC.3.1.1 Gather, analyze, and communicate evidence of forces and their interactions.	Not covered	Knowledge 1: Classic Tales
SC.3.1.1.A Plan and conduct an investigation to provide evidence of the effects of balanced and unbalanced forces on the motion of an object.	Not covered	Knowledge 2: Animal Classification
SC.3.1.1.B Make observations and/or measurements of an object's motion to provide evidence that a model can be used to predict future motion.	Not covered	Knowledge 3: The Human Body
SC.3.1.1.C Ask questions to determine cause and effect relationships of electrical or magnetic interactions between two objects not in contact with each other.	Not covered	Knowledge 4: The Ancient Roman Civilization
SC.3.1.1.D Define a simple design problem that can be solved by applying scientific ideas about magnetism and electricity.	Not covered	Knowledge 5: Light and Sound
SC.3.7.2 Gather and analyze data to communicate an understanding of the interdependent relationships among organisms and their environments.	Covered	Knowledge 6: The Viking Age
SC.3.7.2.A Construct an argument that some animals form groups that help members survive.	Knowledge 2: Animal Classification	Knowledge 7: Astronomy
SC.3.7.2.B Analyze and interpret data from fossils to provide evidence of the organisms and environments in which they lived long ago.	Knowledge 11: Ecology	Knowledge 8: Native Americans
SC.3.7.2.C Construct an argument with evidence that in a particular habitat some organisms can survive and some survive less well, and some cannot survive at all.	Knowledge 2: Animal Classification Knowledge 11: Ecology	Knowledge 9: Early Explorations of North America
SC.3.7.2.D Make a claim about the merit of a solution to a problem caused when the environment changes, such as the types of plants and animals that live there may change.	Knowledge 11: Ecology	Knowledge 10: Colonial America
SC.3.7.2.E Generate and compare multiple possible solutions to a problem based on how well each solution meets the criteria and constraints of the problem.	Knowledge 11: Ecology	Knowledge 11: Ecology
SC.3.9.3 Gather and analyze data to communicate an understanding of inheritance and variation through life cycles and environmental influences.	Covered	
SC.3.9.3.A Develop models to describe that organisms have unique and diverse life cycles but all have in common birth, growth, reproduction, and death.	Knowledge 2: Animal Classification Knowledge 11: Ecology	
SC.3.9.3.B Analyze and interpret data to provide evidence that plants and animals have traits inherited from parents and that variation of these traits exists in a group of similar organisms.	Knowledge 2: Animal Classification Knowledge 11: Ecology	
SC.3.9.3.C Use evidence to support the explanation that traits can be influenced by the environment.	Knowledge 2: Animal Classification Knowledge 11: Ecology	
SC.3.9.3.D Use evidence to construct an explanation for how the variations in characteristics among individuals of the same species may provide advantages in surviving, finding mates, and reproducing.	Knowledge 2: Animal Classification Knowledge 11: Ecology	
SC.3.12.4 Gather and analyze data to communicate an understanding of weather and climate.	Not covered	
SC.3.12.4.A Represent data in table, pictograph, and bar graph displays to describe typical weather conditions expected during a particular season.	Not covered	
SC.3.12.4.B Obtain and combine information to describe climates in different regions of the world.	Not covered	
SC.3.12.4.C Make a claim about the merit of a design solution that reduces the impacts of a weather-related hazard.	Not covered	
Social Studies Standards	Covered in CKLA Units	
SS 3.1.1 Analyze the structure and function of local governments. (Civics)	Not covered	
SS 3.1.1.a Compare and contrast the structure and function of roles commonly found in local governments.	Not covered	
SS 3.1.1.b Communicate how and why a community creates laws.	Not covered	
SS 3.1.1.c Investigate and summarize the roles that leaders and other citizens serve in local governments.	Not covered	
SS 3.1.1.d Justify the importance of roles that leaders and citizens serve in local government.	Not covered	
SS 3.1.2 Describe the impact of individual and group decisions at the community level. (Civics)	Not covered	
SS 3.1.2.a Identify and model rights and responsibilities of citizens at the community level.	Not covered	

SS 3.1.2.b Explain how patriotic symbols, songs, actions, celebrations, and holidays are recognized in local communities.	Not covered		
SS 3.1.2.c Communicate the background of national holidays or historical events, their significance, and how they are recognized in the local community.	Not covered		
SS 3.1.2.d Identify and engage in opportunities to serve the local community.	Not covered		
SS 3.1.2.e Engage in discourse that demonstrates respect and consideration of multiple points of view.	Not covered		
SS 3.1.2.f Describe the decisions of local leaders and how they affect public policy.	Not covered		
SS 3.2.1 Explain that people choose and decide what services they ask their local and state governments to provide and pay for. (Economics)	Not covered		
SS 3.2.1.a Identify goods and services funded through state or local taxes.	Not covered		
SS 3.2.2 Evaluate choices and consequences for spending and saving. (Economics)	Not covered		
SS 3.2.2.a Given a budget, make choices as to what to purchase, what to give up, and what to save.	Not covered		
SS 3.2.3 Explain that markets are places where buyers and sellers exchange goods and services. (Economics)	Not covered		
SS 3.2.3.a Indicate various markets where buyers and sellers meet.	Not covered		
SS 3.2.4 Describe how the local community trades with other communities. (Economics)	Not covered		
SS 3.2.4.a Identify local goods and services that could be traded with people everywhere.	Not covered		
SS 3.3.1 Explore where (spatial) and why people, places, and environments are organized in the community. (Geography)	Not covered		
SS 3.3.1.a Identify and apply map elements.	Not covered		
SS 3.3.1.b Use a map to identify location and distribution of physical and human features.	Not covered		
SS 3.3.1.c Determine why things are located where they are in the community.	Not covered		
SS 3.3.1.d Locate specific places on maps and globes.	Not covered		
SS 3.3.1.e Identify the continents, oceans, and hemispheres.	Not covered		
SS 3.3.2 Compare the characteristics of places and regions. (Geography)	Not covered		
SS 3.3.2.a Identify and differentiate between physical and human features of neighborhoods and communities.	Not covered		
SS 3.3.2.b Compare and contrast local places and regions with other places and regions.	Not covered		
SS 3.3.2.c Explain how and why places and regions change over time.	Not covered		
SS 3.3.3 Explain relationships between humans and the physical environment. (Geography)	Partially Covered		
SS 3.3.3.a Describe how the environment influences human activities and how humans alter the environment to suit their needs.	Knowledge 11: Ecology - TCI Unit 1, 4		
SS 3.3.3.b Identify ecosystems.	Knowledge 11: Ecology, TCI Unit 4		
SS 3.3.3.c Explain the importance of Earth's natural resources.	Knowledge 11: Ecology - TCI Unit 1, 3, 4		
SS 3.3.3.d Describe how humans develop communities in local settings.	Not covered		
SS 3.3.4 Compare and contrast the characteristics of local cultures. (Geography)	Not covered		
SS 3.3.4.a Compare and contrast cultural traits within a community.	Not covered		
SS 3.3.4.b Describe examples of how and why cultures change in a community.	Not covered		
SS 3.3.5 Use geographic skills to make connections to issues and events. (Geography)	Covered		
SS 3.3.5.a Identify and evaluate how changes in human and physical geography have shaped the community.	Knowledge 11: Ecology		
SS. 3.4.1 Detect and apply patterns of continuity and change over time in communities (town or city). (History)	Not covered		
SS 3.4.1.a Describe community events over time using maps and other artifacts.	Not covered		
SS 3.4.1.b Compare and contrast how different communities have changed over time.	Not covered		
SS 3.4.2 Describe and explain multiple perspectives of events within a community. (History)	Not covered		

SS 3.4.2.a Describe the role of diverse groups of people, events, and ideas in the development of a community.	Not covered		
SS 3.4.2.b Compare and contrast conflicting perspectives about a past event in a community.	Not covered		
SS 3.4.3 Select past and current events and people relevant to the community. (History)	Not covered		
SS 3.4.3.a Determine factual information about community historical events through use of a variety of sources such as artifacts, pictures, and documents.	Not covered		
SS 3.4.3.b Identify how decisions affected events in a community.	Not covered		
SS 3.4.4 Develop historical inquiry and research skills. (History)			
SS 3.4.4.a Construct and answer questions about multiple community histories from viewpoints of different groups in the community.	Not covered		
SS 3.4.4.b Identify, obtain, and cite appropriate primary and secondary sources for research about the community.	Not covered		
SS 3.4.4.c Gather and communicate historical information about the community.	Not covered		

Science Standards	Covered in CKLA Units	5th CKLA Units
SC.5.3.1 Gather, analyze, and communicate evidence of structure and properties of matter.	Partially covered	Knowledge 1: Personal Narratives
SC.5.3.1.A Develop a model to describe that matter is made of particles too small to be seen.	Not covered	Knowledge 2: Early American Civilizations
SC.5.3.1.B Measure and graph quantities to provide evidence that regardless of the type of change through heating, cooling, or mixing substances, the total weight of matter is conserved.	Not covered	Knowledge 3: Poetry
SC.5.3.1.C Make observations and measurements to identify materials based on their properties.	Not covered	Knowledge 4: Adventures of Don Quixote
SC.5.3.1.D Conduct an investigation to determine whether the mixing of two or more substances results in new substances.	Knowledge 9: Chemical Matter	Knowledge 5: The Renaissance
SC.5.8.2 Gather and analyze data to communicate understanding of matter and energy in organisms and ecosystems.	Not covered	Knowledge 6: The Reformation
SC.5.8.2.A Use models to describe that energy in animals' food (used for body repair, growth, and metabolism to maintain body warmth) was once energy from the sun.	Not covered	Knowledge 7: Poetry
SC.5.8.2.B Support an argument that plants get the materials they need for growth chiefly from air and soil.	Not covered	Knowledge 8: Native Americans
SC.5.8.2.C Develop a model to describe the movement of matter among plants, animals, decomposers, and the environment.	Not covered	Knowledge 9: Chemical Matter
SC.5.11.3 Gather and analyze data to communicate understanding of space systems: Earth's stars and the solar system.	Not covered	
SC.5.11.3.A Support an argument that the gravitational force exerted by Earth on objects is directed toward Earth's center.	Not covered	
SC.5.11.3.B Support an argument that differences in the apparent brightness of the sun compared to other stars are due to their relative distances from Earth.	Not covered	
SC.5.11.3.C Represent data in graphical displays to reveal patterns of daily changes in the length and position of shadows, day and night, and the seasonal appearance of some stars in the night sky.	Not covered	
SC.5.13.4 Gather and analyze data to communicate understanding of Earth's systems.	Not covered	
SC.5.13.4.A Develop a model using an example to describe ways the geosphere, biosphere, hydrosphere, and atmosphere interact.	Not covered	
SC.5.13.4.B Describe and graph the amounts of salt water and fresh water in various reservoirs to provide evidence about the distribution of water on Earth.	Not covered	
SC.5.13.4.C Obtain and combine information about ways individual communities use science ideas to solve problems, influence ideas, and design solutions to meet community needs and environmental conditions.	Not covered	
SC.5.13.4.D Define a simple design problem that can be solved by applying scientific ideas about matter, energy, and systems of Earth and beyond.	Not covered	
SC.5.13.4.E Define a simple design problem reflecting a need or a want that includes specified criteria and constraints on materials, time, or cost.	Not covered	
Social Studies Standards	Covered in CKLA Units	
SS 5.1.1 Synthesize and justify the structure and function of the United States government. (Civic Education)	Not covered	
SS 5.1.1.a Investigate and summarize contributions that resulted in the historical foundation and formation of the United States constitutional government.	Not covered	
SS 5.1.1.b Identify and explain the structure and functions of the three branches of government.	Not covered	
SS 5.1.1.c Analyze how colonial and new states' governments' laws affected majority groups and minority groups within their population.	Not covered	

SS 5.1.1.d Evaluate how the decisions of the national government affect local and state government & diverse backgrounds.	Not covered	
SS 5.1.1.e Justify the principles of the American Republic.	Not covered	
SS 5.1.1.f Analyze and contrast forms of government.	Not covered	
SS 5.1.2 Analyze democratic principles that are the foundation of the United States government & in daily life. (Civics)	Not covered	
SS 5.1.2.a Explore and communicate the constitutional rights and civic responsibilities of U.S. citizens	Not covered	
SS 5.1.2.b Communicate origins of national and state holidays including historical background and significance	Not covered	
SS 5.1.2.c Interpret and communicate the significance of patriotic symbols, songs, and activities.	Not covered	
SS 5.1.2.d Explore models of group and individual actions that illustrate civic ideas in the founding of States.	Not covered	
SS 5.1.2.e Examine how cooperation and conflict among people have contributed to political, economic events and situations in the United States.	Not covered	
SS 5.1.2.f Determine how the roles of individuals and groups influenced government.	Not covered	
SS 5.2.3 Explain how human capital can be improved by education and training and thereby increase standards of living. (Economics)	Not covered	
SS 5.2.3.a List examples of how additional education/training improves productivity and increases standards of living.	Not covered	
SS 5.2.4 Explain how specialization, division of labor, and technology increase productivity and interdependence. (Economics)	Not covered	
SS 5.2.4.a Describe the historical role of innovation and entrepreneurship in a market economy.	Not covered	
SS 5.2.5 Summarize characteristics of economic institutions in the United States. (Economics)	Not covered	
SS 5.2.5.a Describe the importance of financial institutions to households and businesses.	Not covered	
SS 5.2.5.b Explain the rules and laws that protect and support consumers.	Not covered	
SS 5.2.5.c Identify goods and services funded through federal taxes.	Not covered	
SS 5.2.6 Summarize how specialization and trade impact the global market and relationships with other countries. (Economics)	Not covered	
SS 5.2.6.a Describe how international trade promotes specialization and division of labor and increases productivity of labor, output, and consumption.	Not covered	
SS 5.2.6.b Explain how trade impacts relationships between countries.	Not covered	
SS 5.3.1 Explore where (spatial) and why people, places, and environments are organized in the United States. (Geography)	Not covered	
SS 5.3.1.a Use maps and atlases to locate major human and physical features in the United States.	Not covered	
SS 5.3.1.b Apply map skills to analyze physical/political maps of the United States.	Not covered	
SS 5.3.1.c Determine why things are located where they are in the United States.	Not covered	
SS 5.3.2 Compare the characteristics of places and regions and draw conclusions on their impact on human decisions. (Geography)	Not covered	
SS 5.3.2.a Identify criteria used to define regions within the United States.	Not covered	
SS 5.3.2.b Identify and classify regions and places within the United States using physical and human characteristics	Not covered	
SS 5.3.3 Explain how human and natural forces have modified different environments in the United States and how humans have adapted. (Geography)	Not covered	
SS 5.3.3.a Identify examples of ecosystems and analyze issues related to the natural setting in the United States	Not covered	

SS 5.3.3.b Describe the impact of extreme natural events in the United States on the human and physical environment.	Not covered	
SS 5.3.3.c Examine patterns of resource distribution and utilization in the United States.	Not covered	
SS 5.3.4 Compare, contrast, and draw conclusions about the characteristics of culture and migration in the United States. (Geography)	Partially covered	
SS 5.3.4.a Compare and contrast patterns of culture within the United States over time and space.	Knowledge 2: Early American Civilizations Knowledge 8: Native Americans	
SS 5.3.4.b Compare and contrast population characteristics of the United States.	Not covered	
SS 5.3.4.c Explain reasons for historical and present day migrations to and within the United States.	Knowledge 2: Early American Civilizations Knowledge 8: Native Americans	
SS 5.3.5 Use geographic skills to interpret issues and events. (Geography)	Partially covered	
SS 5.3.5.a Explain the influences of physical and human geographic features on events in the United States.	Not covered	
SS 5.3.5.b Analyze aspects of human and physical geography that have shaped the settlement and development of Early America.	Knowledge 2: Early American Civilizations Knowledge 8: Native Americans	
SS 5.4.1 Investigate patterns of continuity and change over time from the PreColumbian era through the Constitution. (History)	Partially covered	
SS 5.4.1.a Examine the chronology of key events in the United States and communicate their impact on diverse groups in the past, present, and future.	Knowledge 2: Early American Civilizations Knowledge 6: The Reformation Knowledge 8: Native Americans	
SS 5.4.2 Describe and explain multiple perspectives of historical events in the PreColumbian era through the Constitution including marginalized and underrepresented groups. (History)	Partially covered	
SS 5.4.2.a Compare and contrast primary and secondary sources to better understand multiple perspectives on the same event.	Knowledge 2: Early American Civilizations Knowledge 6: The Reformation Knowledge 8: Native Americans	
SS 5.4.2.b Identify and describe how multiple perspectives facilitate the understanding of US history.	Knowledge 2: Early American Civilizations Knowledge 6: The Reformation Knowledge 8: Native Americans	
SS 5.4.3 Analyze past and current events and challenges from the PreColumbian era through the Constitution. (History)	Partially covered	
SS 5.4.3.a Compare the impact of people, events, ideas, and symbols on various cultures and ethnic groups from the Pre-Columbian era through the Constitution.	Knowledge 2: Early American Civilizations Knowledge 6: The Reformation Knowledge 8: Native Americans	
SS 5.4.4 Apply the inquiry process to construct and answer historical questions. (History)		
SS 5.4.4.a Construct and answer questions about the PreColumbian era through the Constitution based on multiple sources.		
SS 5.4.4.b Evaluate and cite appropriate primary and secondary sources to research the Pre-Columbian era through the Constitution.		
SS 5.4.4.c Gather, analyze, and communicate historical information from the Pre-Columbian era through the Constitution from multiple sources.		



ELM CREEK PUBLIC SCHOOLS

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Elm Creek, NE 68836

Phone:(308) 856-4300

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Kim Beran, Superintendent -- Brandon Marquez, 7-12 Principal/Activities Director -- Terah Williams, PK-6 Principal

Elm Creek Elementary School Americanism Summary:

Daily/Weekly Practices

- The Pledge of Allegiance is recited daily in every classroom.
- Classroom discussions about respect, responsibility, and citizenship tie into character education.

Curriculum Integration

- Social Studies (Networks Curriculum): Students learn about community, state, and national symbols; U.S. history; and government foundations.
- Literacy (CKLA): Units include American history, biographies of U.S. leaders, and themes of democracy and freedom.
- Science & Cross-Curricular Lessons: Connections to famous American scientists, inventors, and contributions to society.
 - [CKLA-Science/SS Crosswalk](#)

Annual Events & Activities

- Veterans Day Program: Students honor veterans through music, art, and letters.
- Patriot Day (9/11): Age-appropriate lessons on resilience, unity, and the importance of first responders.
- Constitution Day (Sept. 17): Lessons and activities highlighting the U.S. Constitution and democratic values.
- Martin Luther King Jr. Day & Presidents' Day: Classroom lessons on leadership, equality, and democracy.



Student Involvement

- The Leadership Committee promotes leadership, responsibility, and school improvement.
- Community service projects (food drives, fundraisers, ELF project) encourage students to be involved in the community.

Multicultural & Inclusive Education

- Lessons incorporate contributions of diverse Americans to the nation's growth and culture.
- Discussions highlight shared American values of freedom, justice, and equality.

Schoolwide

- Pledge of Allegiance - every morning
- Class Service project
- All curriculum follows SS Standards
- Leadership opportunities
 - NHS, StuCo, Extracurriculars

Class: American Government

- Discuss American Government
 - Branches
 - Parties
 - U.S. Constitution
 - Influences
 - Articles
 - Amendments
 - Effects
 - Project
 - Citizenship
 - Media Literacy
 - Elections
- Role of the Supreme Court and cases involved in shaping U.S. Government and History
- Holidays & Important Dates Discussed and Lessons
 - September 11, 2001
 - Constitution Day (Sept. 17, 2022)
 - Midterm Elections (Nov. 8, 2022)
 - Veterans Day (Nov. 11, 2022)
 - MLK Day (Jan. 16, 2023)
 - Presidents Day (Feb. 20, 2023)
 - Summer Holidays
 - Flag Day (April, 2023)
 - Independence Day (May, 2023)
- Citizenship Test
 - Must pass before graduating

Class 8th Grade Social Studies

- Cavenee
- Cavenee
- Cavenee
- Cavenee

Class: 8th Grade Social Studies

- Important topics pertaining to early U.S. History
- Focus on early U.S. government including the U.S. Constitution
- Important elections of early U.S. history
 - People and parties involved
- Important dates and holidays in the U.S.

Class: US History

- Important topics pertaining to Modern U.S. History
- Focus on U.S. government role in events
- Important elections of modern U.S. History
 - People and parties involved
- Important dates and holidays in the U.S.

Every Class

- Current Events
 - News Update Activity
 - Focusing on enduring issues regarding world and country
 - Teaching media literacy
 - NewzBrain Current Events Game
 - Positive incentive to pay attention to current events
- Holidays & Important Dates Discussed and Lessons

Board of Education Regular Meeting - Revised 9/30/25
Monday, September 15, 2025 Following the Budget Hearing (no specified time)

1. OPEN THE MEETING

1.1. Call to Order

President Lynette Mitchell called the meeting to order at 6:38pm.

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.)

Terah Williams is Region IV Outstanding New Principal of the Year! She will be recognized at the State Principal Conference on Dec. 3-4 with a possibility of winning the state award. We are very proud of her accomplishments!

3. PUBLIC COMMENT

Seven community members were present. Mr. Marvin Reichert shared his concerns about the cost for the bus storage, suggesting another possibility of land donation.

Mr. Roger Benson spoke on behalf of using the shop class students to do some of the district projects to cut costs such as pouring concrete.

4. INFORMATION ITEMS

4.1. Administrator Reports

4.1.1. Superintendent Report - Mrs. Beran

- Mrs. Beran shared the following updates: Membership dues paid by the district and board members participating in district insurance. Shared an example of a superintendent job description. Gave notice regarding the upcoming superintendent evaluation. Current student enrollment numbers were reviewed. Information was shared regarding the State Education Conference, scheduled for November 19-21.

4.1.1.1. Membership Dues

4.1.1.2. Board Members Participating in District Insurance

4.1.1.3. Example of Superintendent Job Description

4.1.1.4. Notice of Superintendent Evaluation

4.1.1.5. Student Enrollment Numbers

4.1.1.6. 2025 State Education Conference is Nov. 19-21

4.1.2. Principal/AD Report - Mr. Marquez

4.1.3. Principal Report - Mrs. Williams

Mrs. Williams shared that her teachers are preparing for parent-teacher conferences.

4.2. Board Committee Reports

4.2.1. Building, Grounds, and Transportation

Board member Cole Brodine shared that the committee discussed the bus barn possibilities.

4.2.2. Finance and Personnel

4.2.3. Policy and Negotiations

4.2.4. Americanism, Curriculum, and Technology

5. CONSENT AGENDA

Motion was made to approve the consent agenda as presented. This motion, made by Lynette Mitchell and seconded by Cole Brodine, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

5.1. Prior Meeting Minutes

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

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

5.4. Consider & Take any Necessary Action to Close the EL NLAF account & Roll the Funds into the Elementary Building Account

6. ACTION ITEMS

6.1. Consider & Take any Necessary Action on the Proposed 2025-2026 Budget Resolution 2025-1

6.1a. Approve and adopt the 2024–25 Property Tax Request authority as presented in resolution 2025-1.

Motion was made to consider and take any necessary action on the proposed 2025-2026 budget resolution 2025-1 and presented property tax request. This motion, made by Cole Brodine and seconded by Jacob Kringle, Passed.

Lynette Mitchell: Yea, Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea

6.2. Consider & Take any Necessary Action on Renting the Ag Dryer Building or Adding Room at the Current Rental Location

1. Easy Street Storage & Foster's = approx. \$8,400 year (not sure if Foster's will be increasing). Approx \$5990 for Easy Street & \$2400 for Foster's.
2. Ag Dryer Storage = approx \$13,600-\$13,800 year. \$1000 month plus gas (estimating about \$150 month).

Motion died

7. SCHEDULE NEXT REGULAR BOARD MEETING

Americanism committee meeting with public comment on Oct. 13 at 5:30 pm, regular board meeting to follow.

8. ADJOURN

Motion was made to adjourn the Elm Creek Public School Board meeting of 9/15/25 at 6:58pm. This motion, made by Lynette Mitchell and seconded by Jacob Kringle, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: 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.

RESOLUTION SETTING THE PROPERTY TAX REQUEST

RESOLUTION NO. 2025-1

WHEREAS, Nebraska Revised Statute 77-1632 and 77-1633 provides that the Governing Body of Elm Creek Public Schools passes by a majority vote a resolution or ordinance setting the tax request; and

WHEREAS, a special public hearing was held as required by law to hear and consider comments concerning the property tax request;

NOW, THEREFORE, the Governing Body of Elm Creek Public Schools resolves that:

- 1. The 2025-2026 property tax request be set at:

Table with 2 columns: Fund Name, Amount. Rows: General Fund (\$ 4,722,323.00), Bond Fund (\$ 808,586.00), Special Building Fund (\$ 301,380.00), Qualified Capital Purpose (\$ -), Undertaking Fund.

- 2. The total assessed value of property differs from last year's total assessed value by 13.26 percent.
3. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be 0.980993 per \$100 of assessed value.
4. Elm Creek Public Schools proposes to adopt a property tax request that will cause its tax rate to be 1.068029 per \$100 of assessed value.
5. Based on the proposed property tax request and changes in other revenue, the total operating budget of Elm Creek Public Schools will increase (decrease) last year's budget by -2.15 percent.
6. A copy of this resolution be certified and forwarded to the County Clerk on or before October 15, 2025.

Motion by Cole Brodine, seconded by Jacob Kringle to adopt Resolution #2025-1.

Voting yes were:

Alicia Beavers
Jacob Kringle
Ryan Martin
Hannah Hild
Cole Brodine

Voting no were:

Lynette Mitchell

Dated this 15th day of September , 2025

Budget Hearing

Monday, September 15, 2025 6:00 PM

1. OPEN MEETING

1.1. Call to Order

President Lynette Mitchell called the meeting to order at 6:00pm.

1.1.1. Publication of Meeting

1.1.2. Nebraska Open Meetings Law

1.2. Board Member Roll Call

2. PUBLIC COMMENT

Six community members were present. Mr. Willie Keep asked the board to be considerate of the raising property taxes on agricultural land. Mr. Marvin Reichert and Mr. Roger Benson expressed concerns regarding the budget.

3. INFORMATION ITEMS

Superintendent Mrs. Kim Beran shared the proposed district budget for the 2025-2026 school year.

3.1. Proposed 2025-2026 ECPS Budget

4. ADJOURN

Meeting was adjourned at 6:38pm. Passed with a motion by Lynette Mitchell and a second by Jacob Kringle.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

2001

Role of the Board of Education

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

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

1. Establishment of Mission, Goals and Policies

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

2. Establishment and Maintenance of School Facilities and Other Resources

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

3. Selection of the Superintendent of Schools

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

furnish educational leadership to the board, the school staff, and the community.

4. Fiscally Responsible Budget

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

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

5. Evaluation of Program

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

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; October 13, 2025

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

1. Membership, Term and Election

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

2. Internal Organization and Officers

a. President

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

b. Vice President

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

c. Secretary

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

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

d. Treasurer

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

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

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

4. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:
 - i. If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.
 - ii. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.
 - iii. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

5. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
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- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics. The committee's duties shall be those prescribed by Nebraska statutes, which include:
- i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
 - ii. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
 - iii. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
 - iv. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
 - v. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
 - vi. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
 - vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
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1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
 2. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
 3. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event;
- viii. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

6. Vacancies

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

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022, January 9, 2025; October 13, 2025

2003

Development and Education of Board Members

1. New Board Member Orientation

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

2. Ongoing Development and Education

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

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

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

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; October 13, 2025

2004
Oath of Office

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

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

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

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022, Jan. 9, 2025; October 13, 2025

2005
Conflict of Interest

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

1. Definitions. For purposes of this policy:

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

(1) A business in which the board member or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.

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

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

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

2. Contracts with the School District.

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

more, in any one year, with this school district unless the contract is awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular office hours the proposals considered and the contract awarded. Board members who enter into employment contracts with the school district must also comply with the board's policy on the employment of board members.

- b. The existence of any conflict of interest in any contract in which the board member has an interest and in which the school district is a party, or the failure to make public the board member's interest known, may render a contract null and void.
 - c. The prohibition of a conflict of interest or requirement for the board member to make public notice shall apply when the board member, or his or her immediate family has a business association with the business involved in the contract or will receive a direct pecuniary fee or commission as a result of the contract.
 - d. The prohibition in this section does not apply if the contract is an agenda item approved at a board meeting and the board member:
 - (1) Makes a declaration on the record to the school board regarding the nature and extent of his or her interest prior to official consideration of the contract;
 - (2) Does not vote on the matters of granting the contract, making payments pursuant to the contract, or accepting performance of work under the contract, or similar matters relating to the contract, except that if the number of members of the school board declaring an interest in the contract would prevent the board with all members present from securing a quorum on the issue, then all members may vote on the matters; and
 - (3) Does not act for the school board as to inspection or performance under the contract in which he or she has an interest.
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3. Contracts with Board Member's Immediate Family.

a. If a person in a board member's immediate family is an employee of this school district, the board member may vote on all issues of a contract which are generally applicable to:

- (1) All district employees.
- (2) All employees within a specific classification but which does not single out the member of his or her immediate family.

4. Employing Members of the Immediate Family.

a. A board member may recommend for employment or supervise the employment of an immediate family member if:

- (1) The board member does not abuse his or her position.
 - (2) Abuse of official position shall include, but not be limited to, employing an immediate family member:
 - (i) who is not qualified for and able to perform the duties of the position;
 - (ii) for any unreasonably high salary;
 - (iii) who is not required to perform the duties of the position.
 - (3) The board makes a reasonable solicitation and consideration of applications for employment.
 - (4) The board member makes a full disclosure on the record to the governing body of the school district and to the secretary of the board. If the secretary of the board of education would be the individual filing the disclosure statement, the statement shall be filed with the president of the board of education.
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- (5) The board approves the employment or supervisory position.
 - b. The board has not terminated the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
 - 5. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment
 - a. No board member shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:
 - (1) a public official, public employee, or candidate.
 - (2) a member of the immediate family of an individual listed in Subparagraph 'a' above.
 - (3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.
 - b. No board member shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the board member would thereby be influenced.
 - c. A board member shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which he or she is associated.
 - d. A board member shall not use personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.
 - 6. Conflict of Interest Relating to Campaigning or Political Issues
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- a. Except as provided below, the board shall not authorize the use of personnel, property, resources, or funds under its jurisdiction for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question.
- b. This does not prohibit the board from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
- c. This does not prohibit the board from discussing and voting upon a resolution supporting or opposing a ballot question.
- d. This does not prohibit the board, while legally seated as a body, from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
 - (1) The board may designate one or more members of its body, or one or more of its school administrators, to speak on behalf of the board on specific occasions such as public meetings or legislative hearings.
 - (2) Any member of the board may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the board. However, this shall not be done during a time that the individual is engaged in his or her official duties.

7. Conflict of Interest Statement

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

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

8. Recordkeeping

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

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

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: March 11, 2024, January 9, 2025; October 13, 2025

2006
Complaint Procedure

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

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

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

Complaint and Appeal Process.

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if the complainant reasonably believes speaking directly to the person would subject the complainant or the complainant's student to discrimination or harassment.
 2. The second step is for the complainant to speak to the building principal, coordinator, superintendent of schools, or president of the board of education, as set forth below. Anyone with questions about the appropriate person to speak with may request clarification from the superintendent.
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- a) Complaints about the operation, decisions, or personnel within a building should be submitted in writing to the principal of the building.
 - b) Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.
 - c) Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.
 - d) Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age may also be submitted at any time during the complaint procedure to the applicable coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at OCR.KansasCity@ed.gov; by telephone at (816) 268-0550; or by fax at (816) 268-0599.
3. When a complainant submits a complaint to an administrator or coordinator, the administrator or coordinator shall first determine whether another applicable procedure is required by policy or law and if so, direct the complaint to the appropriate person to follow that procedure. If not, the administrator or coordinator will promptly and thoroughly investigate the complaint, and shall:
- a) Determine whether the complainant has discussed the matter with the respondent.
 - 1) If the complainant has not, urge the complainant to discuss the matter directly with the respondent, if appropriate.
 - 2) If the complainant refuses to discuss the matter with the respondent, the administrator or coordinator shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
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- b) Strongly encourage the complainant to reduce his or her concerns to writing.
 - c) Interview the complainant and ,if necessary, the respondent against whom the complaint was filed, to determine:
 - 1) All relevant details of the complaint;
 - 2) All witnesses and documents which the complainant believes support the complaint;
 - 3) The action or solution which the complainant seeks.
 - d) Respond to the complainant. If the complaint involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or coordinator receives the complaint.
4. If either the complainant or the respondent is not satisfied with the decision he or she may appeal the decision to the superintendent. The superintendent may assign a qualified designee to hear any appeal.
- a) The appeal must be in writing.
 - b) This appeal must be received by the superintendent no later than three (3) calendar days from the date of the decision.
 - c) For complaints addressed through other applicable procedures that do not include a separate investigatory process, the superintendent will investigate as he or she deems appropriate.
 - d) The superintendent will prepare a written decision and provide it to the complainant and any other person entitled by law to receive the appeal decision. For complaints involving discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the superintendent receives the complainant's written appeal. Appeals to the superintendent from complaints
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involving discrimination or harassment are final once the superintendent delivers the written decision, as are all other appeals/complaints to the superintendent unless the complaint can be appealed on the limited grounds to appeal to the board below.

5. The board's role is to set policy, establish and implement a budget, and evaluate the superintendent. The board does not manage the daily operations of the school district entrusted to its administration unless required by law or policy. Because of the board's statutory roles, it doesn't hear complaints or appeals that may involve oversight or discipline of students, staff, or others, unless those involve the superintendent as discussed below. The board does not hear complaints or appeals based on allegations of discrimination or harassment unless otherwise required by law. The board will hear appeals only in the following circumstances:

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

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

- d) This appeal must be in writing.
 - e) This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated his/her decision to the complainant.
 - f) This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment allegations against
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the superintendent shall be promptly and thoroughly investigated by the board president or a designee.

- g) The board president will notify the complainant and any other person legally required to receive the decision in writing of its decision. If the complaint involves discrimination or harassment allegations against the superintendent, the board president shall submit the decision within 180 calendar days after receiving the written appeal.
 - h) There is no appeal from any decision of the board unless authorized by law.
6. Formal complaints about the superintendent shall be filed with the president of the board. However, complaints about the superintendent do not include disagreement with the superintendent's decision on appeal based on a complaint of discrimination, harassment, or action of any other employee who is not the superintendent. Upon receipt of a complaint, the board president or his or her designee shall promptly and thoroughly investigate the complaint, and shall:
- a) Coordinate with school district staff, other than the superintendent, to determine if another procedure in policy or law requires the complaint against the superintendent to follow another procedure. If so, the board president will coordinate handling the complaint through that procedure. If another procedure applies, such as in the case of allegations of sex discrimination against the superintendent, the board president or, at his or her discretion, the full board will serve only to hear any appeal by a party to the complaint.
 - b) Determine whether the complainant has discussed the matter with the superintendent.
 - 1) If the complainant has not, the board president or designee will urge or require the complainant to discuss the matter directly with the superintendent, if appropriate or required.
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- 2) If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
- c) Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting by the full board.
- d) Respond to the complainant or appeal. If the complaint or appeal involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.
- e) Appoint or contract with other individuals qualified to assist the board through this process or any other applicable procedure used to address allegations against the superintendent.

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

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

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

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the

school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

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

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

Adopted on: December 14, 2020

Revised on: July 8, 2024, July 14, 2025

Reviewed on: May 9, 2022; October 13, 2025

Reimbursement and Miscellaneous Expenditures

1. Board members, employees, and volunteers of the school district are expected to maintain and enhance their effectiveness by being well-informed on issues affecting education. They are encouraged to attend education workshops, conferences, training programs, official functions, hearings, and meetings sponsored by the school district or state and national educational organizations which are helpful to them in performing their duties or which are in the best interests of the school district.

2. This board hereby gives prior approval for board members to attend meetings described in the preceding paragraph. Upon approval by the board president, or the superintendent or designee when the board president is unavailable, such board members may attend authorized meetings without further action or approval by the board, and shall be paid or reimbursed for registration costs, tuition costs, fees or charges, travel expenses, and costs of meals and lodging as permitted by law.

a. The superintendent or the superintendent's designee may authorize employees and volunteers to attend meetings described in the first paragraph and may authorize the payment of such registration costs, tuition costs, fees, charges, travel expenses, costs of meals, and/or costs of lodging as he or she deems appropriate and as permitted by law.

b. Expenses for attendance at any of the above activities shall be paid by the school district as allowed by law. The Board shall pay or reimburse attendees for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that such reimbursement is permitted by law.

c. The board authorizes the expenditure of funds for non-alcoholic beverages for individuals attending public meetings of the board and non-alcoholic beverages and meals for individuals while performing or immediately after performing relief, assistance, or support activities in emergency situations, and for any volunteers during or immediately following their participation in any activity approved by the board.

d. It is in the best interest of this school district to recognize service by board members, employees, and volunteers. The board authorizes the president, superintendent or the superintendent's designee to determine when and to whom plaques, certificates of achievement, flowers or other items of value should be granted, provided that no such plaque, certificate, flowers or other item of value shall cost more than \$100.00.

e. Funds may be spent for one recognition dinner each year for elected and appointed officials, employees or volunteers of the school district. The maximum cost per person for such a dinner shall not exceed \$50.00.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022, July 8, 2024; October 13, 2025

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: December 16, 2020

Revised on: September 29, 2022, July 8, 2024

Reviewed on: October 13, 2025

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.

7/8/24

2010

Preparation for Board Meetings

The superintendent will create the agenda and board packet in consultation with the board president. The materials will be sent or delivered to each board member in advance of the meeting. Members of the public have no entitlement to place an item on the board's agenda, but may address the board during the next meeting at which the board receives public comment.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; October 13, 2025

2011

Membership in Organizations

The board may hold membership in organizations approved by the board.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; October 13, 2025

2012
Board Code of Ethics

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
 2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
 3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
 4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
 5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
 6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
 7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
 8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
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9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;
10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022, January 9, 2025; October 13, 2025

2013

Violation of Board Ethics

The board of education is responsible for enforcing the code of ethics of its members. If any member of the board commits a serious or repeated violation of the code, the board may take any of the following steps:

1. The board president may confer with the board member who has violated the code of ethics in order to:
 - a. Identify the provision of the code that the member has violated;
 - b. Propose how the member can remedy the violation;
 - c. If the board member who violated the code is the board president, the vice president is empowered to confer with the president about the violation.
2. The board may discuss the violation as an agenda item at a meeting to confront the offending board member. However, the board will not enter closed session to hold the discussion of the ethics violation unless the Open Meetings Act authorizes a closed session.
3. The board may vote to publicly censure any board member who commits a serious or repeated violation of the code. The board will pass a censure motion to inform the community that an individual member of the board is not fulfilling the responsibilities for which he or she was elected.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; October 13, 2025

2014

Relationship with District Legal Counsel

The board will engage legal counsel to assist it and the administration in dealing with legal issues. When the district faces circumstances in which legal counsel may be needed between board meetings, the board president or superintendent may engage legal counsel on the board's behalf.

The superintendent and the board president shall have the authority to contact the school's legal counsel on behalf of the district. The superintendent may give other members of the administration permission to contact the district's legal counsel on an as-needed basis. Individual board members other than the president may not contact the district's legal counsel on behalf of the board without the approval of the board president or a majority of the board.

Any board member who contacts the district's legal counsel without board approval may be personally responsible for any legal fees incurred as a result of the unapproved contact.

The superintendent will, to the extent permitted by law, keep the board informed of matters in which the district's legal counsel is involved.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022, January 9, 2025; October 13, 2025

2016

Participation in Insurance Program by Board Members

Members of the board of education may participate in the school district's health and life insurance plans which are provided to school district employees. A board member electing to participate in the insurance program of the school district shall pay both the employee and the employer portions of the premiums to the district in advance of any payments being due from the district to the insurance carrier.

Every three months, the board will place on its agenda a report identifying the board members who have elected to purchase insurance coverage through the district. This report shall be made available in the school district office for review by the public upon request.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; September 9, 2024; December 9, 2024;
October 13, 2025

2017

Indemnification and Liability Insurance

In addition to circumstances where it is obligated to provide indemnity or procure insurance, the school board has broad authority to purchase insurance or otherwise indemnify school board members, officers, employees, or agents of the school district. The school board will purchase liability insurance and provide indemnification at its discretion and review its current coverages and indemnification obligations when it deems appropriate.

In the event the school district's current insurance, indemnification agreements, contract obligations, or other promises to indemnify do not cover a situation which the school board can agree to cover, the school board may authorize indemnification. The school board may elect to indemnify any board member, officer, agent, or employee if he or she is a party or is threatened to be made a party in any pending or completed suit, proceeding, or any other action, whether criminal, civil, administrative, or investigative, if the individual is involved because of current or past service on the board, employment, or agency relationship with the school district. However, the indemnification and defense will only be considered if such person acted in good faith and in a manner he or she reasonably believed to be in the best interests or not opposed to the best interests of the school district, including in a criminal proceeding if he or she had no reasonable cause to believe the conduct was unlawful.

In circumstances involving employees, the board delegates to the Superintendent the authority to provide the indemnification to the extent the Superintendent is authorized to procure legal services, as long as the indemnification is otherwise consistent with the authority granted under the law.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; October 13, 2025

Checking Account ID: STACTIVITY

Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
18115	09/02/2025				FIRSTIER	FIRSTIER BANK	1,400.00
18116	09/02/2025				CASHWAACT	CASH-WA DISTRIBUTING	3,207.75
18117	09/02/2025				FOSTFAMA	FOSTER'S FAMILY FOODS	20.55
18118	09/02/2025				KLEINR	RACHEL KLEIN	50.00
18119	09/02/2025				KRINGJ	JAYNE KRING	150.00
18120	09/02/2025				LYBARGERTI	TINA LYBARGER	50.00
18121	09/02/2025				NSCTA	NSCTA	180.00
18122	09/02/2025				PAULTIF	TIFFANY PAUL	50.00
18123	09/02/2025				SAATHOFFC	CHERYL SAATHOFF	150.00
18124	09/04/2025				BALCOMD	DIANE BALCOM	150.00
18125	09/04/2025				FIRSTIER	FIRSTIER BANK	1,400.00
18126	09/04/2025				KLEINR	RACHEL KLEIN	50.00
18127	09/04/2025				LEVENEK	KEVIN LEVENE	150.00
18128	09/04/2025				LYBARGERTI	TINA LYBARGER	50.00
18129	09/04/2025				SMITHM	MISSY MAAS-SMITH	50.00
18130	09/04/2025				PAULTIF	TIFFANY PAUL	50.00
18131	09/04/2025				PURDYAB	ABRIANNA PURDY	100.00
18132	09/05/2025				ANDERSONBE	BEN ANDERSON	160.00
18133	09/05/2025				BAKERL	LOGAN BAKER	160.00
18134	09/05/2025				FIRSTIER	FIRSTIER BANK	2,810.00
18135	09/05/2025				GILLMING	MARK GILLMING	75.00
18136	09/05/2025				JOHNSPAT	PATRICK JOHNS	75.00
18137	09/05/2025				JOHNSONS	SCOTT JOHNSON	160.00
18138	09/05/2025				SWEDBERGC	COLLIN SWEDBERG	160.00
18139	09/05/2025				SWEDBERGM	MICAH SWEDBERG	160.00
18140	09/09/2025				BERNALR	RAYMOND BERNAL	140.00
18141	09/09/2025				BOUTWELLM	MELISSA BOUTWELL	140.00
18142	09/09/2025				FIRSTIER	FIRSTIER BANK	1,400.00
18143	09/09/2025				LEVENEK	KEVIN LEVENE	160.00
18144	09/09/2025				LYBARGERTI	TINA LYBARGER	75.00
18145	09/09/2025				SMITHM	MISSY MAAS-SMITH	75.00
18146	09/09/2025				MARQUEZJ	JENNIFER MARQUEZ	75.00
18147	09/09/2025				MASONL	LISA MASON	160.00
18148	09/09/2025				PAULTIF	TIFFANY PAUL	75.00
18149	09/09/2025				WALKERS	STEPHANIE WALKER	75.00
18150	09/11/2025				BSNSPO	BSN SPORTS	200.63
18151	09/11/2025				WALMART	CAPITAL ONE	121.16
18152	09/11/2025				CHESTERMAN	CHESTERMAN CO.	2,590.50
18153	09/11/2025				ERICKSONA	ABBY ERICKSON	50.00
18154	09/11/2025				FOSTFAMA	FOSTER'S FAMILY FOODS	60.09
18155	09/11/2025				HUDL	HUDL	177.63
18156	09/11/2025				LYBARGERTI	TINA LYBARGER	50.00
18157	09/11/2025				MISKO	MISKO SPORTS, LLC	720.00
18158	09/11/2025				WALSWORTH	WALSWORTH	2,278.50
18159	09/12/2025				ALMASCH	ALMA SCHOOLS	100.00
18160	09/12/2025				BORDENB	BRIAN BORDEN	300.00
18161	09/12/2025				BORDENJ	JUDY BORDEN	300.00
18162	09/12/2025				FIRSTIER	FIRSTIER BANK	2,110.00
18163	09/12/2025				GRONEWOLDS	SKYLAR GRONEWOLD	100.00
18164	09/12/2025				LOUPCITYSC	LOUP CITY PUBLIC SCHOOLS	100.00
18165	09/12/2025				LYBARGERTI	TINA LYBARGER	150.00
18166	09/12/2025				SMITHM	MISSY MAAS-SMITH	150.00
18167	09/12/2025				MARQUEZJ	JENNIFER MARQUEZ	150.00
18168	09/12/2025				MINNICKS	SAMANTHA MINNICK	300.00
18169	09/12/2025				NEFFAASSN	NEBRASKA FFA ASSN	25.00
18170	09/12/2025				PAULTIF	TIFFANY PAUL	150.00
18171	09/12/2025				WALKERC	CORBYN WALKER	100.00
18172	09/12/2025				WASENIUSK	KEIRA WASENIUS	100.00

Checking Account ID: STACTIVITY

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
18173	09/12/2025				WINSCOTT	TRACI WINSCOT	300.00
18174	09/16/2025				BSNSPO	BSN SPORTS	70.00
18175	09/16/2025				USBANK	CORPORATE PAYMENT SYSTEMS	2,791.43
18176	09/16/2025				DIPPELC	CHASE DIPPEL	185.00
18177	09/16/2025				HODGESA	AMBER HODGES	100.00
18178	09/16/2025				MINDENCHAM	MINDEN CHAMBER OF COMMERCE	60.00
18179	09/16/2025				NASC	NEBRASKA ASSN OF STUDENT COUNCILS	125.00
18180	09/16/2025				SAVAGES	SAVAGE SISTERS	949.00
18181	09/17/2025				FIRSTIER	FIRSTIER BANK	1,027.00
18182	09/17/2025				BALCOMD	DIANE BALCOM	175.00
18183	09/17/2025				MASONL	LISA MASON	175.00
18184	09/17/2025				RIEKERT	TONI RIEKER	175.00
18185	09/17/2025				RUDEENA	ASHTON RUDEEN	175.00
18186	09/18/2025				BERNALR	RAYMOND BERNAL	140.00
18187	09/18/2025				BORDENB	BRIAN BORDEN	160.00
18188	09/18/2025				BORDENJ	JUDY BORDEN	160.00
18189	09/18/2025				BOUTWELLM	MELISSA BOUTWELL	140.00
18190	09/18/2025				FIRSTIER	FIRSTIER BANK	1,400.00
18191	09/18/2025				KLEINR	RACHEL KLEIN	75.00
18192	09/18/2025				LYBARGERTI	TINA LYBARGER	75.00
18193	09/18/2025				SMITHM	MISSY MAAS-SMITH	75.00
18194	09/18/2025				PAULTIF	TIFFANY PAUL	75.00
18195	09/18/2025				WALKERS	STEPHANIE WALKER	25.00
18196	09/19/2025				BALCOMD	DIANE BALCOM	150.00
18197	09/19/2025				BRODBECKT	TROY BRODBECK	202.00
18198	09/19/2025				DAWSONA	ANDY DAWSON	202.00
18199	09/19/2025				EVANS D	DUSTIN EVANS	202.00
18200	09/19/2025				FIALAB	BRAD FIALA	202.00
18201	09/19/2025				FIRSTIER	FIRSTIER BANK	4,210.00
18202	09/19/2025				JOHNSPAT	PATRICK JOHNS	70.00
18203	09/19/2025				LYBARGERTI	TINA LYBARGER	50.00
18204	09/19/2025				SMITHM	MISSY MAAS-SMITH	50.00
18205	09/19/2025				MARQUEZJ	JENNIFER MARQUEZ	50.00
18206	09/19/2025				PAULTIF	TIFFANY PAUL	70.00
18207	09/19/2025				RENNINGM	MAX RENNING	202.00
18208	09/19/2025				WINSCOTT	TRACI WINSCOT	150.00
18209	09/19/2025				ECPARENT	EC PARENT STAFF APPRECIATION GROUP	500.00
18210	09/22/2025				BLUECROS	BLUE CROSS BLUE SHIELD OF NE	4,402.59
18211	09/22/2025				DEMERSM	MITCHELL DEMERS	116.50
18212	09/22/2025				GILLESPIE	CHAD GILLESPIE	117.00
18213	09/22/2025				JOHNSPAT	PATRICK JOHNS	20.00
18214	09/22/2025				LYBARGERTI	TINA LYBARGER	100.00
18215	09/22/2025				PROTEAM	PRO TEAM DESIGN	38.00
18216	09/22/2025				ROSENB	BRADY ROSENBLAD	116.50
18217	09/22/2025				SIDELINEP	SIDELINE POWER	8,020.00
18218	09/23/2025				CASHWAACT	CASH-WA DISTRIBUTING	41.55
18219	09/23/2025				COZADSCH	COZAD CITY SCHOOLS	175.00
18220	09/23/2025				FRANKLINS	FRANKLIN HIGH SCHOOL	90.00
18221	09/23/2025				GOTHENBURG	GOTHENBURG SCHOOLS	175.00
18222	09/23/2025				KEARNEYSCH	KEARNEY HIGH SCHOOL	160.00
18223	09/23/2025				MINDENSCH	MINDEN HIGH SCHOOL	175.00
18224	09/23/2025				REGIONIVE	REGION IV ELEMENTARY PRINCIPALS	320.00
18225	09/23/2025				DOANEUN	DOANE UNIVERSITY	120.00
18226	09/26/2025				COACHCOMM	COACHCOMM, LLC	320.00
18227	09/26/2025				FIRSTIER	FIRSTIER BANK	550.00
18228	09/26/2025				LYBARGERTI	TINA LYBARGER	75.00
18229	09/29/2025				FIRSTIER	FIRSTIER BANK	830.00
18230	09/29/2025				FOWLERB	BRENDAN FOWLER	117.00

Checking Account ID: STACTIVITY

Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
18231	09/29/2025				GILLESPIE	CHAD GILLESPIE	117.00
18232	09/29/2025				GILLMING	MARK GILLMING	40.00
18233	09/29/2025				JOHNSPAT	PATRICK JOHNS	40.00
18234	09/29/2025				LYBARGERTI	TINA LYBARGER	40.00
18235	09/29/2025				MARQUEZJ	JENNIFER MARQUEZ	20.00
18236	09/29/2025				REIKERT	TONI REIKER	100.00
18237	09/29/2025				ROSENB	BRADY ROSENBLAD	116.00
18238	09/29/2025				RUDEENA	ASHTON RUDEEN	100.00
18239	09/29/2025				SCHOLAST	SCHOLASTIC INC	430.81
18240	09/29/2025				STEINERD	DANA STEINER	20.00
18241	09/30/2025				BORDENB	BRIAN BORDEN	150.00
18242	09/30/2025				BORDENJ	JUDY BORDEN	150.00
18243	09/30/2025				BRANDLD	DANIE BRANDL	240.00
18244	09/30/2025				FIRSTIER	FIRSTIER BANK	1,400.00
18245	09/30/2025				GRONEWOLD	SHARLENE GRONEWOLD	125.00
18246	09/30/2025				HOLDREGEHS	HOLDREGE HIGH SCHOOL	25.00
18247	09/30/2025				HOLDREGEHS	HOLDREGE HIGH SCHOOL	25.00
18248	09/30/2025				KLEINR	RACHEL KLEIN	50.00
18249	09/30/2025				LYBARGERTI	TINA LYBARGER	50.00
18250	09/30/2025				SMITHM	MISSY MAAS-SMITH	50.00
18251	09/30/2025				PAULTIF	TIFFANY PAUL	50.00
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 58,137.19
Checking Account Total:		STACTIVITY			Void Total:	0.00	Total without Voids: 58,137.19
Grand Total:					Void Total:	0.00	Total without Voids: 58,137.19

Cash Flow Report

School District #9
9/30/2025

Processing Month

9/2025

Page: 1
User ID: LKJ

FUND NI Account		BEGINNING CASH 09/01/2024	REVENUES	EXPENSES	ENDING CASH
01	GENERAL FUND	1,284,985.89	751,859.99	(473,222.25)	1,563,623.63
02	DEPRECIATION	241,007.62	418.71	-	241,426.33
02	DEPRECIATION CD	558,847.72	2,412.59	-	561,260.31
03	EMPLOYEE BENEFIT	12,672.13	54.70	(12,726.83)	-
05	ACTIVITY FUND	66,158.46	54,346.03	(58,167.92)	62,336.57
06	NUTRITION FUND	107,908.72	17,437.54	(26,572.62)	98,773.64
07	BOND FUND	503,096.50	175,817.64	-	678,914.14
08	BUILDING FUND	715,078.79	37,284.35	-	752,363.14
08	EL BLDG FUND-NLAF	1,285.12	4.18	-	1,289.30
08	EL BLDG FUND-FIRSTIER	88,391.68	215,824.41	-	304,216.09
08	EL SWEEP ACCT (INTEREST)	110,896.27	-	(110,896.27)	-
08	EL SWEEP ACCT CD	102,378.87	441.98	(102,820.85)	-
		3,792,707.77	1,255,902.12	(784,406.74)	4,264,203.15

Checking Account ID: GENERAL

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
20950	10/13/2025				ALPHAREAL	ALPHA REAL ESTATE LLC	600.00
20951	10/13/2025				ANDERSONB	ANDERSON BROS.	1,546.36
20952	10/13/2025				AUNTJO	AUNT JO'S MAYTAG	200.00
20953	10/13/2025				BLACKHILLS	BLACK HILLS ENERGY	857.12
20954	10/13/2025				BUFFALOCLE	BUFFALO COUNTY CLERK	280.25
20955	10/13/2025				WALMART	CAPITAL ONE	666.30
20956	10/13/2025				CARRC	CLINTON CARR	27.30
20957	10/13/2025				COLONIAL	COLONIAL RESEARCH CHEMICAL CORP	196.77
20958	10/13/2025				USBANK	CORPORATE PAYMENT SYSTEMS	13,374.29
20959	10/13/2025				EAKESOFF	EAKES OFFICE PRODUCTS	2,312.95
20960	10/13/2025				ECOLAB	ECOLAB PEST ELIMINATION	82.06
20961	10/13/2025				ESU10	EDUCATIONAL SERVICE UNIT 10	13,055.72
20962	10/13/2025				ENGINEER	ENGINEERED CONTROLS	5,198.29
20963	10/13/2025				FLINNS	FLINN SCIENTIFIC INC	27.68
20964	10/13/2025				FOSFAMGF	FOSTERS FAMILY FOODS	164.94
20965	10/13/2025				GARLAND	THE GARLAND COMPANY, INC.	2,050.00
20966	10/13/2025				GRACZYKL	GRACZYK LAWN & LANDSCAPE	432.00
20967	10/13/2025				GRACZYKS	GRACZYK SPRINKLER & HANDYMAN	206.59
20968	10/13/2025				GREATM	GREAT MINDS	22,275.59
20969	10/13/2025				HOMETOWN	HOMETOWN LEASING	1,320.00
20970	10/13/2025				PAYFLEX	INSPIRA FINANCIAL	650.00
20971	10/13/2025				KEARNHUB	KEARNEY HUB	8.93
20972	10/13/2025				KEARNWINN	KEARNEY WINNELSON CO.	48.66
20973	10/13/2025				KELLYSA	KELLY'S SALES & AG SERVICE	483.83
20974	10/13/2025				KSBSCHOOL	KSB SCHOOL LAW, PC LLO	120.00
20975	10/13/2025				LIBERTYH	LIBERTY HARDWOODS, INC.	810.78
20976	10/13/2025				LONGK	KATHY LONG	217.50
20977	10/13/2025				MJ	M & J SIGNS	989.53
20978	10/13/2025				LINWELD	MATHESON TRI GAS	455.00
20979	10/13/2025				MENARD430	MENARDS - KEARNEY	507.81
20980	10/13/2025				MILLERR	MILLER REPAIR	69.34
20981	10/13/2025				MOSTEKE	MOSTEK ELECTRIC, INC.	210.37
20982	10/13/2025				NEFIRE	NE STATE FIRE MARSHALL	120.00
20983	10/13/2025				NPPD	NEBRASKA PUBLIC POWER DISTRICT	9,591.43
20984	10/13/2025				ONESOURCE	ONESOURCE	250.00
20985	10/13/2025				STATENE	STATE OF NEBRASKA	678.46
20986	10/13/2025				STONEC73	CINDY STONE	64.44
20987	10/13/2025				TRUCKC	TRUCK CENTER COMPANIES	2,206.36
20988	10/13/2025				UNLBUS	UNIVERSITY OF NE LINCOLN	284.17
20989	10/13/2025				UNLSCIENCE	UNIVERSITY OF NEBRASKA-LINCOLN	224.00
20990	10/13/2025				VESTIS	VESTIS	176.36
20991	10/13/2025				VEXROBOTIC	VEX ROBOTICS, INC	879.61
20992	10/13/2025				VILLAGEE	VILLAGE OF ELM CREEK	1,242.75
20993	10/13/2025				VWRINTERN	VWR INTERNATIONAL, LLC	70.41
20994	10/13/2025				WPCI	W.P.C.I.	325.00
20995	10/13/2025				WEBERK	KENNETH WEBER	34.58
20996	10/13/2025				WEXBANK	WEX BANK	1,978.46
20997	10/13/2025				WOODWARDS	WOODWARDS DISPOSAL SERVICE	32.50
20998	10/13/2025				YANDAS	YANDA'S MUSIC	294.41
20999	10/13/2025				KIDWELL	KIDWELL INC.	485.00
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 88,383.90
Checking Account Total:		GENERAL			Void Total:	0.00	Total without Voids: 88,383.90
Grand Total:					Void Total:	0.00	Total without Voids: 88,383.90

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR OCTOBER 13, 2025
SEPTEMBER 2025 FINANCIALS

GENERAL FUND - ACCT NO. 137766

BALANCE SEPTEMBER 1, 2025		\$	1,284,985.89
RECEIPTS	BLUE CROSS BLUE SHIELD GRANT	\$	500.00
	BUFFALO COUNTY	\$	518,282.21
	DAWSON COUNTY	\$	24,195.02
	FIRST TIER INTEREST	\$	3,705.08
	TRANSFER FROM BENEFIT FUND	\$	12,726.83
	PHELPS COUNTY	\$	102,878.87
	PRESCHOOL PAYMENTS	\$	2,330.00
	SPED SCHOOL AGE FFR (22-23)	\$	-
	STATE OF NEBRASKA - NEBMAC	\$	368.98
	STATE OF NEBRASKA - STATE AID	\$	86,873.00
	TOTAL RECEIPTS	\$	751,859.99
AVAILABLE BALANCE		\$	2,036,845.88
DISBURSEMENTS:			
	BILLS PAID SEPTEMBER 15, 2025	\$	67,140.02
	PAYROLL	\$	406,082.23
	TOTAL DISBURSEMENTS	\$	473,222.25
	BALANCE SEPTEMBER 30, 2025	\$	1,563,623.63

DEPRECIATION FUND

ACCT 4152 (FROM 4832)	BALANCE SEPTEMBER 1, 2025	\$	241,007.62
	TRANSFER FROM GENERAL ACCOUNT	\$	-
	INTEREST	\$	418.71
	BALANCE SEPTEMBER 30, 2025	\$	241,426.33
ACCOUNT 0119 (FROM 7651)	BALANCE SEPTEMBER 1, 2025	\$	558,847.72
	EXPENSES	\$	-
	INTEREST	\$	2,412.59
	TRANSFER FROM GENERAL FUNDS	\$	-
	BALANCE SEPTEMBER 30, 2025	\$	561,260.31
	DEPRECIATION BALANCE SEPTEMBER 30, 2025	\$	802,686.64

BENEFIT FUND (UNEMPL CD)

ACCOUNT 0125	BALANCE SEPTEMBER 1, 2025	\$	12,672.13
	INTEREST	\$	54.70
	TRANSFER TO GENERAL FUND (CLOSE ACCT)	\$	(12,726.83)
	BALANCE SEPTEMBER 30, 2025	\$	-

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR OCTOBER 13, 2025
SEPTEMBER 2025 FINANCIALS

<u>BUILDING FUND</u>	BALANCE SEPTEMBER 1, 2025	\$ 715,078.79
	BUFFALO COUNTY	\$ 28,789.60
	DAWSON COUNTY	\$ 1,361.49
	PHELPS COUNTY	\$ 5,860.92
	INTEREST EARNED	\$ 1,272.34
	BALANCE SEPTEMBER 30, 2025	\$ 752,363.14
BOND FUND OPENED 01/01/2023	BALANCE SEPTEMBER 1, 2025	\$ 503,096.50
	BUFFALO COUNTY	\$ 140,963.35
	DAWSON COUNTY	\$ 6,721.39
	PHELPS COUNTY	\$ 28,132.90
	BALANCE SEPTEMBER 30, 2025	\$ 678,914.14
ELEM CONSTRUCTION (NLAF)	BALANCE SEPTEMBER 1, 2025	\$ 1,285.12
	DIV REINVESTMENT	\$ 4.18
	BALANCE SEPTEMBER 30, 2025	\$ 1,289.30
ELEM CONSTRUCTION (FIRSTIER) (ACCOUNT 7078)	BALANCE SEPTEMBER 1, 2025	\$ 88,391.68
	INTEREST EARNED	\$ 477.75
	TRANSFER FROM SWEEP SAVINGS	\$ 110,896.27
	TRANSFER FROM CONSTRUCTION FUND CD	\$ 102,820.85
	ADJUSTMENT	\$ 1,629.54
	KIDWELL	\$ -
	BD CONSTRUCTION	\$ -
BALANCE SEPTEMBER 30, 2025	\$ 304,216.09	
SWEEP SAVINGS ACCOUNT	BALANCE SEPTEMBER 1, 2025	\$ 110,896.27
	INTEREST EARNED	\$ -
	INTEREST FROM CONSTR	\$ -
	TRANSFER TO ELEM CONSTRUCTION FUND	\$ (110,896.27)
	BALANCE SEPTEMBER 30, 2025	\$ -
CONSTRUCTION FUND CD	BALANCE SEPTEMBER 1, 2025	\$ 102,378.87
	INTEREST EARNED	\$ 441.98
	TRANSFER TO ELEM CONSTRUCTION FUND	\$ (102,820.85)
	BALANCE SEPTEMBER 30, 2025	\$ -

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
 FOR OCTOBER 13, 2025
 SEPTEMBER 2025 FINANCIALS

LUNCH FUND

<u>BALANCE SEPTEMBER 1, 2025</u>	\$	107,908.72
 <u>RECEIPTS</u>		
LUNCH SALES	\$	8,001.31
EFUND PAYMENTS	\$	1,040.15
GENERAL FUND TRANSFER	\$	-
FEDERAL REIMBURSEMENT BREAKFAST	\$	1,724.58
FEDERAL REIMBURSEMENT LUNCH	\$	6,671.50
STATE - LOCAL FOOD GRANT	\$	-
STATE REIMBURSEMENT LUNCH	\$	-
STATE REIMBURSEMENT BREAKFAST	\$	-
 TOTAL RECEIPTS	 \$	 17,437.54
 AVAILABLE BALANCE	 \$	 125,346.26
 <u>DISBURSEMENTS</u>		
FOOD/GROCERIES/MILK ETC.	\$	18,078.52
SUPPLIES	\$	1,124.26
MISC (REIMBURSEMENTS, BANK & EFUNDS FEES)	\$	3.46
PAYROLL	\$	7,366.38
REPAIRS/MAINTENANCE	\$	-
 TOTAL DISBURSEMENTS	 \$	 26,572.62
 BALANCE SEPTEMBER 30, 2025	 \$	 98,773.64

<u>OCTOBER BILLS AS OF 10/10/25</u>		
BERNARD FOODS	\$	-
CASHWA	\$	19,940.24
DOLLAR GENERAL	\$	-
FOSTERS FAMILY FOODS	\$	247.15
HILAND (MILK)	\$	1,407.33
SEPTEMBER PAYROLL (ESTIMATE)	\$	8,000.00
US BANK - MICROWAVE FOR CAFETERIA	\$	81.99
	\$	29,676.71

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR OCTOBER 13, 2025
SEPTEMBER 2025 FINANCIALS

STUDENT ACTIVITY FUND

	BALANCE SEPTEMBER 1, 2025		\$	66,158.46
RECEIPTS	ATHLETICS & ACTIVITIES	\$	32,569.41	
	CLUB & CLASS ACCOUNTS	\$	1,633.00	
	DISTRICT ACTIVITIES	\$	6,093.62	
	AD SALES	\$	14,050.00	
	TOTAL RECEIPTS		<hr/>	\$ 54,346.03
EXPENSES	ATHLETICS & ACTIVITIES (INCLUDES NCA CONF)	\$	12,568.36	
	DISTRICT ACTIVITY EXPENSES	\$	41,885.08	
	CLUB & CLASS ACCOUNTS	\$	3,714.48	
	TOTAL EXPENSES		<hr/>	\$ 58,167.92
	BALANCE SEPTEMBER 30, 2025		\$	62,336.57

Vendor Name	Invoice Number	Description	Amount
Checking Account ID GENERAL	Fund Number 01	GENERAL FUND	
ALPHA REAL ESTATE LLC	10132025	AUG, SEPT, OCTOBER RENT	600.00
Total ALPHA REAL ESTATE LLC			<u>600.00</u>
ANDERSON BROS.	61117	DRINK FOUNTAIN BACK UP	266.78
ANDERSON BROS.	61140	WATER LINE REMOVAL & CAP	306.75
ANDERSON BROS.	61364	FOOTBALL FIELD RESTROOM	285.35
ANDERSON BROS.	61448	PLEATED FILTERS	687.48
Total ANDERSON BROS.			<u>1,546.36</u>
AUNT JO'S MAYTAG	54639	DOOR STRIKE	10.00
AUNT JO'S MAYTAG	54654	DOOR LOCK	190.00
Total AUNT JO'S MAYTAG			<u>200.00</u>
BLACK HILLS ENERGY	09292025-01	225 EAST BOYD	712.16
BLACK HILLS ENERGY	09292025-40	230 EAST CALKINS	144.96
Total BLACK HILLS ENERGY			<u>857.12</u>
BUFFALO COUNTY CLERK	2025 POSTCARDS	JT PUBLIC HEARING POSTCARDS	280.25
Total BUFFALO COUNTY CLERK			<u>280.25</u>
CAPITAL ONE	1665119227	HEALTH ETC	666.30
Total CAPITAL ONE			<u>666.30</u>
CARR, CLINTON	SEPT 18 MILEAGE	MILEAGE	27.30
Total CARR, CLINTON			<u>27.30</u>
COLONIAL RESEARCH CHEMICAL CORP	154238	FLY AWAY WIPES	196.77
Total COLONIAL RESEARCH CHEMICAL CORP			<u>196.77</u>
CORPORATE PAYMENT SYSTEMS	10062025GF	CREDIT CARD PAYMENT	13,374.29
Total CORPORATE PAYMENT SYSTEMS			<u>13,374.29</u>
EAKES OFFICE PRODUCTS	9196220-0	CUSTODIAL	298.70
EAKES OFFICE PRODUCTS	9203596-0	CUSTODIAL	1,315.66
EAKES OFFICE PRODUCTS	9210718-0	CUSTODIAL	698.59
Total EAKES OFFICE PRODUCTS			<u>2,312.95</u>
ECOLAB PEST ELIMINATION	9045821	Pest Elimination	82.06
Total ECOLAB PEST ELIMINATION			<u>82.06</u>
EDUCATIONAL SERVICE UNIT 10	10012025	SPED SERVICES	13,055.72
Total EDUCATIONAL SERVICE UNIT 10			<u>13,055.72</u>
ENGINEERED CONTROLS	181911	REPAIRS	2,636.00
ENGINEERED CONTROLS	181950	GYM	2,562.29
Total ENGINEERED CONTROLS			<u>5,198.29</u>
FLINN SCIENTIFIC INC	3189393	SCIENCE	27.68
Total FLINN SCIENTIFIC INC			<u>27.68</u>
FOSTERS FAMILY FOODS	SEPT-ACCOUNT 54	FOOD & SUPPLIES	164.94
Total FOSTERS FAMILY FOODS			<u>164.94</u>

Vendor Name	Invoice Number	Description	Amount
GARLAND COMPANY, INC., THE	427852417201	ROOF PREVENTATIVE MAINTENANCE	2,050.00
Total GARLAND COMPANY, INC., THE			<u>2,050.00</u>
GRACZYK LAWN & LANDSCAPE	28950	FERTILIZER & WEED CONTROL	432.00
Total GRACZYK LAWN & LANDSCAPE			<u>432.00</u>
GRACZYK SPRINKLER & HANDYMAN	9321	SERVICE CALL & REPAIRS	206.59
Total GRACZYK SPRINKLER & HANDYMAN			<u>206.59</u>
GREAT MINDS	INV-222761	EUREKA MATH	22,275.59
Total GREAT MINDS			<u>22,275.59</u>
HOMETOWN LEASING	0012798585-39	Copiers	1,320.00
Total HOMETOWN LEASING			<u>1,320.00</u>
INSPIRA FINANCIAL	OCTOBER FEES	FEES	650.00
Total INSPIRA FINANCIAL			<u>650.00</u>
KEARNEY HUB	Ord Nbr 1263752	MEETING NOTICE	8.93
Total KEARNEY HUB			<u>8.93</u>
KEARNEY WINNELSON CO.	50670701	PARTS	48.66
Total KEARNEY WINNELSON CO.			<u>48.66</u>
KELLY'S SALES & AG SERVICE	31659	2024 VAN	216.05
KELLY'S SALES & AG SERVICE	31768	2012 VAN	267.78
Total KELLY'S SALES & AG SERVICE			<u>483.83</u>
KIDWELL INC.	283259	TROUBLESHOOT CAMERAS	485.00
Total KIDWELL INC.			<u>485.00</u>
KSB SCHOOL LAW, PC LLO	19755	LEGAL FEES	120.00
Total KSB SCHOOL LAW, PC LLO			<u>120.00</u>
LIBERTY HARDWOODS, INC.	OMNE0000066524-001	WOOD FOR SHOP	810.78
Total LIBERTY HARDWOODS, INC.			<u>810.78</u>
LONG, KATHY	1034	14.50 HOURS @ \$15/HOUR	217.50
Total LONG, KATHY			<u>217.50</u>
M & J SIGNS	4933	REPAIRS	989.53
Total M & J SIGNS			<u>989.53</u>
MATHESON TRI GAS	52567358	SHOP	455.00
Total MATHESON TRI GAS			<u>455.00</u>
MENARDS - KEARNEY	96211	CUSTODIAL	166.98
MENARDS - KEARNEY	96422	CUSTODIAL	92.79
MENARDS - KEARNEY	96885	CUSTODIAL	248.04
Total MENARDS - KEARNEY			<u>507.81</u>
MILLER REPAIR	24902	CUSTODIAL	69.34

Vendor Name	Invoice Number	Description	Amount
Total MILLER REPAIR			<u>69.34</u>
MOSTEK ELECTRIC, INC.	10213	MOTION SWITCH IN ART ROOM	210.37
Total MOSTEK ELECTRIC, INC.			<u>210.37</u>
NE STATE FIRE MARSHALL	104072	ELEVATOR INSPECTION	120.00
Total NE STATE FIRE MARSHALL			<u>120.00</u>
NEBRASKA PUBLIC POWER DISTRICT	09162025-6744	FOOTBALL FIELD	155.19
NEBRASKA PUBLIC POWER DISTRICT	09162025-6748	230 E CALKINS AVE	9,436.24
Total NEBRASKA PUBLIC POWER DISTRICT			<u>9,591.43</u>
ONESOURCE	2022190202	Background Checks	250.00
Total ONESOURCE			<u>250.00</u>
STATE OF NEBRASKA	1497715	NETWORK SERVICE FEES	678.46
Total STATE OF NEBRASKA			<u>678.46</u>
STONE, CINDY	09282025	MENARDS - TRANSPORTATION	64.44
Total STONE, CINDY			<u>64.44</u>
TRUCK CENTER COMPANIES	RA105016373:01	BUS 2021	2,206.36
Total TRUCK CENTER COMPANIES			<u>2,206.36</u>
UNIVERSITY OF NE LINCOLN	JOB 26-2308	CHILDREN'S HOSPITAL DOCUMENTS	284.17
Total UNIVERSITY OF NE LINCOLN			<u>284.17</u>
UNIVERSITY OF NEBRASKA-LINCOLN	91125002	MATH BOWL	224.00
Total UNIVERSITY OF NEBRASKA-LINCOLN			<u>224.00</u>
VESTIS	6280580836	MOPS, MAPS, LAUNDRY BAGS	88.18
VESTIS	628058876	MOPS, MAPS, LAUNDRY BAGS	88.18
Total VESTIS			<u>176.36</u>
VEX ROBOTICS, INC	828195	TECHNOLOGY	879.61
Total VEX ROBOTICS, INC			<u>879.61</u>
VILLAGE OF ELM CREEK	12521	WATER, SEWER, TRASH	1,242.75
Total VILLAGE OF ELM CREEK			<u>1,242.75</u>
VWR INTERNATIONAL, LLC	8820031304	CUSTODIAL & SECONDARY	70.41
Total VWR INTERNATIONAL, LLC			<u>70.41</u>
W.P.C.I.	0072128-IN	BUS DRIVER TEST	325.00
Total W.P.C.I.			<u>325.00</u>
WEBER, KENNETH	REIMBURSE	FOODS CLASS	34.58
Total WEBER, KENNETH			<u>34.58</u>
WEX BANK	107696701	FUEL	1,978.46
Total WEX BANK			<u>1,978.46</u>

School District #9
10/10/2025 11:04 AM

Board Report - Board
OCTOBER 13, 2025 GENERAL FUND CHECKS

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Vendor Name	Invoice Number	Description	Amount
WOODWARDS DISPOSAL SERVICE	NO9286-558	SHREDDING SERVICE	32.50
Total WOODWARDS DISPOSAL SERVICE			<hr/> 32.50

YANDA'S MUSIC	775261	BAND	54.00
YANDA'S MUSIC	775364	BAND	12.00
YANDA'S MUSIC	775547	BAND	12.00
YANDA'S MUSIC	777988	BAND	67.00
YANDA'S MUSIC	777990	BAND	68.50
YANDA'S MUSIC	778010	BAND	38.97
YANDA'S MUSIC	778302	BAND	41.94
Total YANDA'S MUSIC			<hr/> 294.41

Fund Number 01

88,383.90

Checking Account ID GENERAL

88,383.90

Checking Account ID: BUILDING

Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
1039	10/13/2025				BDCONST	BD CONSTRUCTION	29,394.23
Check Type Total:			Check			Void Total: 0.00	Total without Voids: 29,394.23
Checking Account Total:			BUILDING			Void Total: 0.00	Total without Voids: 29,394.23
Grand Total:						Void Total: 0.00	Total without Voids: 29,394.23



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

Invoice **800669**
 Draw 37
 Date 8/4/25
 Customer 5009
 Billing Thru: 7/31/2025

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	\$	11,388,774.33
Retainage	\$	-
Total Earned Less Retainage	\$	11,388,774.33
Less Previous Billings	\$	(11,085,842.71)
AMOUNT DUE THIS INVOICE	\$	302,931.62

Net 10 Days

CSI

Division	Description	Quantity	Rate	Amount
01 General Requirements				
01-3113.10	Sr. Accounting	2.5	\$ 75.00	\$ 187.50
01-3113.20	Accounting	1	\$ 70.00	\$ 70.00
01-3113.44	Field Operations Director	27	\$ 120.00	\$ 3,240.00
01-3113.45	Project Engineer		\$ 150.00	\$ -
01-3113.50	Project Manager	13	\$ 85.00	\$ 1,105.00
			\$ 105.00	\$ -
01-3113.55	Assistant Project Manager	1	\$ 70.00	\$ 70.00
01-7700.99	Close out Procedures	1.5	\$ 80.00	\$ 120.00
01-1300.40	Incidental Const Services			
	Skilled Laborer	12.5	\$ 70.00	\$ 875.00
	Misc.			\$ 181.89
	Total Incidental Const Services			\$ 1,056.89
	TOTAL GENERAL REQUIREMENTS			\$ 5,849.39

26 Electrical

26-0500.99	Electrical			
	Subcontractor			\$ 3,170.00
	TOTAL ELECTRICAL			\$ 3,170.00

31 Earth Work

31-1413.99	Site Prep			
	Subcontractor			\$ 2,588.00
	TOTAL EARTH WORK			\$ 2,588.00

70 OTHER USER DEFINED

70-1000.10	Vehicle Fuel			\$ -
70-1000.20	Equipment Fuel			\$ 40.69
70-1000.99	Mileage			\$ -
	Week of 7/1/25-7/07/25 - BD24	256	\$0.655	\$ 167.68
70-1100.99	Estimating Adjustment			\$ 40,128.91
70-7000.99	Equipment			
	TOTAL OTHER USER DEFINED			\$ 40,337.28

INVOICE SUB TOTAL	\$	51,944.67
CONTRACTOR FEE	\$	986.95
TOTAL COMPLETED TO DATE	\$	52,931.62
RETAINAGE	\$	250,000.00
BOND	\$	-
TOTAL AMOUNT DUE	\$	302,931.62

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	\$	11,388,774.33
Remaining Amount	\$	142,694.77
Billed Percent		99%
RETAINAGE Balance	\$	-

Approved By:

Name: *Kent Cordes*
 Kent Cordes, Project Manager

Date: 8/4/2025

Name: *Linette Butler*
 Linette Butler, General Manager

Date: 8/4/2025

Name: _____
 Wilkins ADP

Date: _____

Thank you for choosing BD Construction, Inc./Kearney



Project:

Elm Creek Public Schools

Location:

Elm Creek, NE

Date:

July 31, 2025

Billed to Date

CSI	Description	Cont. / Supplier	Estimate	Billed to Date	Balance to Finish	Draw 37
01-0000-00	Pre-Construction General Conditions		\$ 28,700.00	\$ 28,555.00	\$ 145.00 99%	\$ -
01-3113-10	Sr. Accounting		\$ 150.00	\$ -	\$ 150.00	
01-3113-20	Accounting		\$ 280.00	\$ 385.00	\$ (105.00)	
01-3113-30	Sr. Estimating		\$ 14,400.00	\$ 26,700.00	\$ (12,300.00)	
01-3113-75	Contract Administration		\$ 1,470.00	\$ 1,470.00	\$ -	
01-3113-80	Project Executive		\$ 12,400.00	\$ -	\$ 12,400.00	
01-0000-00	General Conditions		\$ 518,823.78	\$ 566,763.99	\$ (47,940.21) 109%	\$ 4,840.18
01-3113-10	Sr. Accounting		\$ 11,700.00	\$ 10,275.00	\$ 1,425.00	\$ 187.50
01-3113-20	Accounting		\$ 10,920.00	\$ 15,960.00	\$ (5,040.00)	\$ 70.00
01-3113-30	Sr. Estimating		\$ -	\$ 840.00	\$ (840.00)	
01-3113-85	Field Operations Manager		\$ 37,440.00	\$ 28,860.00	\$ 8,580.00	\$ 3,240.00
01-3113-50	Project Manager		\$ 127,880.00	\$ 102,105.00	\$ 25,775.00	\$ 1,105.00
01-3113-55	Assistant Project Manager		\$ -	\$ 20,895.00	\$ (20,895.00)	\$ 70.00
01-3113-60	Superintendent		\$ 287,950.00	\$ 364,645.00	\$ (76,695.00)	
01-3113-65	Mileage (Sup. And Admin.)		\$ 2,028.78	\$ 10,797.49	\$ (8,768.71)	\$ 167.68
01-3113-65	Assistant Superintendent		\$ -	\$ 6,660.00	\$ (6,660.00)	
01-3113-70	Safety Consultant		\$ 2,925.00	\$ 1,528.00	\$ 1,397.00	
01-3113-75	Contract Administration		\$ 1,400.00	\$ 1,176.00	\$ 224.00	
01-3113-80	Project Executive		\$ 36,580.00	\$ 3,022.50	\$ 33,557.50	
01-0000-00	General Requirements		\$ 217,175.00	\$ 294,912.00	\$ (77,737.00) 136%	\$ 1,217.58
01-3100-40	Incidental Construction Services		\$ 27,000.00	\$ 106,522.66	\$ (79,522.66)	\$ 1,056.89
01-3100-50	Plan Documents		\$ 5,000.00	\$ (300.00)	\$ 5,300.00	
01-3300-10	Electronic Shop Drawing Reviewal Process	Submittal Exchange	\$ 12,500.00	\$ 18,218.61	\$ (5,718.61)	
01-4126-10	Permits		\$ 5,000.00	\$ 2,254.10	\$ 2,745.90	
01-4126-20	Fire Marshall Permit	Fire Marshall	\$ 500.00	\$ -	\$ 500.00	
01-4523-10	Soil Compaction	Allowance	\$ 15,000.00	\$ -	\$ 15,000.00	
01-4523-20	Geotech services / site investigation	Allowance	\$ 4,500.00	\$ -	\$ 4,500.00	
01-4523-30	Concrete Testing	Included in Soil testing above	\$ -	\$ -	\$ -	
01-4710-10	Builders Risk Insurance	OWNER	\$ -	\$ -	\$ -	
01-5113-10	Temporary Electrical	OWNER	\$ -	\$ -	\$ -	
01-5113-10	Power Office Trailer		\$ 1,500.00	\$ 446.94	\$ 1,053.06	
01-5123-10	Temporary Heat	NONE	\$ -	\$ 15,752.73	\$ (15,752.73)	
01-5133-10	Temporary Telephone (Cell Phone)		\$ 4,950.00	\$ 4,106.94	\$ 843.06	
01-5136-10	Temporary Water Drinking		\$ 630.00	\$ 271.66	\$ 358.34	
01-5136-20	Temporary Water Construction	OWNER	\$ -	\$ -	\$ -	
01-5213-10	Prjt Field Office Delivery (loaded mile)		\$ 330.00	\$ -	\$ 330.00	
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				\$	15,510.00	\$	(15,510.00)	\$ 120.00	
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	\$	2,427.94	\$	(927.94)	\$ 40.69	
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	\$	-		
137		Casework	Designercraft	\$	143,821.00	\$	143,821.00	\$	-		
138	07 00 00	Thermal & Moisture Protection		\$	478,595.44	\$	474,413.87	\$	4,181.57	99%	\$ (10,794.62)
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	\$	15,000.00	\$	-		\$ (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	\$	325,904.44	\$	-		\$ (9,105.15)
152	07-7123.10	Gutter and Downspouts	Included in Roofing			\$	-	\$	-		
154	07-9200.10	Sealants	Global Caulking	\$	37,441.00	\$	37,441.00	\$	-		\$ (171.83)
158		Insulation	Weathertight			\$	-	\$	-		

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	09 00 00	Finishes		\$	2,018,347.00	\$	2,016,937.00	\$	1,410.00	100%	\$	-
184		Gypsum Drywall	Midwest Partitions	\$	1,427,583.00	\$	1,427,583.00	\$	-			
186	09-2116.10	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	10 00 00	Specialties		\$	155,518.00	\$	138,119.50	\$	17,398.50	89%	\$	-
210		Display Boards	EPCO	\$	35,728.00	\$	35,728.00	\$	-			
212		Wall Protection (corner guards; minor wp)	EPCO	\$	10,808.00	\$	10,808.00	\$	-			
213		Fire Extinguishers	EPCO	\$	2,781.00	\$	2,781.00	\$	-			
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 Partitions	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	12 00 00	Furnishings		\$	15,500.00	\$	16,971.00	\$	(1,471.00)	109%	\$	-
230		Roller window shades	Allowance	\$	15,500.00	\$	16,971.00	\$	(1,471.00)			
232	14 00 00	Conveying Systems		\$	131,950.00	\$	131,950.00	\$	-	100%	\$	-
233		Elevator	Otis Elevator	\$	96,000.00	\$	96,000.00	\$	-			
237		Elevator - Lift	Access Elevator	\$	35,950.00	\$	35,950.00	\$	-			
240	21 00 00	Fire Suppresion		\$	99,975.00	\$	100,095.00	\$	(120.00)	100%	\$	-
241	21-1300.99	Automatic Fire Sprinkler System	Bamford	\$	98,800.00	\$	98,920.00	\$	(120.00)			
242	21-1300.99	Auto. Fire Sprinkler System - Disconnect Existing	Bamford	\$	1,175.00	\$	1,175.00	\$	-			
243												
244	22 00 00	Plumbing		\$	2,232,598.00	\$	2,232,598.00	\$	-	100%	\$	-
245		Plumbing	Anderson Bros	\$	2,223,728.00	\$	2,223,728.00	\$	-			
246	22-1000.99	Plumbing - Disconnect Existing Shop	Waggoner Plumbing	\$	8,870.00	\$	8,870.00	\$	-			
249												
250	26 00 00	Electrical		\$	1,284,743.66	\$	1,243,089.66	\$	41,654.00	97%	\$	3,170.00
257		Electrical	Kidwell	\$	1,276,731.00	\$	1,235,077.00	\$	41,654.00			\$ 3,170.00
258	26-0500.99	Electrical - Disconnect Existing Shop	Kidwell	\$	2,578.00	\$	2,578.00	\$	-			
264	26-0500.99	Electrical - Disconnect Existing Shop (Additional)	Kidwell	\$	5,434.66	\$	5,434.66	\$	-			
266												
275	31 00 00	Earthwork		\$	374,858.00	\$	362,446.00	\$	12,412.00	97%	\$	2,588.00
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	\$	2,588.00	\$	12,412.00			\$ 2,588.00
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	\$	10,580,893.29	\$	3,101.26		\$	1,021.14
			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	\$	455,002.60	\$	70,214.62		\$	50,923.53
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	\$	195,104.74	\$	16,920.28		\$	986.95
308			Subtotal	\$	11,461,469.10	\$	11,320,392.31	\$	141,076.79		\$	52,931.62
309			CM Bond Cost	\$	70,000.00	\$	68,382.00	\$	1,618.00			
			Total	\$	11,531,469.10	\$	11,388,774.31	\$	142,694.79		\$	52,931.62

Invoices By Job per Cost Code

BD Construction, Inc. / Kearney

07-31-2025

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All Invoices

Invoice	Invoice Date	Description	Original Amount
21-02-025 Elm Creek Public Schools - CMR			
01-3100-40 Incidental Const Services			
6517 First National-7626-RP			
PO Box 2818			
Omaha NE 68103			
2025-06-13	06-13-2025	pipe	181.89
			CSI Total 181.89*
26-0500-99 Common Work Results for Electr			
11342 Kidwell			
3333 Folkways Circle			
Lincoln NE 68504			
277085	07-18-2025	Draw 29-ECS	3,170.00
			CSI Total 3,170.00*
31-2313-10 Site Prep			
13373 Morten Construction LLC			
1120 62nd Avenue			
Kearney NE 68845			
324	07-24-2025	Draw-ECS	2,588.00
			CSI Total 2,588.00*
70-1000-20 Equipment Fuel			
6517 First National-7626-RP			
PO Box 2818			
Omaha NE 68103			
2025-06-06b	06-06-2025	equipment fuel	40.69
			CSI Total 40.69*
70-1100-10 Estimating Adjustment			
2249 Bigzbys Concrete, Inc			
121 Kaufman Ave			
Grand Island NE 68803			
ECS-04	07-11-2025	Draw 04-ECS	23,542.05
11342 Kidwell			
3333 Folkways Circle			
Lincoln NE 68504			
277085	07-18-2025	Draw 29-ECS	2,235.00

Invoices By Job per Cost Code

BD Construction, Inc. / Kearney

07-31-2025

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All Invoices

Invoice	Invoice Date	Description	Original Amount
21-02-025 Elm Creek Public Schools - CMR			
70-1100-10			
13373		Morten Construction LLC 1120 62nd Avenue Kearney	
		NE 68845	
325	07-24-2025	Draw-ECS	13,780.00
		CSI Total	39,557.05*
70-1100-99 Estimating Adjustment			
10115		Jack Lederman Co., Inc. 1901 5th Avenue Keatney	
		NE 68845	
w34445	07-01-2025	deck plate/square tube	571.86
		CSI Total	571.86*
Report Totals:			46,109.49*



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

Invoice **800701**
 Draw 38
 Date 9/4/25
 Customer 5009
 Billing Thru: 8/31/2025

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	\$	11,418,168.56
Retainage	\$	-
Total Earned Less Retainage	\$	11,418,168.56
Less Previous Billings	\$	(11,388,774.33)
AMOUNT DUE THIS INVOICE	\$	29,394.23

Net 10 Days

CSI

Division	Description	Quantity	Rate	Amount
01 General Requirements				
01-3113.10	Sr. Accounting	5	\$ 125.00	\$ 625.00
01-3113.20	Accounting	3	\$ 100.00	\$ 300.00
01-3113.44	Field Operations Director	38	\$ 150.00	\$ 5,700.00
01-3113.45	Project Engineer		\$ 150.00	\$ -
01-3113.50	Project Manager	7	\$ 125.00	\$ 875.00
		0.5	\$ 155.00	\$ 77.50
01-3113.55	Assistant Project Manager	0	\$ 70.00	\$ -
01-7700.99	Close out Procedures	0	\$ 80.00	\$ -
01-1300.40	Incidental Const Services			
	Skilled Laborer	34	\$ 87.00	\$ 2,958.00
	Misc.			\$ 23.98
	Total Incidental Const Services			\$ 2,981.98
	TOTAL GENERAL REQUIREMENTS			\$ 10,559.48
09 Finishes				
	Tiling		Subcontractor	\$ (3,399.00)
	Painting		Subcontractor	\$ 1,537.50
	TOTAL FINISHES			\$ (1,861.50)
26 Electrical				
26-0500.99	Electrical		Subcontractor	\$ 1,105.00
	TOTAL ELECTRICAL			\$ 1,105.00
70 OTHER USER DEFINED				
70-1000.10	Vehicle Fuel			\$ -
70-1000.20	Equipment Fuel			\$ 14.07
70-1100.99	Estimating Adjustment			\$ 22,994.10
70-7000.99	Equipment			
	TOTAL OTHER USER DEFINED			\$ 23,008.17

INVOICE SUB TOTAL	\$	32,811.15
Credit for BD's share of sod replacment	\$	(3,965.00)
CONTRACTOR FEE	\$	548.08
TOTAL COMPLETED TO DATE	\$	29,394.23
RETAINAGE	\$	-
BOND	\$	-
TOTAL AMOUNT DUE	\$	29,394.23

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	\$	11,418,168.56
Remaining Amount	\$	113,300.54
Billed Percent		99%
RETAINAGE Balance	\$	-

Approved By:

Name: *Kent Cordes*
 Kent Cordes, Project Manager

Date: 9/4/2025

Name: *Linette Butler*
 Linette Butler, General Manager

Date: 9/4/2025

Name: _____
 Wilkins ADP

Date: _____

Thank you for choosing BD Construction, Inc./Kearney



Project:

Elm Creek Public Schools

Location:

Elm Creek, NE

Date:

August 31, 2025

Billed to Date

CSI	Description	Cont. / Supplier	Estimate	Billed to Date	Balance to Finish	Draw 38
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	\$ 574,341.49	\$ (55,517.71) 111%	\$ 7,577.50
19	01-3113-10	Sr. Accounting	\$ 11,700.00	\$ 10,900.00	\$ 800.00	\$ 625.00
22	01-3113-20	Accounting	\$ 10,920.00	\$ 16,260.00	\$ (5,340.00)	\$ 300.00
24	01-3113-30	Sr. Estimating	\$ -	\$ 840.00	\$ (840.00)	
27	01-3113-85	Field Operations Manager	\$ 37,440.00	\$ 34,560.00	\$ 2,880.00	\$ 5,700.00
28	01-3113-50	Project Manager	\$ 127,880.00	\$ 103,057.50	\$ 24,822.50	\$ 952.50
30	01-3113-55	Assistant Project Manager	\$ -	\$ 20,895.00	\$ (20,895.00)	
32	01-3113-60	Superintendent	\$ 287,950.00	\$ 364,645.00	\$ (76,695.00)	
	01-3113-65	Mileage (Sup. And Admin.)	\$ 2,028.78	\$ 10,797.49	\$ (8,768.71)	
	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	\$ 297,908.05	\$ (80,733.05) 137%	\$ 2,996.05
54	01-3100-40	Incidental Construction Services	\$ 27,000.00	\$ 109,504.64	\$ (82,504.64)	\$ 2,981.98
55	01-3100-50	Plan Documents	\$ 5,000.00	\$ (300.00)	\$ 5,300.00	
56	01-3300-10	Electronic Shop Drawing Reviewal Process	\$ 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	\$ 500.00	\$ -	\$ 500.00	
59	01-4523-10	Soil Compaction	\$ 15,000.00	\$ -	\$ 15,000.00	
65	01-4523-20	Geotech services / site investigation	\$ 4,500.00	\$ -	\$ 4,500.00	
66	01-4523-30	Concrete Testing	\$ -	\$ -	\$ -	
67	01-4710-10	Builders Risk Insurance	\$ -	\$ -	\$ -	
69	01-5113-10	Temporary Electrical	\$ -	\$ -	\$ -	
70	01-5113-10	Power Office Trailer	\$ 1,500.00	\$ 446.94	\$ 1,053.06	
71	01-5123-10	Temporary Heat	\$ -	\$ 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	\$ -	\$ -	\$ -	
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				\$	15,510.00	\$	(15,510.00)	
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	\$	2,442.01	\$	(942.01)	\$ 14.07
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%
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	\$	-	
137		Casework	Designercraft	\$	143,821.00	\$	143,821.00	\$	-	
138	07 00 00	Thermal & Moisture Protection		\$	478,595.44	\$	474,413.87	\$	4,181.57	99%
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	\$	15,000.00	\$	-	
		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	\$	325,904.44	\$	-	
152	07-7123.10	Gutter and Downspouts	Included in Roofing			\$	-	\$	-	
154	07-9200.10	Sealants	Global Caulking	\$	37,441.00	\$	37,441.00	\$	-	
158		Insulation	Weathertight			\$	-	\$	-	

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	\$	2,013,538.00	\$	4,809.00	100%	\$	(3,399.00)
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	\$	125,817.00	\$	3,399.00		\$	(3,399.00)
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 Partitions	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	\$	1,244,194.66	\$	40,549.00	97%	\$	1,105.00
258	26-0500.99	Electrical	Kidwell	\$	1,276,731.00	\$	1,236,182.00	\$	40,549.00		\$	1,105.00
264	26-0500.99	Electrical - Disconnect Existing Shop	Kidwell	\$	2,578.00	\$	2,578.00	\$	-			
266	26-0500.99	Electrical - Disconnect Existing Shop (Additional)	Kidwell	\$	5,434.66	\$	5,434.66	\$	-			
275	31 00 00	Earthwork		\$	374,858.00	\$	362,446.00	\$	12,412.00	97%	\$	-
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	\$	2,588.00	\$	12,412.00			
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			Credit for BD's share of sod replacment								\$	(3,965.00)
300			Net	\$	10,583,994.55	\$	10,589,172.84	\$	(5,178.29)		\$	4,314.55
			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	\$	32,237.26	\$	11,329.71		\$	1,537.50
			CO#3-weight room demo	\$	42,574.15	\$	39,722.23	\$	2,851.92			
304			Estimating Adjustment	\$	525,217.22	\$	477,996.70	\$	47,220.52		\$	22,994.10
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	\$	195,652.82	\$	16,372.20		\$	548.08
308			Subtotal	\$	11,461,469.10	\$	11,353,751.54	\$	107,717.56		\$	29,394.23
309			CM Bond Cost	\$	70,000.00	\$	68,382.00	\$	1,618.00			
			Total	\$	11,531,469.10	\$	11,422,133.54	\$	109,335.56		\$	29,394.23

Invoices By Job per Cost Code

BD Construction, Inc. / Kearney

09-04-2025

Page 1

All Invoices

Invoice	Invoice Date	Description	Original Amount
21-02-025 Elm Creek Public Schools - CMR			
01-3100-40 Incidental Const Services			
6517 First National-3604-RP			
PO Box 2818			
Omaha NE 68103			
2025-08-11	08-11-2025	sponge/rags	15.86
2025-08-12	08-12-2025	screws	8.12
11147 Kearney Builders, LLC			
13018 Heil Manor Drive			
Reisterstown MD 21136			
KB250711	07-15-2025	labor 5/19/25 to 7/13/25	120.00
			CSI Total 143.98*
09-3000-99 Tiling			
6046 Floors Inc			
PO Box 22877			
Lincoln NE 68542-2877			
ECS-13	08-21-2025	Draw 13-ECS	3,399.00-
			CSI Total 3,399.00-*
09-9100-10 Painting			
11024 Kucera Painting Inc			
1511 East 11th Street			
Kearney NE 68847			
PH-ECS	09-04-2025	PH-ECS	1,537.50
			CSI Total 1,537.50*
26-0500-99 Common Work Results for Electr			
11342 Kidwell			
3333 Folkways Circle			
Lincoln NE 68504			
281428	08-20-2025	Draw 30-ECS	1,105.00
			CSI Total 1,105.00*

Invoices By Job per Cost Code

BD Construction, Inc. / Kearney

09-04-2025

Page 2

All Invoices

Invoice	Invoice Date	Description	Original Amount
21-02-025 Elm Creek Public Schools - CMR			
70-1000-20 Equipment Fuel			
23217 Western Oil II. LLC			
PO Box 10			
Valentine NE 69201			
2025-08-01	07-31-2025	July 2025 Fuel Bill	14.07
CSI Total			14.07*
70-1100-10 Estimating Adjustment			
2249 Bigzby's Concrete, Inc			
121 Kaufman Ave			
Grand Island NE 68803			
4685	07-31-2025	replace concrete	3,327.10
20285 TL Sund Constructors, Inc			
PO Box 826			
Lexington NE 68850			
037758-3226	08-01-2025	elm creek sidewalk	988.00
CSI Total			4,315.10*
70-1100-99 Estimating Adjustment			
10028 Johnson Lawn & Landscape			
3990 Coal Chute Road			
Kearney NE 68847			
15283	08-12-2025	sprinklers/sod Elm Creek	18,679.00
CSI Total			18,679.00*
Report Totals:			22,395.65*

Elm Creek Public Schools

Emergency Operations Plan Summary (EOP)

Purpose & Scope: Districtwide, all-hazards plan to protect students, staff, and visitors across school day, activities, and transportation.

Governance & Compliance: Board-approved policies; annual review by Safety & Security Team; aligned with NIMS/ICS and local responder protocols.

Incident Command System (ICS): Defined roles (Incident Commander, Safety, PIO, Operations, Planning, Logistics, Finance/Admin); building admin acts as initial IC until responders assume command.

Standard Response Protocols: Plain-language actions: Hold, Secure, Lockdown, Evacuate, Shelter.

Communication: Layered internal alerts; parent/guardian notifications; media coordination; reunification messaging.

Accounting & Reunification: Rosters; student/staff accountability; designated reunification sites; ID verification and documentation.

Special Populations: Supports for IEP/504/medical needs, English learners, and visitors; accessible instructions and transportation considerations.

Facilities & Transportation: Updated floor plans, utility shut-offs, AED locations; bus evacuation procedures and alternate routes.

Training & Drills: Staff training; required drills (fire, lockdown, shelter).

Hazard Annexes (Examples): Severe weather, fire, intruder/active assailant, medical emergency, hazardous materials, bomb threat, missing student, transportation incident.

Recovery & After-Action: Counseling/mental-health supports; family communication; return-to-learn/work; after-action reviews with updates to the plan.

Plan Maintenance: Version control, secure access, and post-incident/annual revisions; distribution to administrators and first-responder partners.

2001

Role of the Board of Education

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

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

1. Establishment of Mission, Goals and Policies

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

2. Establishment and Maintenance of School Facilities and Other Resources

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

3. Selection of the Superintendent of Schools

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

furnish educational leadership to the board, the school staff, and the community.

4. Fiscally Responsible Budget

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

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

5. Evaluation of Program

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

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; October 13, 2025

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

1. Membership, Term and Election

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

2. Internal Organization and Officers

a. President

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

b. Vice President

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

c. Secretary

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

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

d. Treasurer

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

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

- a. Unless otherwise delegated by the board, the president and secretary of the board shall sign checks, warrants, and other instruments of the district.
 - b. The board may delegate another person to sign and validate any checks, warrants, and other instruments. Facsimile signatures of board members may be used.
-

- c. The board delegates that the vice president or treasurer may sign any warrant in the absence of either the president or the secretary.

4. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:
 - i. If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.
 - ii. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.
 - iii. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

5. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
-

- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics. The committee's duties shall be those prescribed by Nebraska statutes, which include:
- i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
 - ii. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
 - iii. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
 - iv. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
 - v. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
 - vi. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
 - vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
-

1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
 2. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
 3. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event;
- viii. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

6. Vacancies

- a. A vacancy on the board of education shall exist when any one of the following occurs:
 - i. A member submits his or her formal resignation from the board.
-

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

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022, January 9, 2025; October 13, 2025

2003

Development and Education of Board Members

1. New Board Member Orientation

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

2. Ongoing Development and Education

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

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

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

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; October 13, 2025

2004
Oath of Office

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

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

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

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022, Jan. 9, 2025; October 13, 2025

2005
Conflict of Interest

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

1. Definitions. For purposes of this policy:

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

(1) A business in which the board member or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.

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

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

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

2. Contracts with the School District.

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

more, in any one year, with this school district unless the contract is awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular office hours the proposals considered and the contract awarded. Board members who enter into employment contracts with the school district must also comply with the board's policy on the employment of board members.

- b. The existence of any conflict of interest in any contract in which the board member has an interest and in which the school district is a party, or the failure to make public the board member's interest known, may render a contract null and void.
 - c. The prohibition of a conflict of interest or requirement for the board member to make public notice shall apply when the board member, or his or her immediate family has a business association with the business involved in the contract or will receive a direct pecuniary fee or commission as a result of the contract.
 - d. The prohibition in this section does not apply if the contract is an agenda item approved at a board meeting and the board member:
 - (1) Makes a declaration on the record to the school board regarding the nature and extent of his or her interest prior to official consideration of the contract;
 - (2) Does not vote on the matters of granting the contract, making payments pursuant to the contract, or accepting performance of work under the contract, or similar matters relating to the contract, except that if the number of members of the school board declaring an interest in the contract would prevent the board with all members present from securing a quorum on the issue, then all members may vote on the matters; and
 - (3) Does not act for the school board as to inspection or performance under the contract in which he or she has an interest.
-

3. Contracts with Board Member's Immediate Family.

a. If a person in a board member's immediate family is an employee of this school district, the board member may vote on all issues of a contract which are generally applicable to:

- (1) All district employees.
- (2) All employees within a specific classification but which does not single out the member of his or her immediate family.

4. Employing Members of the Immediate Family.

a. A board member may recommend for employment or supervise the employment of an immediate family member if:

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

- (5) The board approves the employment or supervisory position.
 - b. The board has not terminated the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
 - 5. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment
 - a. No board member shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:
 - (1) a public official, public employee, or candidate.
 - (2) a member of the immediate family of an individual listed in Subparagraph 'a' above.
 - (3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.
 - b. No board member shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the board member would thereby be influenced.
 - c. A board member shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which he or she is associated.
 - d. A board member shall not use personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.
 - 6. Conflict of Interest Relating to Campaigning or Political Issues
-

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

7. Conflict of Interest Statement

- a. Any board member who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects
-

of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

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

8. Recordkeeping

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

shall be available for public inspection during normal working hours of the office in which it is kept.

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

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: March 11, 2024, January 9, 2025; October 13, 2025

2006
Complaint Procedure

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

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

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

Complaint and Appeal Process.

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

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

- b) Strongly encourage the complainant to reduce his or her concerns to writing.
 - c) Interview the complainant and ,if necessary, the respondent against whom the complaint was filed, to determine:
 - 1) All relevant details of the complaint;
 - 2) All witnesses and documents which the complainant believes support the complaint;
 - 3) The action or solution which the complainant seeks.
 - d) Respond to the complainant. If the complaint involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or coordinator receives the complaint.
4. If either the complainant or the respondent is not satisfied with the decision he or she may appeal the decision to the superintendent. The superintendent may assign a qualified designee to hear any appeal.
- a) The appeal must be in writing.
 - b) This appeal must be received by the superintendent no later than three (3) calendar days from the date of the decision.
 - c) For complaints addressed through other applicable procedures that do not include a separate investigatory process, the superintendent will investigate as he or she deems appropriate.
 - d) The superintendent will prepare a written decision and provide it to the complainant and any other person entitled by law to receive the appeal decision. For complaints involving discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the superintendent receives the complainant's written appeal. Appeals to the superintendent from complaints
-

involving discrimination or harassment are final once the superintendent delivers the written decision, as are all other appeals/complaints to the superintendent unless the complaint can be appealed on the limited grounds to appeal to the board below.

5. The board's role is to set policy, establish and implement a budget, and evaluate the superintendent. The board does not manage the daily operations of the school district entrusted to its administration unless required by law or policy. Because of the board's statutory roles, it doesn't hear complaints or appeals that may involve oversight or discipline of students, staff, or others, unless those involve the superintendent as discussed below. The board does not hear complaints or appeals based on allegations of discrimination or harassment unless otherwise required by law. The board will hear appeals only in the following circumstances:

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

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

- d) This appeal must be in writing.
 - e) This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated his/her decision to the complainant.
 - f) This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint appeal. However, all matters involving discrimination or harassment allegations against
-

the superintendent shall be promptly and thoroughly investigated by the board president or a designee.

- g) The board president will notify the complainant and any other person legally required to receive the decision in writing of its decision. If the complaint involves discrimination or harassment allegations against the superintendent, the board president shall submit the decision within 180 calendar days after receiving the written appeal.
 - h) There is no appeal from any decision of the board unless authorized by law.
6. Formal complaints about the superintendent shall be filed with the president of the board. However, complaints about the superintendent do not include disagreement with the superintendent's decision on appeal based on a complaint of discrimination, harassment, or action of any other employee who is not the superintendent. Upon receipt of a complaint, the board president or his or her designee shall promptly and thoroughly investigate the complaint, and shall:
- a) Coordinate with school district staff, other than the superintendent, to determine if another procedure in policy or law requires the complaint against the superintendent to follow another procedure. If so, the board president will coordinate handling the complaint through that procedure. If another procedure applies, such as in the case of allegations of sex discrimination against the superintendent, the board president or, at his or her discretion, the full board will serve only to hear any appeal by a party to the complaint.
 - b) Determine whether the complainant has discussed the matter with the superintendent.
 - 1) If the complainant has not, the board president or designee will urge or require the complainant to discuss the matter directly with the superintendent, if appropriate or required.
-

- 2) If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
- c) Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting by the full board.
- d) Respond to the complainant or appeal. If the complaint or appeal involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.
- e) Appoint or contract with other individuals qualified to assist the board through this process or any other applicable procedure used to address allegations against the superintendent.

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

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

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

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the

school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

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

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

Adopted on: December 14, 2020

Revised on: July 8, 2024, July 14, 2025

Reviewed on: May 9, 2022; October 13, 2025

Reimbursement and Miscellaneous Expenditures

1. Board members, employees, and volunteers of the school district are expected to maintain and enhance their effectiveness by being well-informed on issues affecting education. They are encouraged to attend education workshops, conferences, training programs, official functions, hearings, and meetings sponsored by the school district or state and national educational organizations which are helpful to them in performing their duties or which are in the best interests of the school district.

2. This board hereby gives prior approval for board members to attend meetings described in the preceding paragraph. Upon approval by the board president, or the superintendent or designee when the board president is unavailable, such board members may attend authorized meetings without further action or approval by the board, and shall be paid or reimbursed for registration costs, tuition costs, fees or charges, travel expenses, and costs of meals and lodging as permitted by law.

a. The superintendent or the superintendent's designee may authorize employees and volunteers to attend meetings described in the first paragraph and may authorize the payment of such registration costs, tuition costs, fees, charges, travel expenses, costs of meals, and/or costs of lodging as he or she deems appropriate and as permitted by law.

b. Expenses for attendance at any of the above activities shall be paid by the school district as allowed by law. The Board shall pay or reimburse attendees for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that such reimbursement is permitted by law.

c. The board authorizes the expenditure of funds for non-alcoholic beverages for individuals attending public meetings of the board and non-alcoholic beverages and meals for individuals while performing or immediately after performing relief, assistance, or support activities in emergency situations, and for any volunteers during or immediately following their participation in any activity approved by the board.

d. It is in the best interest of this school district to recognize service by board members, employees, and volunteers. The board authorizes the president, superintendent or the superintendent's designee to determine when and to whom plaques, certificates of achievement, flowers or other items of value should be granted, provided that no such plaque, certificate, flowers or other item of value shall cost more than \$100.00.

e. Funds may be spent for one recognition dinner each year for elected and appointed officials, employees or volunteers of the school district. The maximum cost per person for such a dinner shall not exceed \$50.00.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022, July 8, 2024; October 13, 2025

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: December 16, 2020

Revised on: September 29, 2022, July 8, 2024

Reviewed on: October 13, 2025

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.

7/8/24

2010

Preparation for Board Meetings

The superintendent will create the agenda and board packet in consultation with the board president. The materials will be sent or delivered to each board member in advance of the meeting. Members of the public have no entitlement to place an item on the board's agenda, but may address the board during the next meeting at which the board receives public comment.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; October 13, 2025

2011

Membership in Organizations

The board may hold membership in organizations approved by the board.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; October 13, 2025

2012
Board Code of Ethics

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
 2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
 3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
 4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
 5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
 6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
 7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
 8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
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9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;
10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022, January 9, 2025; October 13, 2025

2013

Violation of Board Ethics

The board of education is responsible for enforcing the code of ethics of its members. If any member of the board commits a serious or repeated violation of the code, the board may take any of the following steps:

1. The board president may confer with the board member who has violated the code of ethics in order to:
 - a. Identify the provision of the code that the member has violated;
 - b. Propose how the member can remedy the violation;
 - c. If the board member who violated the code is the board president, the vice president is empowered to confer with the president about the violation.
2. The board may discuss the violation as an agenda item at a meeting to confront the offending board member. However, the board will not enter closed session to hold the discussion of the ethics violation unless the Open Meetings Act authorizes a closed session.
3. The board may vote to publicly censure any board member who commits a serious or repeated violation of the code. The board will pass a censure motion to inform the community that an individual member of the board is not fulfilling the responsibilities for which he or she was elected.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; October 13, 2025

2014

Relationship with District Legal Counsel

The board will engage legal counsel to assist it and the administration in dealing with legal issues. When the district faces circumstances in which legal counsel may be needed between board meetings, the board president or superintendent may engage legal counsel on the board's behalf.

The superintendent and the board president shall have the authority to contact the school's legal counsel on behalf of the district. The superintendent may give other members of the administration permission to contact the district's legal counsel on an as-needed basis. Individual board members other than the president may not contact the district's legal counsel on behalf of the board without the approval of the board president or a majority of the board.

Any board member who contacts the district's legal counsel without board approval may be personally responsible for any legal fees incurred as a result of the unapproved contact.

The superintendent will, to the extent permitted by law, keep the board informed of matters in which the district's legal counsel is involved.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022, January 9, 2025; October 13, 2025

2016

Participation in Insurance Program by Board Members

Members of the board of education may participate in the school district's health and life insurance plans which are provided to school district employees. A board member electing to participate in the insurance program of the school district shall pay both the employee and the employer portions of the premiums to the district in advance of any payments being due from the district to the insurance carrier.

Every three months, the board will place on its agenda a report identifying the board members who have elected to purchase insurance coverage through the district. This report shall be made available in the school district office for review by the public upon request.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022; September 9, 2024; December 9, 2024;
October 13, 2025

2017

Indemnification and Liability Insurance

In addition to circumstances where it is obligated to provide indemnity or procure insurance, the school board has broad authority to purchase insurance or otherwise indemnify school board members, officers, employees, or agents of the school district. The school board will purchase liability insurance and provide indemnification at its discretion and review its current coverages and indemnification obligations when it deems appropriate.

In the event the school district's current insurance, indemnification agreements, contract obligations, or other promises to indemnify do not cover a situation which the school board can agree to cover, the school board may authorize indemnification. The school board may elect to indemnify any board member, officer, agent, or employee if he or she is a party or is threatened to be made a party in any pending or completed suit, proceeding, or any other action, whether criminal, civil, administrative, or investigative, if the individual is involved because of current or past service on the board, employment, or agency relationship with the school district. However, the indemnification and defense will only be considered if such person acted in good faith and in a manner he or she reasonably believed to be in the best interests or not opposed to the best interests of the school district, including in a criminal proceeding if he or she had no reasonable cause to believe the conduct was unlawful.

In circumstances involving employees, the board delegates to the Superintendent the authority to provide the indemnification to the extent the Superintendent is authorized to procure legal services, as long as the indemnification is otherwise consistent with the authority granted under the law.

Adopted on: December 14, 2020

Revised on: _____

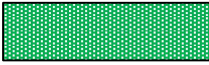
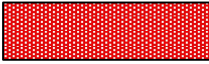


Reviewed on: May 9, 2022; October 13, 2025

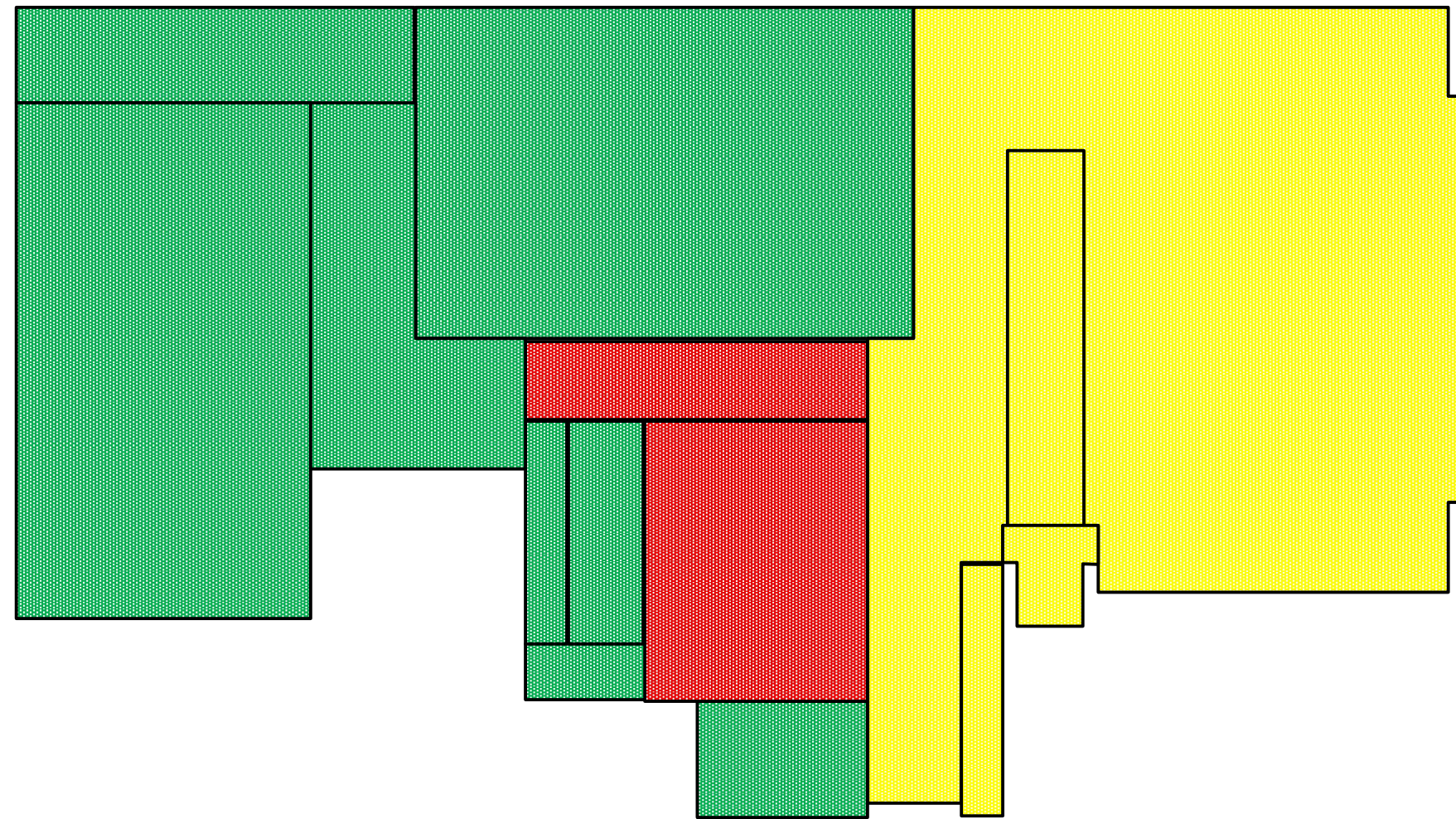


The Garland Company
3800 E. 91st Street
Cleveland, OH 44105

NO.	DATE	REVISION DESCRIPTION
#1	9-1-25	INITIAL ISSUE SET








Current Roof Systems

	15+ Years
	Hallway: \$120,000-\$140,000
	Aux. Gym: \$195,000-\$210,000
	High School: \$650,000-\$725,000



Elm Creek Schools
230 E Calkins Ave.
Elm Creek, NE 68836

Legend

	Roof Drain
	Drain Overflow
	Roof Curb
	Plumbing Stack
	Vent Stack
	Structural Slope
	Tapered Slope



ALL MEASUREMENTS AND CORE
DATA TO BE COMPLETED BY
ROOFING CONTRACTOR

Drawing Scale
1" = 50'

SHEET TITLE:

**ROOF
REPORT**

SHEET NO.

A1



Inspection Report



ELM CREEK SCHOOLS
230 E CALKINS AVE.
ELM CREEK, NEBRASKA 68836

FACILITY: K-12	ROOF SECTION: Junior/Senior High	DATE: 07/25/2025
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Inspection Information

Inspection Date	07/25/2025	Core Data	No
Inspection Type	Visual Inspection	Leakage	Yes

Overall

Rating	Poor
Condition	



We have been chasing a few leaks this summer in the small section to the south of the gym wall. Note the ceiling tile stains approximately every 10 feet above the trophy case.

2



This current EPDM membrane is susceptible to holes and punctures.... even holes as small as these can create leaks.

3



Example of a large hole from impact. This was in a location directly above the trophy case.



Each lap seam along the gym wall is showing signs of degradation. These matched with our 10 feet measurements.



The corner and expansion detail has lead to multiple openings that have lead to leaks.

6



Example of new lap seam patch to help keep this section watertight.

7



New patches were installed on the corner and expansion joint to help keep watertight.

**ELM CREEK PUBLIC SCHOOLS
CLASS CAPACITY RESOLUTION
2026-2027**

WHEREAS, the School Board is required by law to adopt by resolution policies and specific standards for acceptance or rejection of option enrollment applications by October 15th for the following school year; and,

WHEREAS, the School Board has received and reviewed evidence and information submitted by the administration and other sources and made determinations thereon with respect to standards for acceptance or rejection and with respect to the capacity of this school district to accept option enrollment students based upon available staff, available facilities, projected enrollment, and availability of special education programs for the following school year; and,

WHEREAS, the School Board has determined that the educational interests of this school district would be best served by adoption of the resolutions, and the policies and specific standards herein contained.

NOW, THEREFORE, BE IT RESOLVED that the Option Enrollment Policy presented to the School Board as Policy 5006, and Appendix "1" to such Policy 5006, should be and the same are hereby adopted, and any previous policy or interpretation or application of the option enrollment program which is or has been inconsistent with the Policy 5006, and Appendix "1" to such Policy 5006, are repealed effective on the date of the passage of this resolution,

BE IT FURTHER RESOLVED that all paragraphs, subparagraphs, and portions of words of this Resolution, of Policy 5006, and Appendix "1" to such Policy 5006 are severable and that in the event any of the same are determined to be invalid for any reason, such determination shall not affect the validity of any of the remainder of the same.

BE IT FURTHER RESOLVED that policies and specific standards for acceptance or rejection of option enrollment applications should be and are hereby adopted, for applications filed after adoption of this resolution, and are hereinafter set forth:

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

The following members voted against the same: _____.

The following members were absent or not voting: _____.

The Resolution having been consented to and approved by a majority of the members of the School Board, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this 13th day of October, 2025.

By: _____
Lynette Mitchell - President

Attest: _____
Hannah Hild - Secretary

Appendix “1” to Option Enrollment Policy

The following is Appendix “1” to Policy 5006 for the current school year. The Board of Education hereby sets forth the maximum number of option students for the current school year in any program, class, grade level or school building or in any special education programs operated by this school district, based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this school district will contract based on existing contractual arrangements, and availability of appropriate special education programs. Any program, class, grade level, or school building which has “0” as the No. of Option Students is hereby declared unavailable to option students due to lack of capacity.

PROGRAM	PROGRAM CAPACITY	PROJECTED ENROLLMENT	NO. OF OPTION STUDENTS
Kindergarten	15 Per section	15 Per section	0
First	15 Per section	14 Per section	1 Per Section
Second	15 Per Section	22 Per Section	0
Third	18 Per Section	24 Per Section	0
Fourth	22 Per Section	19 Per Section	3 Per Section
Fifth	24 Per Section	17 Per Section	7 Per Section
Building Capacity, Elementary	X	X	X
Sixth	24 Per Section	24 Per Section	0
Seventh	40	30	10
Eighth	40	25	15
Building Capacity, Middle School Attendance Center	X	X	X
Ninth	40	25	15
Tenth	40	33	7
Eleventh	40	30	10
Twelfth	40	37	3
Building Capacity, Sr. High School Attendance Center	X	X	X

* Special education capacity will be determined on a case-by-case basis in accordance with state law and the available resources as determined by the District’s Director of Special Education or designee.

2008
Meetings

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

2. Notice

The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public.

Publication Procedure if the Newspaper Will Be Finalized for Printing Prior to the Time and Date of the Meeting. Notice of regular and special meetings shall be (1) published in a newspaper of general circulation within the district that is finalized for printing prior to the time and date of the meeting, (2) posting on the newspaper's website, if available, and (3) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers.

Publication Procedure if the Newspaper Will Not Be Finalized for Printing Prior to the Time and Date of the Meeting. Notice of regular and special meetings shall be (1) posting on the newspaper's website, if available, and (2) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the school district's jurisdiction is to be finalized for printing prior to the time and date of the meeting.

Newspapers of general circulation in the district include the Kearney Hub. Such notice shall contain a statement that the agenda shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting on the school district's website, posting in three prominent places within the school district, or by any other appropriate method designated by the board.

In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the school district will (1) post the notice on its website, if available, (2) request the newspaper submit a post on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) post the notice in a conspicuous public place in the school district's jurisdiction. The school district will keep a written record of the posting and the written request to the newspaper.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay. Notice of the date, time, and location of the postponed meeting will be advertised as required in the "Notice" section above.

4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, the method(s) and date(s) of the meeting notice, and the substance of all matters discussed.
- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session, and the record shall state how each member voted, or if the member was absent or not voting.
- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and may be published on the school district's website.

Adopted on: December 14, 2020

Revised on: July 8, 2024; April 14, 2025; July 14, 2025; October 13, 2025

Reviewed on: May 9, 2022; January 9, 2025



NASB STANDARD SUPERINTENDENT EVALUATION

STANDARD 1: MISSION, VISION, & GOALS

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

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

Excellent <small>The supt. does an outstanding job at this task.</small>	Good <small>The supt. performs this task as required.</small>	Average <small>The supt. does an adequate job performing this task.</small>	Fair <small>The supt. does a passable job performing this task.</small>	Poor <small>The supt. does not perform this task well or at all.</small>	Unsure <small>I do not have certainty or confidence that the supt. completes this task.</small>
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I.a.	Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals.					
I.b.	Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community), using relevant data in the discussion of long-term plans and goals.					
I.c.	Effectively utilizes data to implement, guide, and monitor progress of district goals/strategic plan.					
I.d.	Adjusts mission and vision to changing expectations and opportunities for the district and changing needs and situations of students.					
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • 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?					

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 <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
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II.a.	Works with the board to review, update and adopt effective and purposeful district policy.					
II.b.	Governs consistently through board policy and administrative protocols and procedures.					
II.c.	Provides public access to district policy.					
II.d.	Ensures all handbooks are aligned to district policy.					
II.e.	Implements a policy to ensure curriculum is reviewed and aligned with current state standards.					
II.f.	Understands, complies with, and educates the school community on local, state, and federal laws, policies, and regulations.					
II.g.	Ensures student discipline is implemented with integrity and consistency.					
II.h.	Ensures student and personnel policies are clear and implemented consistently.					
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • 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.*



STANDARD III: BUDGET PLANNING & MANAGEMENT

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

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

Excellent <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
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III.a.	Upholds fiscal responsibility and accountability.						
III.b.	Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals.						
III.c.	Utilizes data, research, and informed decision-making to support the allocation of district resources.						
III.d.	Updates board with historical and current budget data to monitor revenue and expenditures.						
III.e.	Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board.						
III.f.	Advocates for and pursues innovative solutions to improve and expand fiscal and human resources.						
III.g.	Ensures the maintenance and upkeep of facilities.						
III.h.	Institutes and manages operations and administrative systems that promote the mission and vision of the school.						
III.i.	Strategically manages staff resources, assigning and scheduling teachers and staff to roles that optimize their professional capacity.						
III.j.	Develops, implements, and sustains a responsive district crisis and safety plan.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Budget strategic/district goals • Professional development plan • Monthly budget reports • Quarterly expenditure updates • District audit • Crisis and safety plan • Executive summary of the safety audit • Management and use of alternative resources (i.e. ESU funding, all grant applications, etc.) • Five/Ten-year facility plan • Budget development calendar/board • Financial policies • Forecast financial data 						

NASB STANDARD SUPERINTENDENT EVALUATION

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 and well-being.

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

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



NASB STANDARD SUPERINTENDENT EVALUATION

	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • 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 	
	<p>If you were to suggest one improvement to Educational Leadership for the upcoming year, what would it be?</p>	

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

STANDARD V: ORGANIZATIONAL & CULTURAL LEADERSHIP

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

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

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

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V.h.	Maintains a safe, caring, and healthy school environment.						
V.i.	Provides systems of academic and social supports, services, extracurricular activities, and accommodations to meet the range of learning needs of each student.						
V.j.	Supports and develops effective and caring teachers and other professional staff, ensuring an educationally effective staff.						
V.k.	Promotes the personal and professional health, well-being, and work-life balance of faculty and staff.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> • Conflict resolution process • Leadership development plan • Professional development plan • Hiring protocols and procedures • Evidence to validate engagement of parents/families • Diversity, equity and inclusion initiatives • Personnel policies 						
	If you were to suggest one improvement to Organizational and Cultural Leadership for the upcoming year, what would it be?						

STANDARD VI: COMMUNITY RELATIONS

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

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

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

NASB STANDARD SUPERINTENDENT EVALUATION

VI.f.	Understands and is respectful of the political, economic, and social aspects of the community.						
VI.g.	Is approachable, accessible, and welcoming to families and members of the community.						
VI.h.	Builds and sustains productive partnerships with public and private sectors to promote school improvement and student learning.						
VI.i.	Advocates publicly for the needs and priorities of students, families, and the community.						
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Community engagement summary/report • District partnerships and initiatives established to provide resources and support • Partnership support received through the district foundation, scholarships, grant monies, etc. • Inter-local agreements • District annual report • Communications designed by and distributed to generate support of the district • Membership and participation with civic, community and state organizations • Meeting invitations/agendas 						
	If you were to suggest one improvement to Community Relations for the upcoming year, what would it be?						

STANDARD VII: PROFESSIONAL LEADERSHIP

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

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

- Excellent**
The supt. does an outstanding job at this task.
- Good**
The supt. performs this task as required.
- Average**
The supt. does an adequate job performing this task.
- Fair**
The supt. does a passable job performing this task.
- Poor**
The supt. does not perform this task well or at all.
- Unsure**
I do not have certainty or confidence that the supt. completes this task.

VII.a.	Models positive and professional leadership based upon ethics, trust, integrity, and respect.						
VII.b.	Addresses concerns and opinions with respect and confidence.						
VII.c.	Develops teachers' and staff members' professional knowledge and practice through differentiated opportunities for learning and growth.						

NASB STANDARD SUPERINTENDENT EVALUATION

VII.d.	Provides an effective evaluation process with actionable feedback anchored in research and evidence based instructional practices.						
VII.e.	Exemplifies a life-long learning model to grow personal and professional knowledge.						
VII.f.	Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.						
VII.g.	Establishes and maintains a comprehensive onboarding and mentoring program to effectively support new certified hires.						
VII.h.	Sustains a professional culture of engagement and commitment to shared mission, goals, and objectives pertaining to student success.						
VII.i.	Establishes clear and consistent expectations for staff.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> • Memberships • Professional development activities (including, but not limited to conferences, workshops, committee work, studies, research, and published works) • Educational growth plan (professional goals and development) • Leadership team development plan • District staff professional development plan 						
	If you were to suggest one improvement to Professional Leadership for the upcoming year, what would it be?						

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

STANDARD VIII: BOARD-SUPERINTENDENT RELATIONS

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

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

Excellent <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
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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.						

NASB STANDARD SUPERINTENDENT EVALUATION

VIII.d.	Demonstrates collaborative problem solving and decision-making.						
VIII.e.	Supports board committee work as part of effective board decision-making.						
VIII.f.	Collaboratively supports or opposes, local, state and/or federal legislation impacting the district.						
VIII.g.	Encourages and helps to develop board members' knowledge of educational issues and trends and their impact on the school community.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> • Superintendent performance plan/goals • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes 						
	If you were to suggest one improvement to Board-Superintendent Relations for the upcoming year, what would it be?						

STANDARD IX: STRATEGIC PLANNING

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

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

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

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IX.e.	How has the implementation of the strategic plan altered the focus of the superintendent and his/her engagement with the board?	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Superintendent performance plan/goals • NASB Strategic Plan Progress Analysis Reports • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes 	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	

SUPERINTENDENT GOALS

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



NASB STANDARD SUPERINTENDENT EVALUATION

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)



Students with unverified absences or tardies totaling 10% or more of enrolled school days are ineligible for special school activities (e.g., Homecoming, Prom) for that term, unless approved by administration for documented extenuating circumstances (e.g., verified medical appointments).