

Agenda

1. Call the meeting to order
2. Open Meetings Law
3. Roll Call
4. Consent Agenda
 - 4.1. Approval of Minutes
 - 4.2. Approval of General Fund Bills
 - 4.3. Approval of Board Member Absence
5. Treasurer's report
6. Recognition of Students and Staff
7. Recognition of Visitors/Public Comment
8. ACTION ITEMS
 - 8.1. Approve Tekamah-Herman Education Association as the official and only negotiating body for certified staff
 - 8.2. Revise, update policy 2008 Meetings
 - 8.3. Re-allocate ear-marked depreciation funds
 - 8.4. Discuss, consider, and take all action to set a timeline for the superintendent's evaluation
 - 8.5. Approve Kiley Delzer as a substitute teacher
9. DISCUSSION ITEMS
 - 9.1. Set meeting for Committee on Americanism
10. Principal Reports
 - 10.1. Elementary Principal
 - 10.2. Secondary Principal
11. Board Reports
 - 11.1. Building, Grounds, and Transportation Committee Report
12. Superintendent Report
13. Next meeting date and time: Monday, November 10th, 2025 at 5:30 pm
14. Adjournment

Immediately Following Budget Hearing -
Property Tax Request Hearing
Monday, September 8, 2025 5:30 PM Central

Tekamah-Herman Public Schools
112 N 13th St
Tekamah, NE 68061

Chris Booth: Absent
Abby Mathistad: Present
Mandyn Pruess: Present
Burt Rogers: Present
Bill Skinner: Present
Sheryl Stansberry: Present
Present: 5, Absent: 1.

1. Call the meeting to order

2. Open Meetings Law

3. Roll Call

4. Recognition of Visitors/Public Comment

There was no public comment.

5. Action Items

5.1. Approve the 2025-26 Tax Asking Resolution

The motion to approve the 2025-2026 tax asking resolution as presented Passed with a motion by Burt Rogers and a second by Sheryl Stansberry.

Chris Booth: Absent, Abby Mathistad: Yea, Mandyn Pruess: Yea, Burt Rogers: Yea, Bill Skinner: Yea, Sheryl Stansberry: Yea

Yea: 5, Nay: 0, Absent: 1

Mr. Kjar presented the Board with the final results prepared for the 2025-26 budget. Tekamah-Herman Schools grows their budget by the allowable amount each year using all of the budget authority allowed. Kjar works closely with the Department of Education's Finance department to follow all rules and regulations. This budget is due on September 30, 2025. The tax asking for the general fund is \$7,543,112 requiring a levy of \$0.613998. Last year's tax asking was \$6,816,210 with a levy of \$0.593690. The Special Building fund's tax asking is \$700,000 requiring a levy of \$0.056979 compared to last year's tax asking of \$600,000 with a levy of \$0.052260. The Bond fund's tax asking is \$954,949 requiring a levy of \$0.077731, compared to last year's tax asking of \$954,949 with a levy of \$0.083176.

5.2. Approve the 2025-26 School Budget

The motion to approve the 2025-2026 Tekamah-Herman Schools budget as presented Passed with a motion by Abby Mathistad and a second by Burt Rogers.

Chris Booth: Absent, Abby Mathistad: Yea, Mandyn Pruess: Yea, Burt Rogers: Yea, Bill Skinner: Yea, Sheryl Stansberry: Yea

Yea: 5, Nay: 0, Absent: 1

6. Date/Time of next regular meeting: October 13th, 2025 at 5:30 - Regular Meeting

7. Adjournment

The motion to adjourn the Property Tax Request Hearing at 6:06 PM Passed with a motion by Bill Skinner and a second by Abby Mathistad.

Chris Booth: Absent, Abby Mathistad: Yea, Mandyn Pruess: Yea, Burt Rogers: Yea, Bill Skinner: Yea, Sheryl Stansberry: Yea

Yea: 5, Nay: 0, Absent: 1

Budget Hearing
Monday, September 8, 2025 5:30 PM Central

Tekamah-Herman Board Room
112 N 13th St
Tekamah, NE 68061

Chris Booth: Absent
Abby Mathistad: Present
Mandyn Pruess: Present
Burt Rogers: Present
Bill Skinner: Present
Sheryl Stansberry: Present
Present: 5, Absent: 1.

1. Call the meeting to order

2. Open Meetings Law

3. Roll Call

4. Discussion Items

4.1. Discuss the 2025-26 school budget

The 25-26 budget was developed with two goals in mind: increasing the general fund tax reserve and taxing into the building fund for future building needs. The past two budget cycles, the district has used funds from the general fund cash reserve to supplement the budget. We are no longer able to do that and need to build the cash reserve again. The district is working on long-term facilities planning for the district and funds will be needed in order to complete building projects.

5. Public Comment

There was no public comment.

6. Date/Time of next meeting: Special meeting to approve the budget and tax asking resolution following budget hearing

7. Adjournment

The motion to adjourn the meeting at 6:01pm Passed with a motion by Bill Skinner and a second by Sheryl Stansberry.

Chris Booth: Absent, Abby Mathistad: Yea, Mandyn Pruess: Yea, Burt Rogers: Yea, Bill Skinner: Yea, Sheryl Stansberry: Yea

Yea: 5, Nay: 0, Absent: 1

Board of Education Regular Meeting
Monday, September 8, 2025 5:30 PM Central

Tekamah-Herman Public Schools
112 N 13th St
Tekamah, NE 68061

Chris Booth: Absent
Abby Mathistad: Present
Mandyn Pruess: Present
Burt Rogers: Present
Bill Skinner: Absent
Sheryl Stansberry: Present

Present: 4, Absent: 2.

Bill Skinner: Present

Present: 5, Absent: 1.

1. Call the meeting to order

2. Open Meetings Law

3. Roll Call

4. Consent Agenda

The motion to approve the Consent Agenda as presented including the August 11th minutes and the current claims Passed with a motion by Burt Rogers and a second by Sheryl Stansberry.

Chris Booth: Absent, Bill Skinner: Absent, Abby Mathistad: Yea, Mandyn Pruess: Yea, Burt Rogers: Yea, Sheryl Stansberry: Yea

Yea: 4, Nay: 0, Absent: 2

4.1. Approval of Minutes

4.2. Approval of General Fund Bills

4.3. Approval of Board Member Absence

5. Treasurer's report

Mr. Kjar discussed the July 2025 treasurer's report with the Board.

6. Recognition of Students and Staff

Mrs. Beck recognized Sara and her kitchen staff for the extra effort they have put in to a successful start of the new school year. Beck also recognized Payton Chmelka and her efforts creating the Paw shop cart to engage the older students with positive behavior promotions. Mr. Heitz recognized the newly elected student leaders in the 7th, 9th and 11th grades. Heitz also commented on the efforts to promote kids to healthy cheering in the student sections at sporting events.

7. Recognition of Visitors/Public Comment

There was no public comment.

8. ACTION ITEMS

8.1. Discuss, consider, and take all necessary action to adopt a resolution increasing the school district's base growth percentage used to determine the school district's property tax request authority by up to 6%.

The motion to adopt a resolution increasing the school district's base growth percentage used to determine the school district's property tax request authority by up to 6% Passed with a motion by Sheryl Stansberry and a second by Abby Mathistad.

Chris Booth: Absent, Abby Mathistad: Yea, Mandyn Pruess: Yea, Burt Rogers: Yea, Bill Skinner: Yea, Sheryl Stansberry: Yea

Yea: 5, Nay: 0, Absent: 1

RESOLUTION OF THE BOARD OF EDUCATION TO INCREASE BASE GROWTH PERCENTAGE TO DETERMINE ITS PROPERTY TAX REQUEST AUTHORITY WHEREAS, the Board of Education ("Board") for Burt County School District 11-0001, commonly known as Tekamah-Herman Schools (the "School District"), is planning the School District's annual budget for the 2025-2026 school year; and WHEREAS, the funding needed for the School District to meet its obligations to its students will require an increase in the base growth percentage used to determine the School District's property tax request authority under NEB. REV. STAT. § 79-3403; and WHEREAS, Nebraska law authorizes the Board, upon an affirmative vote of at least seventy percent (70%) of the Board, to increase such base growth percentage by up to 6%. BE IT THEREFORE RESOLVED that, pursuant to NEB. REV. STAT. § 79-3405(2), the Board hereby increases the base growth percentage used to determine its property tax request authority for the 2025-2026 budget in an amount of 6%. Said Resolution was adopted by the Board of Education by a vote of 5 to 0 on the 8th day of September, 2025.

8.2. Approve Jessica Graef as a substitute teacher

The motion to approve Jessica Graef as a substitute teacher Passed with a motion by Abby Mathistad and a second by Bill Skinner.

Chris Booth: Absent, Abby Mathistad: Yea, Mandyn Pruess: Yea, Burt Rogers: Yea, Bill Skinner: Yea, Sheryl Stansberry: Yea

Yea: 5, Nay: 0, Absent: 1

9. DISCUSSION ITEMS

9.1. Discuss the 2025-26 school budget

The 2025-26 budget prepared by Superintendent Kjar was presented to the Board in its entirety.

10. Principal Reports

The principals discussed the 2025-26 staff theme, "Get on our Bus". The staff will be doing a book study on the book, "The Energy Bus" written by Jon Gordon. The book engages its readers with the ten rules to fuel your life, work and team with positive energy. There is school-wide testing and Tier I and Tier II meetings happening throughout the school as we settle into a new school year.

10.1. Elementary Principal

10.2. Secondary Principal

11. Board Reports

The building and grounds committee plan to meet on September 19th with Tobin Buchanan to discuss the Lease Purchase process.

12. Superintendent Report

Mr. Kjar thanked the students and staff for a smooth transition to the 2025-26 school year. This year we had several new employees in key positions, including Marisa Jordan as the high school secretary, Jordan Roseborough as the new IT director, Sara Donnelly as the new kitchen manager, and Whit Smith as the new maintenance director. Mr. Kjar asked the Board for direction on two items of business: 1) The auditorium audio video project, including a powered projector screen with a sound system. It is possible to use the REAP grant to fund the project, and 2) How to move forward with facilities planning.

13. Next meeting date and time: Budget Hearing immediately following

14. Adjournment

The motion to adjourn meeting 5:58pm Passed with a motion by Bill Skinner and a second by Burt Rogers.

Chris Booth: Absent, Abby Mathistad: Yea, Mandyn Pruess: Yea, Burt Rogers: Yea, Bill Skinner: Yea, Sheryl Stansberry: Yea

Yea: 5, Nay: 0, Absent: 1

Tekamah-Herman Public Schools

AUTO	9/15/2025	CREXENDO	1294.99
145312	9/22/2025	FIRST NATIONAL BANK OMAHA	2510.69
145313	10/13/2025	ACCESS SYSTEM LEASING	2,628.68
145314	10/13/2025	AJ'S SERVICE AND REPAIR	416.95
145315	10/13/2025	AMAZON CAPITAL SERVICES, INC	954.06
145316	10/13/2025	APTEGY INC	7,882.88
145317	10/13/2025	Arby's Body Shop LLC	290.29
145318	10/13/2025	ASSOCIATED FIRE PROTECTION	6,325.29
145319	10/13/2025	MANNI BELFRAGE	56.00
145320	10/13/2025	BOMGAARS SUPPLY INC	1,187.52
145321	10/13/2025	THE BOOKWORM	163.00
145322	10/13/2025	BRANIFF SERVICE	2,132.12
145323	10/13/2025	BRUMMOND DISPOSAL LLC	415.00
145324	10/13/2025	BUDDIES RENTALS	510.00
145325	10/13/2025	CAPITAL SANITARY SUPPLY	273.80
145326	10/13/2025	CASS PLUMBING	142.50
145327	10/13/2025	CENTURYLINK	554.63
145328	10/13/2025	CITY OF TEKAMAH	854.00
145329	10/13/2025	CITY WIDE FACILITY SOLUTIONS	11,760.00
145330	10/13/2025	CRAIG RESOURCES INC, DBA CRAIG	4,051.74
145331	10/13/2025	DIETZ MUSIC HOUSE, INC	327.94
145332	10/13/2025	ESU #2	130,130.31
145333	10/13/2025	FAS-BREAK	260.00
145334	10/13/2025	FIRST NATIONAL BANK OMAHA	44.52
145335	10/13/2025	FIRST NATIONAL BANK OMAHA	200.00
145336	10/13/2025	FIRST NATIONAL BANK OMAHA	1,648.16
145337	10/13/2025	FOLLETT SCHOOL SOLUTIONS LLC	400.00
145338	10/13/2025	General Reimbursement Fund	80.00
145339	10/13/2025	BRI HANSEN	125.02
145340	10/13/2025	INTELLIGENT BUILDING SYSTEMS	1,400.37
145341	10/13/2025	JOHNSON FITNESS & WELLNESS	447.55
145342	10/13/2025	KSB SCHOOL LAW, PC LLO	1,039.50
145343	10/13/2025	BROOKE CHELEEN	922.75
145344	10/13/2025	HOLLY LOFTIS	224.00
145345	10/13/2025	MATHESON TRI-GAS, INC	250.97
145346	10/13/2025	ABBY MATHISTAD	196.00
145347	10/13/2025	LAURA MCELMURAY	103.60
145348	10/13/2025	MIDWEST CDL TRAINING, LLC	853.87
145349	10/13/2025	MOSYLE CORPORATION	150.75
145350	10/13/2025	NATIONAL ART SUPPLIES, INC.	132.48
145351	10/13/2025	NE COUNCIL SCHOOL ADMINISTRAT	125.00
145352	10/13/2025	Nebrasaka Association of School Board:	89.00
145353	10/13/2025	NEBRASKA PUBLIC POWER	8,600.00
145354	10/13/2025	NEBRASKA SAFETY CENTER	500.00
145355	10/13/2025	RISE BROADBAND	110.19
145356	10/13/2025	RUTT'S MECHANICAL SERVICES	13,693.50
145357	10/13/2025	SAVEMORE MARKET	268.17
145358	10/13/2025	SCHOOL HEALTH	90.44
145359	10/13/2025	SCHOOLS PLP, LLC.	1,070.00
145360	10/13/2025	SCOREVISION	5,000.00
145361	10/13/2025	Security Equipment Inc.	27,447.30
145362	10/13/2025	STERLING COMPUTER CORPORATIC	11,027.62
145363	10/13/2025	Suburban Schools H.I. Program	7,875.83
145364	10/13/2025	VERIZON WIRELESS	90.31
145365	10/13/2025	VESTIS	353.10
145366	10/13/2025	WALTER LYDICK	7,475.00
145367	10/13/2025	WOODRIVER ENERGY LLC	539.10
	10/13/2025	BRIDGET ABRAHAM	240.80
	10/13/2025	VANESSA BRAND	224.00
	10/13/2025	CARRIE BRANIFF	61.60
	10/13/2025	BRIDGETTE BRAYMEN	309.40
	10/13/2025	Abra Bridges	196.00
	10/13/2025	CARI BRODERSEN	196.00
	10/13/2025	ANDREA BROMM	112.00
	10/13/2025	JAMIE BRUMMOND	140.00
	10/13/2025	SARAH BRUSEGAARD	206.64
	10/13/2025	SABINA CAMERON	140.00
	10/13/2025	JILL CONNEALY	196.00
	10/13/2025	KENDAL DORN	53.20
	10/13/2025	ROBERT & BREANNE EVASIC	148.40
	10/13/2025	DEANNA GOODWIN	252.00
	10/13/2025	JOEL HAMAN	232.40
	10/13/2025	AMANDA HANSEN	92.40

10/13/2025	CHELSEA HANSEN	131.60
10/13/2025	JON HANSEN	142.80
10/13/2025	LINDSEY HANSEN	106.40
10/13/2025	BUCK OR ALLIE HOIER	98.00
10/13/2025	KATHY HUESER	215.60
10/13/2025	MACKENZIE KAHLANDT	263.20
10/13/2025	JAMES KELLY	196.00
10/13/2025	PAIGE KNAUSS	319.20
10/13/2025	TIMOTHY OR GINA LANDSPERGER	78.40
10/13/2025	KATIE LEICHLEITER	336.00
10/13/2025	BLAIR MAGILL	168.00
10/13/2025	MICHAELA MANN	140.00
10/13/2025	TIFFANY MARQUARDT	151.20
10/13/2025	CARISSA OR ANDY OLIGMUELLER	39.20
10/13/2025	RYANN PAGELS	420.00
10/13/2025	JACOB OR TIFFANY PETTIT	226.80
10/13/2025	BRITTANY RAY	179.20
10/13/2025	DANIELLE ROBERTS	159.00
10/13/2025	JESSICA SATORIE	112.00
10/13/2025	JODIE SCHUETT	184.80
10/13/2025	SHAUNA SELF	389.20
10/13/2025	TRISHA SHEETS	168.00
10/13/2025	AARON SNOW	112.00
10/13/2025	JILL SPENNER	224.00
10/13/2025	SEAN THIEMANN	232.40
10/13/2025	ASHLEY TYSON	224.00
10/13/2025	ASHLEY WIMER	72.80
10/13/2025	HAILEY WOLF	355.60
10/13/2025	KILEY WORLEY	319.20
	TOTAL	272,456.25

DEPRECIATION

<u>Check Number</u>	<u>Check Date</u>	<u>Entity Name</u>	<u>Amount</u>
1076	10/13/2025	CAPITAL SANITARY SUPPLY	10,100.00

BUILDING

<u>Check Number</u>	<u>Check Date</u>	<u>Entity Name</u>	<u>Amount</u>
1770	10/13/2025	CARLSON WEST POVONDRA	1,000.00
1771	10/13/2025	HWI CUSTOM INTERIORS	9,834.69

GENERAL FUND		
Aug-25		
CASH ON HAND	\$ 3,011,469.54	
GENERAL REIMBURSEMENT FUND		
CASH BALANCE		\$ 3,011,469.54
BURT COUNTY TAXES	\$ 746,046.73	
WASHINGTON COUNTY TAXES	\$ 178,628.94	
LOCAL RECEIPTS	\$ 531.77	
CONTRIBUTIONS & DONATIONS	\$ 400.00	
COUNTY FINES & FEES	\$ 900.00	
DISPOSAL OF PROPERTY	\$ 4,453.77	
INTEREST	\$ 2,610.84	
	T. EXPENDITURES	\$ 933,572.05
		\$3,945,041.59
PAYROLL	\$ 539,374.68	
EXPENDITURES	\$ 251,960.20	
	T. EXPENDITURES	
		\$ 791,334.88
Ending Balance 8/31/2025		\$3,153,706.71
DEPRECIATION FUND		
Aug-25		
CASH ON HAND	\$ 131,461.06	
CASH BALANCE		\$ 131,461.06
TRANSFER	\$ 75,000.00	
INTEREST	\$ 265.95	\$ 75,265.95
	TOTAL REVENUE	\$206,727.01
EXPENDITURES	\$ 4,449.00	
	TOTAL EXPENDITURE	\$ 4,449.00
Ending Balance 8/31/2025		\$202,278.01
EMPLOYEE BENEFIT FUND		
Aug-25		
CASH ON HAND	\$ 51,052.62	
CASH BALANCE		\$ 51,052.62
INTEREST	\$ 100.86	
NON-REVENUE RECEIPTS (REFUND)		\$ 100.86
	TOTAL REVENUE	\$ 51,153.48
EXPENDITURES	\$ 2,659.52	

	TOTAL EXPENDITURE	\$ 2,659.52
ENDING BALANCE 8/31/2025		\$48,493.96
ACTIVITY FUND		
Aug-25		
CASH ON HAND	\$ 133,615.79	
CASH BALANCE		\$ 133,615.79
DEPOSITS	\$ 34,843.77	
TRANSFER IN		
INTEREST	\$ 284.00	
		\$ 35,127.77
TOTAL REVENUE		\$168,743.56
EXPENDITURES	\$ 42,274.45	
	TOTAL EXPENDITURE	\$ 42,274.45
Ending Balance 8/31/2025		\$126,469.11
LUNCH FUND		
Aug-25		
CASH ON HAND	\$ 85,714.92	
CASH BALANCE		\$ 85,714.92
DEPOSITS	\$ 18,090.10	
INTEREST	\$ 197.23	
		\$ 18,287.33
	TOTAL REVENUE	\$ 104,002.25
PAYROLL	\$ 4,601.66	
EXPENDITURES	\$ 108.04	
		\$ 4,709.70
Ending Balance 8/31/2025		\$99,292.55
BOND FUND		
Aug-25		
CASH ON HAND	\$ 884,878.93	
CASH BALANCE		\$ 884,878.93
BURT COUNTY TAXES	\$ 140,173.55	
WASHINGTON COUNTY TAXES	\$ 33,327.44	
INTEREST	\$ 1,742.10	
		\$ 175,243.09

	TOTAL REVENUE	\$1,060,122.02
EXPENDITURES	\$ -	
	TOTAL EXPENDITURES	\$ -
Ending Balance 8/31/2025		\$1,060,122.02
BUILDING FUND		
Aug-25		
CASH ON HAND	\$ 2,235,543.78	
CASH BALANCE		\$ 2,235,543.78
BURT COUNTY TAXES	\$ 62,576.50	
WASHINGTON COUNTY TAXES	\$ 14,844.08	
INTEREST	\$ 3,658.53	
		\$ 81,079.11
	TOTAL REVENUE	\$ 2,316,622.89
EXPENDITURES	\$ 52,262.04	
		\$ 52,262.04
Ending Balance 8/31/2025		\$ 2,264,360.85

Tekamah-Herman Board Meeting
Secondary Report

10/13/25

Staff and Student Recognition

- Student Leadership group

SENIORS: Brock Paul, Emily Stansberry, Lily Willing

JUNIORS: Aspen Arnold, Isabella Evasic, Simon Heitz, Ryan Roche

SOPHOMORES: Cameron Brummond, Owen Larson, Lane Loftis, Cassidy Magill

FRESHMEN: Georgia Johnson, Cooper Kjar, Makenna Miller, Laney Paul

8TH GRADE: Graysen Abraham, Taylor Brummond, Bryx Leichleiter, Emily Loftis

7TH GRADE: Layne Bromm, Ivy Johnson, Oakley Sheets, Kenzington Walton

Principal's Report

- Veterans Day program, 11/11, 10:00; coffee/rolls to follow, in commons
- 7-12 MTSS teams
- Missing assignments, quarter grades, semester grades

Tekamah-Herman Board Meeting
Elementary Report

10/13/25

Staff and Student Recognition

- Students of the month for September were Tytan Hallstrom, Clayton Harper, Graham Krause, Owen Tallman, Jacob Pettit, Aspen Dorn, Joanna Schuett, Tula Urbanski-Gowen, Merrick Miller, Andrew Fox, Josie Rieck, Scarlett Ruwe, Auryl Gladwin, Brogan Braniff, and Thomas Reeder.
- Carrie Braniff had her students really engaged with science by creating solar ovens! Understanding energy transfer, as well as getting to eat a smore is a great day in 4th grade!



Principal's Report

- Our current enrollment is 296, we had three new students join us this week, but five students leave last week as well.
- On September 25, 2025 I attended the fall symposium at the Open Sky Policy Institute in Lincoln. I enjoy staying up to date on the political landscape in Nebraska, and it's an important part of being able to advocate for our public schools. [Here are my notes that I shared with my staff at my most recent staff meeting.](#)

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 Burt County Independent or other newspaper of general circulation.

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 shall be published on the school district's website within ten working days of the last meeting or prior to the next convened meeting, whichever occurs earlier. The minutes shall be available on the website for at least six months.

Adopted on: _____

Revised on: _____

Reviewed on: _____

4057 Superintendent Evaluation

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

Purpose. The purposes of the formal job evaluation are:

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

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

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

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

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

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

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

Tekamah-Herman Board Meeting
Elementary Report

10/13/25

Staff and Student Recognition

- Students of the month for September were Tytan Hallstrom, Clayton Harper, Graham Krause, Owen Tallman, Jacob Pettit, Aspen Dorn, Joanna Schuett, Tula Urbanski-Gowen, Merrick Miller, Andrew Fox, Josie Rieck, Scarlett Ruwe, Auryl Gladwin, Brogan Braniff, and Thomas Reeder.
- Carrie Braniff had her students really engaged with science by creating solar ovens! Understanding energy transfer, as well as getting to eat a smore is a great day in 4th grade!



Principal's Report

- Our current enrollment is 296, we had three new students join us this week, but five students leave last week as well.
- On September 25, 2025 I attended the fall symposium at the Open Sky Policy Institute in Lincoln. I enjoy staying up to date on the political landscape in Nebraska, and it's an important part of being able to advocate for our public schools. [Here are my notes that I shared with my staff at my most recent staff meeting.](#)

Tekamah-Herman Board Meeting
Secondary Report

10/13/25

Staff and Student Recognition

- Student Leadership group

SENIORS: Brock Paul, Emily Stansberry, Lily Willing

JUNIORS: Aspen Arnold, Isabella Evasic, Simon Heitz, Ryan Roche

SOPHOMORES: Cameron Brummond, Owen Larson, Lane Loftis, Cassidy Magill

FRESHMEN: Georgia Johnson, Cooper Kjar, Makenna Miller, Laney Paul

8TH GRADE: Graysen Abraham, Taylor Brummond, Bryx Leichleiter, Emily Loftis

7TH GRADE: Layne Bromm, Ivy Johnson, Oakley Sheets, Kenzington Walton

Principal's Report

- Veterans Day program, 11/11, 10:00; coffee/rolls to follow, in commons
- 7-12 MTSS teams
- Missing assignments, quarter grades, semester grades

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Tekamah-Herman (11-0001) in Burt County, Nebraska

In advance of its annual budget hearing, Tekamah-Herman Schools previously provided notice to the public of the place and time of such hearing, together with a summary of the proposed budget statement at least four calendar days prior to the date set for hearing in the following ways: on or about September 3rd, 2025, the hearing notice of summary was published on the school district's website; on or about September 3rd, 2025, the same notice and summary was posted in the following locations within the school district Tekamah-Herman Schools, Burt County Courthouse, and Tekamah Post Office.

On September 8th, 2025, at a duly noticed meeting of the Board of Education for the school district, the Board adopted the budget statement for the School District for the 2025–2026 school year as summarized below. The budget statement that the Board adopted is consistent with the summary previously disclosed to the public as summarized above. For more information on statewide receipts and expenditures, and to compare cost per pupil and performance to other school districts, go to: <https://nep.education.ne.gov>

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2023-2024 (1)	2024-2025 (2)	2025-2026 (3)			
General	\$ 9,344,549.00	\$ 9,362,631.00	\$ 12,253,179.00	\$ 644,526.00	\$ 5,430,024.00	\$ 7,543,112.00
Depreciation	\$ 59,416.00	\$ 202,075.00	\$ 285,418.00		\$ 285,418.00	
Employee Bene	\$ -	\$ 3,696.00	\$ 52,264.00	\$ -	\$ 52,264.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 358,031.00	\$ 357,099.00	\$ 625,649.00	\$ -	\$ 625,649.00	
School Nutrition	\$ 323,285.00	\$ 314,783.00	\$ 478,162.00	\$ -	\$ 478,162.00	
Bond	\$ 752,910.00	\$ 753,700.00	\$ 1,961,907.00	\$ -	\$ 1,016,507.00	\$ 954,949.00
Special Building	\$ 897,502.00	\$ 325,267.00	\$ 3,104,680.00		\$ 2,411,680.00	\$ 700,000.00
Qualified Capital Purpose Undertaking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cooperative	\$ -	\$ -	\$ -	\$ -	\$ -	
Student Fee	\$ -	\$ -	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 11,735,693.00	\$ 11,319,251.00	\$ 18,761,259.00	\$ 644,526.00	\$ 10,299,704.00	\$ 9,198,061.00

	Bond Purposes	Non-Bond Purposes	Total
Breakdown of Property Tax	\$ 954,949.00	\$ 8,243,112.00	\$ 9,198,061.00