

Fremont Board of Education
Board of Education Regular Meeting
Board Room
130 E 9th St
Fremont, NE 68025
Monday, December 8, 2025 6:30 PM

AGENDA SUMMARY

1. CALL TO ORDER AND ROLL CALL

INDIVIDUALS WISHING TO ADDRESS THE BOARD WILL BE RECOGNIZED TO SPEAK AT THE BOARD TABLE. WHEN RECOGNIZED BY THE CHAIR, PLEASE STATE YOUR NAME BEFORE PROCEEDING WITH YOUR COMMENTS. A MAXIMUM TIME LIMIT OF 5 MINUTES WILL BE ALLOWED FOR EACH AUDIENCE UNLESS AN EXCEPTION IS GRANTED BY THE CHAIR.

1.1. Open Meetings Act

A copy of the Open Meetings Act is posted in the Board Room. The Board may meet in Closed Session to consider issues including, but not limited to 1) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; 2) discussion regarding deployment of security personnel or devices; 3) investigative proceedings regarding allegations or misconduct; or 4) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person or persons. The vote to hold a Closed Session shall be taken in open session and the subject matter and reason for the session shall be included in the motion. The motion and the vote of each member of the Board and the time when the session commenced and concluded shall be recorded in the minutes. If the motion passes, the President will restate on the record the limitation of the subject matter of the Closed Session.

2. CONSENT SECTION

All matters listed under the Consent Section are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Board Member #1 and a second by Board Member #2.

2.1. Legality of Meeting

Approve that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

2.2. Approval of Agenda

Approval of the agenda as published/revised. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

2.3. Minutes from Previous Meeting(s)

2.4. Policy & Board Reports

2.4.1. Option Enrollment

2.4.2. Student Enrollment

2.5. Personnel Reports

2.5.1. Certified / Classified Monthly Personnel Report

2.6. Business Reports

2.6.1. Bill Listing

2.6.2. Fund Reports

2.7. Surplus/Salvage Items

3. REPORT ITEMS

3.1. FEA

3.2. Update on Board Goal #1 Student Outcomes/Serve All Students - State Assessment Data

4. ACTION ITEMS

4.1. Board Items

4.1.1. Board Policy Updates

The Policy Committee has been reviewing policies in order to move towards a full adoption of policies as recommended by Perry Law Firm. The rationale for the work of the policy committee is to:

- Align policy with current state and federal regulations.

- Clarify procedural language for consistency and transparency.
- Remove outdated references and add recent statutory requirements.
- Consolidation of overlapping policies for efficiency

Once the Perry policies are fully approved and implemented the maintenance of District policies will involve periodic updates which are provided at no charge through the ESU on an annual basis. This will enable a more efficient and effective policy process ensuring the legality, relevance and accuracy of the District's policies.

The sections of policy brought forth this month include the sections of School and Community Organizations, Administrative Program, Superintendent, Principals and Administrative Programs.

Motion to approve the recommended policies and waive the second reading passed with a motion by Board Member #1 and a second by Board Member #2.

4.2. Elementary/Secondary Items

4.2.1. Fremont Middle School Donations

Fremont Middle School has received several donations from local businesses that the FMS Student Council will use to help recognize students for academic and behavioral achievements.

Motion to approve the donations, totaling \$4,750.00 passed with a motion by Board Member #1 and a second by Board Member #2.

4.2.2. Out of State Travel Request

The Fremont High School Varsity Boys and Girls Track and Field programs are requesting permission to travel to Bartlesville, OK from March 26-28, 2026.

Motion to approve the out of state travel request to Bartlesville, OK from March 26-28, 2026 passed with a motion by Board Member #1 and a second by Board Member #2.

4.3. Curriculum and Instruction Items

4.4. Personnel Items

4.5. Business/Facility Items

4.5.1. Real Estate Purchase Agreement (CTE house #1) 1502 E 2nd St

Real Estate Purchase Agreement between Hector Granados Sandoval and Susana Murcia de Granados and Fremont Public Schools - (Richards Court Block 3 Lot 18), Dodge County Nebraska (1502 E 2nd St, Fremont, NE)

Motion to approve that the Board of Education of this School District should and does hereby ratify, authorize and approve the real estate sale and sale agreement ("Purchase Agreement") by and between Dodge County School District #0001, as Seller, and (Hector Granados Sandoval and Susana Murcia de Granados), as Buyer, for the purchase of real property located at 1502 E 2nd St, Fremont, Dodge County, Nebraska, in the amount of \$240,000.00 in the form on file with official records of the School District or with such changes as are deemed necessary and in the best interest of the School District and approved by the Board President, Superintendent of Schools, or designee of either, and authorize and ratify the Board President or Superintendent of Schools, or designee to sign and deliver the Purchase Agreement, to sign and deliver any documents, or other agreements called for in such Purchase Agreement, to retain any necessary professionals for assistance, to pay the purchase price and all other related costs and expenses, and to take all other action necessary to close the purchase and conveyance transaction and to carry such Purchase Agreement into effect passed with a motion by Board Member #1 and a second by Board Member #2.

5. CLOSED SESSION

Fremont Public Schools Board of Education is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: (a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and (e) legal advice. Motion to go into Closed Session passed with a motion by Board Member #1 and a second by Board Member #2.

6. ADJOURNMENT

Motion to adjourn passed with a motion by Board Member #1 and a second by Board Member #2.

Posted Locations:

- Fremont Tribune
Posted Date: 11/1/25

- Dodge County Courthouse
- City of Fremont Municipal Building
- Main Street Education and Administration Center
Posted Date: 11/5/25

**Board of Education Regular Meeting
Monday, November 10, 2025 6:30 PM**

**Board Room
130 E 9th St
Fremont, NE 68025**

Attendance Taken at 6:30 PM.

Todd Hansen: Present
Jon Ludvigsen: Present
Pam Murphy: Present
Mike Petersen: Present
Sandi Proskovec: Present
Terry Sorensen: Present

1. CALL TO ORDER AND ROLL CALL

INDIVIDUALS WISHING TO ADDRESS THE BOARD WILL BE RECOGNIZED TO SPEAK AT THE BOARD TABLE. WHEN RECOGNIZED BY THE CHAIR, PLEASE STATE YOUR NAME BEFORE PROCEEDING WITH YOUR COMMENTS. A MAXIMUM TIME LIMIT OF 5 MINUTES WILL BE ALLOWED FOR EACH AUDIENCE UNLESS AN EXCEPTION IS GRANTED BY THE CHAIR.

Prior to the meeting one individual, Marlene Konsol addressed the Board regarding a need for paraeducators.

1.1. Open Meetings Act

A copy of the Open Meetings Act is posted in the Board Room. The Board may meet in Closed Session to consider issues including, but not limited to 1) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; 2) discussion regarding deployment of security personnel or devices; 3) investigative proceedings regarding allegations or misconduct; or 4) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person or persons. The vote to hold a Closed Session shall be taken in open session and the subject matter and reason for the session shall be included in the motion. The motion and the vote of each member of the Board and the time when the session commenced and concluded shall be recorded in the minutes. If the motion passes, the President will restate on the record the limitation of the subject matter of the Closed Session.

2. CONSENT SECTION

All matters listed under the Consent Section are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Terry Sorensen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi

Proskovec: Yea, Terry Sorensen: Yea

Yea: 6, Nay: 0

2.1. Legality of Meeting

Approve that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

2.2. Approval of Agenda

Approval of the agenda as published/revised. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

2.3. Minutes from Previous Meeting

2.4. Policy & Board Reports

2.4.1. Option Enrollment

2.4.2. Student Enrollment

2.5. Personnel Reports

2.5.1. Certified / Classified Monthly Personnel Report

2.6. Business Reports

2.6.1. Bill Listing

2.6.2. Fund Reports

2.7. Surplus/Salvage Items

3. Audit Report

Erickson & Brooks will present and discuss the annual audit.

Motion to accept the audit as presented passed with a motion by Todd Hansen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi

Proskovec: Yea, Terry Sorensen: Yea

Yea: 6, Nay: 0

4. REPORT ITEMS

4.1. FEA

FEA President, Keith Cunnings had teachers in the audience introduce themselves.

4.2. [AI Presentation](#)

Justin Bray presented on the District's vision for use of AI.

4.3. [FHS Fundraising Update](#)

Scott Anderson presented an update on FHS Activities fundraising.

5. ACTION ITEMS

5.1. Board Items

5.1.1. [Board Policy Revisions](#)

The Policy Committee has been reviewing policies in order to move towards a full adoption of policies as recommended by Perry Law Firm. The rationale for the work of the policy committee is to:

- Align policy with current state and federal regulations.
- Clarify procedural language for consistency and transparency.
- Remove outdated references and add recent statutory requirements.
- Consolidation of overlapping policies for efficiency

Once the Perry policies are fully approved and implemented the maintenance of District policies will involve periodic updates which are provided at no charge through the ESU on an annual basis. This will enable a more efficient and effective policy process ensuring the legality, relevance and accuracy of the District's policies.

The sections of policy brought forth this month include the sections of School Community, Community Use of School Facilities, Anti-Discrimination, Fund Raising and Gifts, and Student Fees Update.

Motion to approve the recommended policies and waive the second reading passed with a motion by Mike Petersen and a second by Terry Sorensen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea

Yea: 6, Nay: 0

5.2. Elementary/Secondary Items

5.2.1. [Calendar Parameters 2026-2027](#)

See attachment

Motion to approve the 2026-2027 calendar parameters passed with a motion by Pam Murphy and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea

Yea: 6, Nay: 0

5.3. Curriculum and Instruction Items

5.4. Personnel Items

5.5. Business/Facility Items

5.5.1. Transportation Bus Purchase

FPS has a total of three buses that are either DOT grounded or inoperable due to mechanical concerns and are in the process of being disposed of. The district is in need of two 14 passenger buses, one STARS equipped, and a larger 47 passenger route bus, also STARS equipped. The Director of Operations and the Transportation department worked with Truck Center Company of Omaha to extend the pricing presented through the Norfolk Public Schools, Bruning-Davenport Community Schools and Blair Community Schools competitive bidding processes to FPS. The total cost for all three buses is \$380,710.00.

Source of Funds: Depreciation Fund

It is the recommendation of the Administration to enter into a contract to purchase and deliver two 2026 Chevy Minotour 14 passenger buses, one STARS equipped and one 2027 Thomas SAF-T Liner C2 47 passenger, STARS equipped bus at a not to exceed total price of \$380,710.00 from Truck Center Companies of Omaha. The source of funds for this purchase is the Depreciation Fund.

The Board, by approving these contracts is approving the previously entered into contract documents, and all associated documents related thereto according to the terms and conditions as on file with district records or such other or additional terms and provisions as negotiated and approved by the Assistant Superintendent or a designee, and the Board is hereby delegating to and authorizing the Assistant Superintendent or a designee to sign, execute, and deliver the contract documents and all such related documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete the transaction, and to administer, operate, and/or implement the contract and all associated documents related thereto on a day-to-day basis during this project as contemplated thereby, for and on behalf of this school district, and hereby designates the Director of Operational Services, or another person as selected by the Assistant Superintendent or a designee from time to time as its program administrator under this agreement.

Motion to approve the bus purchase as presented passed with a motion by Terry Sorensen and a second by Pam Murphy.

Mike Petersen: Nay, Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 1

6. CLOSED SESSION

Fremont Public Schools Board of Education is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: (a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and (e) legal advice. Motion to go into Closed Session passed with a

motion by Todd Hansen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea

Yea: 6, Nay: 0

7:31 pm

After a short break the Board convened in Closed Session. 7:39 pm

Motion to return to regular session passed with a motion by Jon Ludvigsen and a second by Todd Hansen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea

Yea: 6, Nay: 0

8:32 pm

7. ADJOURNMENT

Motion to adjourn passed with a motion by Jon Ludvigsen and a second by Todd Hansen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea

Yea: 6, Nay: 0

8:32 pm

Board Secretary

**FREMONT PUBLIC SCHOOLS
OPTION ENROLLMENT REPORT
December 8, 2025**

ENTER 2025-2026

Sweet, Lennon

Grade

1

From

Elkhorn

EXIT 2025-2026

Grade

To

ENTER 2026-2027

Grade

From

EXIT 2026-2027

Grade

To

Change of Status

DENIED

GRADUATED

Elementary—Julie Anderson; Elementary Office Associates; Middle School Counseling; High School Counseling; Transportation—Jeff Rump; Athletic Director—Scott Anderson; Registrars—Lori Essen and Abdiel Jimenez; K-12 Principals; Director of Special Education-Joel Kerkman; Director of Student Information-Ginger Fredericksen; Assistant Superintendents-Kate Heineman and Chris Loofe; Superintendent-Brad Dahl

Fremont Public Schools Enrollment Report December 2025

	Senior High/LC combined	Learning Ctr (column not in sum as they are included in FHS#s)	YAP	Middle School	Johnson Crossing	Bell Field	Deer Pointe	Grant	Howard	Linden	Milliken Pk	Washington	Cont Out	Trin/Berg/Home (Title and/or SPED) FTE<1	Pathfinder	Home Based or Head Start or Walk In	Sixpence	Total
PreSchool						31	21	32	24	27	26	30	0	1		68	28	287
Free/Reduced						21	10	20	13	23	16	25	0	0		16	7	151
SpED						6	12	20	14	8	15	9	0	1		68	3	155
Kindergarten						37	47	13	41	55	35	102	0	11	1			342
Classroom Teachers						2	2	1	2	3	2	4	0	0	0			16
Free/Reduced						32	24	5	31	46	26	83	0	3	1			251
SpED						8	12	2	8	9	13	16	0	3	2			73
ELL						16	10	4	20	33	15	86	0	0	0			184
1st Grade						61	48	18	45	51	40	93	0	17	6			379
Classroom Teachers						3	2	1	2	3	2	4	0	0	0			17
Free/Reduced						36	30	15	38	36	29	81	0	6	5			276
SpED						12	15	3	6	5	8	13	0	7	6			75
ELL						13	8	5	25	29	20	69	0	0	0			169
2nd Grade						48	43	20	63	64	45	74	0	10	2			369
Classroom Teachers						2	2	1	3	3	2	4	0	0	0			17
Free/Reduced						36	20	16	44	49	34	62	0	1	1			263
SpED						10	12	4	11	11	14	5	0	3	2			72
ELL						18	3	4	25	37	25	52	0	1	1			166
3rd Grade						39	50	24	78	61	44	80	2	12	1			391
Classroom Teachers						2	2	1	4	3	2	3	0	0	0			17
Free/Reduced						27	23	19	58	50	29	63	1	2	1			273
SpED						12	12	5	14	7	12	14	2	5	1			84
ELL						8	5	2	28	26	17	50	0	0	0			136
4th Grade						52	59	14	71	51	49	83	1	3	4			387
Classroom Teachers						2	3	1	3	3	2	4	0	0	0			18
Free/Reduced						37	33	13	42	35	32	66	1	1	4			264
SpED						15	14	1	15	7	21	14	1	3	4			95
ELL						8	8	2	30	19	12	51	0	0	0			130
5th Grade					370								0	2	3			375
Free/Reduced					251								0	1	3			255
SpED					92								0	2	3			97
ELL					107								0	1	0			108
6th Grade					372								0	1	5			378
Free/Reduced					243								0	0	5			248
SpED					79								0	1	5			85
ELL					125								0	0	0			125
7th Grade					378								0	1	5			384
Free/Reduced					256								0	0	3			259
SpED					87								0	1	5			93
ELL					100								0	0	0			100
8th Grade					318								0	0	1			319
Free/Reduced					194								0	0	0			194
SpED					70								0	0	1			71
ELL					44								0	0	0			44

Fremont Public Schools Enrollment Report December 2025

	Senior High/LC combined	Learning Ctr (column not in sum as they are included in FHS#s)	YAP	Middle School	Johnson Crossing	Bell Field	Deer Pointe	Grant	Howard	Linden	Milliken Pk	Washington	Cont Out	Trin/Berg/Home (Title and/or SPED) FTE<1	Pathfinder	Home Based or Head Start or Walk In	Sixpence	Total
9th Grade	387	2											2	1	3			393
Free/Reduced	239	2											1	0	1			241
SpED	74	1											2	1	3			80
ELL	54	0											0	0	0			54
10th Grade	395	3											2	0	9			406
Free/Reduced	247	3											2	0	7			256
SpED	60	2											2	0	9			71
ELL	97	0											0	0	0			97
11th Grade	404	17											2	1	2			409
Free/Reduced	230	11											2	0	2			234
SpED	90	6											2	1	2			94
ELL	107	0											0	0	0			107
12th Grade	438	47	7										0	1	6			452
Free/Reduced	232	32	5										0	1	5			242
SpED	64	9	7										0	1	6			77
ELL	65	1	0										0	0	0			65
TOTAL	1624	69	7	696	742	268	268	121	322	309	239	462	9	61	48	68	28	5272
SpED	288	18	7	157	171	63	77	35	68	47	83	71	9	29	49	68	3	1225
*% of Dist Sped	23.5%	1.5%	0.6%	12.8%	14.0%	5.1%	6.3%	2.9%	5.6%	3.8%	6.8%	5.8%	0.7%	2.4%	4.0%	5.6%	0.2%	
*% of total enr.	5.5%	0.3%	0.1%	3.0%	3.2%	1.2%	1.5%	0.7%	1.3%	0.9%	1.6%	1.3%	0.2%	0.6%	0.9%	1.3%	0.1%	23.2%
*% of building	17.7%	26.1%	100.0%	22.6%	23.0%	23.5%	28.7%	28.9%	21.1%	15.2%	34.7%	15.4%	100.0%	47.5%	102.1%	100.0%	10.7%	
ELL	323	1	0	144	232	63	34	17	128	144	89	308	0	0	1			1483
*% of Dist ELL	21.8%	0.1%	0.0%	9.7%	15.6%	4.2%	2.3%	1.1%	8.6%	9.7%	6.0%	20.8%	0.0%	0.0%	0.1%			% on K-12
*% of total enr.	6.1%	0.0%	0.0%	2.7%	4.4%	1.2%	0.6%	0.3%	2.4%	2.7%	1.7%	5.8%	0.0%	0.0%	0.0%			29.8%
*% of building	19.89%	1.45%	0.00%	20.69%	31.27%	23.51%	12.69%	14.05%	39.75%	46.60%	37.24%	66.67%	0.00%	0.00%	2.08%			
Free/Reduced	948	48	5	450	494	189	140	88	226	239	166	380	7	15	38	16	7	3408
*% of Dist F/R	27.8%	1.4%	0.1%	13.2%	14.5%	5.5%	4.1%	2.6%	6.6%	7.0%	4.9%	11.2%	0.2%	0.4%	1.1%	0.5%	0.2%	% on Attending
*% of total enr.	18.0%	0.9%	0.1%	8.5%	9.4%	3.6%	2.7%	1.7%	4.3%	4.5%	3.1%	7.2%	0.1%	0.3%	0.7%	0.3%	0.1%	66.6%
*% of building	58.4%	69.6%	71.4%	64.7%	66.6%	70.5%	52.2%	72.7%	70.2%	77.3%	69.5%	82.3%	77.8%	24.6%	79.2%	23.5%	25.0%	

FPS Human Resources Report

December 8, 2025

The following report is position centric. The 'Employee' column is the name of the current/previous employee in that position. The 'Effective Date' is the date in which the Action takes effect. The 'Replacement Status/New Hire' column is the newly hired employee who will fill the position noted in the 'Position' column. Board Action items are bold/highlighted and are new to the report.

*Classified employee is staying on in a substitute status

ACTION ITEMS

CERTIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Social Worker	N/A	New Position	12/19/2025	High School	Hired/Pending Paperwork	12/19/2025
Teacher, 2nd Grade	Jody Sheppard	Retirement (Early Separation)	5/21/2026	Milliken Park	TBD	2026-27 School Year
Teacher, 3rd Grade	Naiyah Farmer	Resignation	5/21/2026	Howard	Will Not Be Filled	2026-27 School Year
Teacher, 4th Grade	N/A	New Section (Unfilled 3rd moving to 4th)	2026-27 School Year	Howard	Posted/Pending Hire	2026-27 School Year
Teacher, 4th Grade	Kaley Weber	Resignation	5/21/2026	Linden	Posted/Pending Hire	2026-27 School Year
Teacher, 5/6	Shelli Ferguson	Retirement (Early Separation)	5/21/2026	Johnson Crossing	Posted/Pending Hire	2026-27 School Year
Teacher, 5/6	Guy Whitman	Retirement (Early Separation)	5/21/2026	Johnson Crossing	Posted/Pending Hire	2026-27 School Year
Teacher, 5/6	Michelle Whitman	Retirement (Early Separation)	5/21/2026	Johnson Crossing	Posted/Pending Hire	2026-27 School Year
Teacher, Art	Mara Hornig	Retirement	5/21/2026	High School	Posted/Pending Hire	2026-27 School Year
Teacher, Elementary #1 (Open Contract to be Assigned)	N/A	Open Position	1/5/2026	Elementary	Galilea Santillan	1/5/2026
Teacher, Physical Education	Michelle Thayer	Resignation	10/10/2025	Deer Pointe	Keaton Hendren	1/5/2026
Teacher, Special Education Resource 1	N/A	New Position	8/20/2025	Johnson Crossing	Pamela Moritz	8/20/2025
Teacher, Special Education Resource 3	Pamela Moritz	Transfer	8/20/2025	Johnson Crossing	Will Not Be Filled	N/A

CLASSIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Administrative Assistant (8 hrs)	Chris Tedrow	Resignation	11/7/2025	Transportation	TBD	TBD
All City Chorus Accompanist (1 hr)	Marilyn Pueppke	Deceased	9/22/2025	Elementary	Maggie Winterlin	10/21/2025
Audio Visual Coordinator (8 hrs)	*Kim VanBuskirk	Resignation	11/12/2025	Middle School	Sharon Fritz	11/13/2025
Behavior Support Technician (7.5 hrs)	*Paige Denny	Resignation	10/30/2025	Pathfinder	Jen Johnson	11/17/2025
Bus Aide (7 hrs)	*Liliana Godinez	Resignation	8/9/2025	Transportation	Posted/Pending Hire	TBD
Credit Recovery Para (7.75 hrs)	Susan Fowler	Transfer	1/6/2026	High School	TBD	TBD
Credit Recovery Para (7.5 hrs)	*Christine Haag	Resignation	12/19/2025	High School	Susan Fowler	1/6/2026
Food Service Worker (6.25 hrs)	Abigail Acker	Discharged	11/10/2025	High School	Posted/Pending Hire	TBD

Library/Media Paraeducator (8 hrs)	Sharon Fritz	Transfer	11/13/2025	Johnson Crossing	Will Not Be Filled	N/A
School Social Worker Assistant (6.5 hours 3 days/week)	Ally Ibsen	Resignation	12/19/2025	High School	Will Not Be Filled	N/A
Special Ed. Para (7.25 hrs)	McKayla Wallace	Transfer	10/14/2025	Middle School	Will Not Be Filled	N/A
Special Ed. Para (7.5 hrs)	Kelly McMorris	Transfer	11/3/2025	Johnson Crossing	Posted/Pending Hire	TBD
Special Ed. Para, R3 (7.25 hrs)	Kimberly Mills	Resignation	5/16/2025	Johnson Crossing	Kelly McMorris	11/3/2025
Special Ed. Para, R3/PreK (6.25 hrs)	Sarah Cromer	Resignation	4/22/2025	Grant	Elizabeth Widick	11/21/2025

21st CENTURY/EXPANDED LEARNING/AFTER SCHOOL PROGRAM

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
After School Activity Leader (3.25 hrs)	N/A	Additional	11/7/2025	Bell Field	Heaven Harris	11/7/2025
After School Activity Aide (2.5 hrs)	N/A	Additional	Upon Hire	Grant	Lexi Jo Jones	11/11/2025
After School Activity Leader (3.25 hrs)	*Selena Gutierrez Sanchez	Resignation	8/1/2025	Washington	<i>Will Be Replaced in future based on program enrollment and need</i>	n/a

General Fund Expenditures
NOVEMBER 2025

Accounts Payable	\$736,121.60
Payroll	\$5,301,238.56
	<hr/>
TOTAL General Fund	\$6,037,360.16

Fremont Public Schools
Check Listing
2025-2026

Bank Account: RVR Bank 451126 From: 11/1/25 To: 11/30/25

Check Number	Date	Payee	Amount
130024	11/10/2025	ACE HARDWARE	\$66.92
130093	11/26/2025	ACE HARDWARE	\$286.69
130025	11/10/2025	ACT	\$194.00
130026	11/10/2025	ADAPTIVEMALL.COM LLC	\$865.35
130094	11/26/2025	ADVENTURE ENTERPRISES, LLC	\$2,431.25
130095	11/26/2025	ALL THINGS PROMOTIONAL	\$1,087.38
130027	11/10/2025	AMAZON.COM LLC	\$2,985.32
130096	11/26/2025	AMAZON.COM LLC	\$6,286.82
130028	11/10/2025	AMERGIS HEALTHCARE STAFFING, INC	\$11,655.70
DDP	11/14/2025	ANDERSON, SCOTT MICHAEL	\$788.20
130029	11/10/2025	AWARENESS COUNSELING	\$2,050.00
130030	11/10/2025	BAUER BUILT INC	\$383.36
130097	11/26/2025	BAUER BUILT INC	\$416.98
130098	11/26/2025	BENICOMP INC	\$1,125.76
DDP	11/14/2025	BIGSBY, SARA	\$37.80
130099	11/26/2025	BLICK ART MATERIALS	\$41.50
130031	11/10/2025	BOMGAARS SUPPLY INC	\$135.94
130032	11/10/2025	BORDER STATES INDUSTRIES INC	\$263.76
130100	11/26/2025	BORDER STATES INDUSTRIES INC	\$1,211.63
130033	11/10/2025	BOUNCEPAD NORTH AMERICA, INC	\$62.50
130101	11/26/2025	BUTLER MACHINERY CO	\$10,697.58
130034	11/10/2025	CALI DEKLAVS	\$186.48
130035	11/10/2025	CAPPEL AUTO SUPPLY INC	\$155.75
130102	11/26/2025	CARE CORPS INC	\$5,575.00
130036	11/10/2025	CAROLINA BIOLOGICAL SUPPLY CO	\$153.80
DDP	11/14/2025	CASPER, COURTNEY	\$27.02
130037	11/10/2025	CDW-G	\$99.70
130103	11/26/2025	CDW-G	\$549.40
130038	11/10/2025	CENGAGE LEARNING INC	\$1,060.66
130039	11/10/2025	CENTRALREACH LLC	\$354.98
130040	11/10/2025	CHARLESTON INC	\$79.40
130104	11/26/2025	CHARLESTON INC	\$273.08
DDP	11/14/2025	CHRISTENSEN, KODY	\$44.80
130041	11/10/2025	CI SOLUTIONS	\$1,552.00
130105	11/26/2025	CI SOLUTIONS	\$3,502.00
130106	11/26/2025	COLUMN SOFTWARE PBC	\$153.09
130107	11/26/2025	CONTROL DEPOT, INC	\$1,099.48
DDP	11/14/2025	CORTEZ, CLAUDIA	\$10.78
130108	11/26/2025	CRISIS PREVENTION INSTITUTE, INC.	\$400.00
130042	11/10/2025	CROWNE PLAZA KEARNEY	\$869.70

Check Number	Date	Payee	Amount
130043	11/10/2025	CULLIGAN	\$199.00
130109	11/26/2025	CULLIGAN	\$962.56
130110	11/26/2025	D & T SHIRTIFIED LLC	\$575.00
130111	11/26/2025	DALTON CHIROPRACTIC	\$200.00
130044	11/10/2025	DIETZE MUSIC HOUSE	\$1,433.30
130112	11/26/2025	DIETZE MUSIC HOUSE	\$110.00
DDP	11/14/2025	DOSTAL, ERIN	\$52.85
130113	11/26/2025	DUN & BRADSTREET	\$1,599.00
130114	11/26/2025	EAKES OFFICE PLUS	\$1,150.32
130115	11/26/2025	EBSCO	\$1,256.07
DDP	11/14/2025	EDGEcombe, LAUREN	\$61.39
130116	11/26/2025	EDUCATIONAL CONSULTING SERVICE	\$1,200.00
130117	11/26/2025	EDUCATIONAL SERVICE UNIT #2	\$30.00
130118	11/26/2025	EDUCATIONAL SERVICE UNIT #3	\$200.00
130045	11/10/2025	EDUCATIONAL SERVICE UNIT 16	\$10,500.00
130119	11/26/2025	EGAN SUPPLY CO	\$417.11
130120	11/26/2025	ELECTRONIC CONTRACTING CO.	\$487.50
130046	11/10/2025	ELEMENOT SERVICES	\$22,955.15
130121	11/26/2025	ERICKSON & BROOKS	\$32,500.00
130047	11/10/2025	ESPECIAL NEEDS, LLC	\$1,224.00
DDP	11/14/2025	EVANS, TYLER	\$53.20
130048	11/10/2025	EVERLY PLUMBING & HEATING INC	\$100.80
130122	11/26/2025	EVERLY PLUMBING & HEATING INC	\$121.50
130049	11/10/2025	FAMILY PHYSICAL THERAPY & SPORTS CENTER	\$5,153.40
130123	11/26/2025	FASTENAL COMPANY	\$17.62
130050	11/10/2025	FBG SERVICE CORPORATION	\$66,974.00
130124	11/26/2025	FBG SERVICE CORPORATION	\$16,800.00
DDP	11/14/2025	FELDHAUS, JAMES	\$196.89
130051	11/10/2025	FILTER SHOP INC	\$1,868.10
130052	11/10/2025	FIRST NATIONAL BANK OMAHA	\$1,930.45
130125	11/26/2025	FIRST STUDENT INC	\$163,212.13
130126	11/26/2025	FIRST WIRELESS INC	\$1,707.60
130127	11/26/2025	FOLLETT CONTENT SOLUTIONS, LLC	\$845.58
130128	11/26/2025	FPS FOOD SERVICE	\$1,143.53
130129	11/26/2025	FREEMONT CAR CARE CENTER	\$140.00
130130	11/26/2025	FREEMONT AREA UNITED WAY	\$1,600.00
130021	11/3/2025	FREEMONT DEPT OF UTILITIES	\$41,529.25
130131	11/26/2025	FREEMONT DEPT OF UTILITIES	\$76,342.92
130132	11/26/2025	FREEMONT ELECTRIC INC	\$267.84
130133	11/26/2025	FREEMONT ROTARY CLUB	\$152.00
130053	11/10/2025	FREEMONT WINNELSON CO	\$291.00
130134	11/26/2025	FREEMONT WINNELSON CO	\$890.33
130135	11/26/2025	GETZSCHMAN HEATING, LLC	\$4,038.00
DDP	11/14/2025	GILDOW, JULIE	\$36.40
130136	11/26/2025	GREAT PLAINS COMMUNICATIONS	\$2,535.94
DDP	11/14/2025	GRUBB, BAILEY	\$80.57

Check Number	Date	Payee	Amount
DDP	11/14/2025	HART, JIMMY	\$60.00
130054	11/10/2025	HD SUPPLY - FORMERLY HOME DEPOT PRO	\$8,300.00
130137	11/26/2025	HD SUPPLY - FORMERLY HOME DEPOT PRO	\$8,442.60
130138	11/26/2025	HD SUPPLY, INC	\$7,661.76
130055	11/10/2025	Heartland Equine Therapeutic Riding Acad	\$350.00
130139	11/26/2025	Heartland Equine Therapeutic Riding Acad	\$214.00
DDP	11/14/2025	HENKENIUS, MELISSA	\$12.60
DDP	11/14/2025	HERNANDEZ, ROSA	\$9.66
DDP	11/14/2025	HILGENKAMP, DAVE	\$60.26
130091	11/18/2025	HITCHED UP TRAILERS LLC	\$6,000.00
130056	11/10/2025	HOBBY LOBBY	\$198.27
130140	11/26/2025	HOBBY LOBBY	\$98.81
130022	11/6/2025	HOMETOWN LEASING	\$15,457.13
DDP	11/14/2025	HULTGREN, MARTA	\$156.80
DDP	11/14/2025	HUSS, CLIFF	\$74.20
130057	11/10/2025	Hyatt Place Lincoln Downtown Haymarket	\$119.00
130092	11/19/2025	HY-VEE INC	\$1,601.58
DDP	11/14/2025	IBARRA BOJORQUEZ, BRENDA	\$25.27
130058	11/10/2025	Inspire to Create Enterprises LLC	\$212.65
130059	11/10/2025	INSTITUTE FOR MULTI-SENSORY EDUCATION, L	\$974.61
130141	11/26/2025	INSTITUTE FOR MULTI-SENSORY EDUCATION, L	\$187.32
130142	11/26/2025	J.W. PEPPER & SON INC	\$1,369.41
DDP	11/14/2025	JIMENEZ OCHOA, ABDIEL	\$1.40
130060	11/10/2025	KELLY BROWN	\$414.40
DDP	11/14/2025	KERKMAN, RITA	\$13.23
130061	11/10/2025	KSB SCHOOL LAW, PC, LLO	\$75.00
130143	11/26/2025	KUBOTA OF OMAHA	\$994.54
130062	11/10/2025	LAKESHORE LEARNING MATERIALS	\$47.49
130063	11/10/2025	LEE G SIMMONS WILDLIFE SAFARI PARK	\$24.00
DDP	11/14/2025	LEINDECKER, JEANNIE	\$82.81
130144	11/26/2025	LIFT SOLUTIONS, INC	\$2,203.56
130145	11/26/2025	Lotus Behavioral Health, LLC	\$3,249.83
DDP	11/14/2025	MARTIN, KARIE	\$9.66
DDP	11/14/2025	MARY JANE ROBINSON	\$6,860.87
130146	11/26/2025	MATHESON TRI-GAS INC	\$3,074.32
130147	11/26/2025	MAX D. SIGNS	\$459.52
DDP	11/14/2025	MAXWELL, MARI	\$2.10
130023	11/6/2025	MBA RESEARCH	\$1,750.00
DDP	11/14/2025	MCCLAIN, SETH	\$173.60
DDP	11/14/2025	MCKENZIE, CAMDEN	\$20.37
DDP	11/14/2025	MCSHANE-SCHWIEGER, KATIE	\$123.27
130064	11/10/2025	MENARDS	\$507.21
130148	11/26/2025	MENARDS	\$1,414.72
130065	11/10/2025	METROPOLITAN COMMUNITY COLLEGE	\$2,720.30
130066	11/10/2025	MIDWEST SYMPOSIUM	\$240.00
130067	11/10/2025	MILES KELLETT	\$2,000.00

Check Number	Date	Payee	Amount
DDP	11/14/2025	MORSE, CHRISTINE	\$9.45
DDP	11/14/2025	MOTTL, LISA	\$40.46
130149	11/26/2025	NCS PEARSON	\$350.70
DDP	11/14/2025	NEAL, SARAH	\$15.33
130150	11/26/2025	NEBRASKA MUSIC EDUCATORS ASSOC	\$745.00
130151	11/26/2025	NEBRASKA STATE FIRE MARSHAL/BOILER	\$36.00
DDP	11/14/2025	NELSON, DEBRA	\$29.75
130068	11/10/2025	NOVACOAST	\$987.50
130070	11/10/2025	ONE SOURCE	\$868.45
130069	11/10/2025	O'REILLY AUTOMOTIVE INC	\$84.56
130152	11/26/2025	O'REILLY AUTOMOTIVE INC	\$238.76
130153	11/26/2025	P & H ELECTRIC INC	\$44.40
130071	11/10/2025	PAPER TIGER SHREDDING INC	\$596.00
130072	11/10/2025	PAPIO TRANSPORT SCHOOL SERVICE INC	\$11,261.25
130073	11/10/2025	PERFORMANCE DIESEL SERVICE	\$255.00
130154	11/26/2025	PERFORMANCE DIESEL SERVICE	\$20,542.99
130074	11/10/2025	PERRY, GUTHERY, HAASE & GESSFORD, P.C.,	\$1,970.00
DDP	11/14/2025	PETERS, MARIAN	\$6.72
130075	11/10/2025	PLANK ROAD PUBLISHING	\$18.45
130155	11/26/2025	QUADIENT LEASING USA, INC	\$1,008.66
130156	11/26/2025	RAPTOR TECHNOLOGIES, LLC	\$185.00
130157	11/26/2025	REHABMART, LLC	\$160.86
130076	11/10/2025	REMEDY ROAD LLC	\$7,503.54
DDP	11/14/2025	REYNOLDS, DEBRA	\$15.75
130077	11/10/2025	RISE VISION INC	\$510.00
130158	11/26/2025	ROBBERS CAVE LLC	\$69.93
DDP	11/14/2025	ROBERTSON, APRIL	\$88.55
DDP	11/14/2025	ROBERTSON, LISA	\$94.64
130159	11/26/2025	ROCHESTER MIDLAND CORP	\$754.00
130078	11/10/2025	ROSALINA HERNANDEZ HERNANDEZ	\$20.16
DDP	11/14/2025	ROXHOVEN, RICK	\$278.04
130160	11/26/2025	S2 ROLL-OFFS, LLC	\$3,840.90
130079	11/10/2025	SAPP BROS, INC	\$16,255.60
130161	11/26/2025	SAPP BROS, INC	\$6,459.76
130162	11/26/2025	SCHMIDT SPEECH LANG PATHOLOGY SRV, LLC	\$24,651.40
130080	11/10/2025	SCHMITT MUSIC CO	\$423.00
130163	11/26/2025	SCHOOL HEALTH CORPORATION	\$147.91
130081	11/10/2025	SCHOOL SOCIAL WORK ASSOCIATION OF NEBRAS	\$40.00
130164	11/26/2025	SELCOM, LLC	\$175.00
130165	11/26/2025	SENIOR HIGH ACTIVITY FUND	\$26.94
130166	11/26/2025	SHERWIN-WILLIAMS CO.	\$46.00
130082	11/10/2025	SID DILLON	\$101.23
130167	11/26/2025	SLP NOW, LLC	\$249.00
130083	11/10/2025	STAPLES ADVANTAGE	\$638.20
130168	11/26/2025	STAPLES ADVANTAGE	\$1,902.08
130169	11/26/2025	STARFALL EDUCATION FOUNDATION	\$70.00

Check Number	Date	Payee	Amount
DDP	11/14/2025	STEWART, COURTNEY	\$48.58
DDP	11/14/2025	STOKLASA, LAUREN	\$274.54
DDP	11/14/2025	STUMPE, DENISE	\$10.92
DDP	11/14/2025	STYSKAL, STEVE	\$196.17
130170	11/26/2025	SYS-KOOL LLC	\$139.65
130171	11/26/2025	TAESE/USU	\$1,805.00
DDP	11/14/2025	TALKINGTON, BEVERLY	\$12.18
130172	11/26/2025	TAYLOR'S	\$296.86
130084	11/10/2025	TEACHERS PAY TEACHERS	\$290.50
130085	11/10/2025	TED'S COVERS & TARPS	\$80.00
DDP	11/14/2025	THARP, SHARON	\$7.42
130173	11/26/2025	TIMME WELDING & SUPPLY	\$1,256.56
130174	11/26/2025	TITAN MACHINERY INC	\$6,193.21
130086	11/10/2025	TK Elevator	\$645.00
130087	11/10/2025	TRACTOR SUPPLY CREDIT PLAN	\$89.97
DDP	11/14/2025	TRIMPE, SARAH	\$30.10
130175	11/26/2025	TRITON SENSORS, LLC	\$1,485.00
130088	11/10/2025	TRUCK CENTER COMPANIES	\$513.52
DDP	11/14/2025	TURNER, DENNIS	\$77.73
DDP	11/14/2025	TURNER, ELIZABETH	\$37.52
130176	11/26/2025	TYLER BUSINESS FORMS	\$303.74
130177	11/26/2025	U.S. CELLULAR	\$59.58
130178	11/26/2025	UNITED RENTALS (NORTH AMERICA), INC.	\$542.00
130179	11/26/2025	UNK ACADEMIC AND CAREER SERVICES	\$175.00
130180	11/26/2025	UNL CAREER SERVICES	\$175.00
130181	11/26/2025	US OMNI & TSACG COMPLIANCE SERVICES	\$87.78
130089	11/10/2025	WALNUT RADIO LLC	\$950.00
130182	11/26/2025	WAYNE STATE COLLEGE	\$50.00
DDP	11/14/2025	WESCH, SARAH	\$94.50
130090	11/10/2025	Wex Bank	\$138.25
130183	11/26/2025	WIESE PLUMBING & EXCAVATING INC	\$6,343.79
DDP	11/14/2025	WILSON, MEGHAN	\$73.92
130184	11/26/2025	WISE OLDE OWL, LLC	\$279.65
130185	11/26/2025	YOST LAW FIRM	\$2,265.25
130186	11/26/2025	Zum Services, Inc	\$4,863.80
		TOTAL	<u>\$736,121.60</u>

Fremont Public Schools
Financial Reports

Recommendation

November 30, 2025

Submitted by: Susan Plank

The attached reports are for your information, review and approval:

**Summary Statement of General Fund Accounts (at November 30)
Activity Fund Balance Sheets**

This Summary of General Fund accounts for the Fiscal Year 2025-26 represents our approved budget and corresponding expenditures through this month-end. It is recommended that the November 2025 Financial Statements be accepted by the Board of Education as presented.

Moved by:

Seconded by:

Roll Call Vote --

Aye:

No:

Absent:

Fremont Public Schools
November 30, 2025

<u>Fund Name</u>	<u>Balance</u> <u>10/31/2025</u>	<u>Receipts</u> <u>November</u>	<u>Disbursements</u> <u>November</u>	<u>Statement</u> <u>Balance</u> <u>11/30/2025</u>	<u>Interfund</u> <u>Transfers</u>	<u>Account Balance</u> <u>Without</u> <u>Transfers</u>
<u>First National Bank Fremont:</u>						
General Fund	\$16,330,003.01	\$833,733.25	\$5,887,102.49	\$11,276,633.77	\$0.00	\$11,276,633.77
Payroll	\$18,502.49	\$5,316,676.25	\$5,293,903.53	\$41,275.21	\$0.00	\$41,275.21
Flex Benefit Fund	\$41,156.72	\$18,053.72	\$18,644.07	\$40,566.37	\$0.00	\$40,566.37
Special Building Fund	\$7,297,666.74	\$18,394.05	\$413,579.47	\$6,902,481.32	\$0.00	\$6,902,481.32
Bond District 11	\$7,824.18	\$0.00	\$0.00	\$7,824.18	\$0.00	\$7,824.18
FPS 2022 GO Bond	\$3,489,048.69	\$8,520.03	\$1,000.00	\$3,496,568.72	\$0.00	\$3,496,568.72
<u>Pinnacle Bank:</u>						
General Fund	\$26,424.63	\$18.24	\$0.00	\$26,442.87	\$0.00	\$26,442.87
QCPUF Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<u>RVR Bank:</u>						
Disbursing Account	\$365,545.30	\$569,071.42	\$578,881.17	\$355,735.55	\$0.00	\$355,735.55
Depreciation Fund	\$3,182,699.63	\$7,173.01	\$15,582.00	\$3,174,290.64	\$0.00	\$3,174,290.64
<u>US Bank:</u>						
District Activity Fund	\$32,488.83	\$8,030.60	\$7,438.63	\$33,080.80	\$0.00	\$33,080.80

Fremont Public Schools
 FPS 2022 GO Bond Detail
 November 2025

Beginning Balance 10/31/2025		\$3,489,048.69
November Receipts:		\$8,520.03
10/31/2025	Addtl Oct Sweep Interest not Reported for October	\$863.24
11/30/2025	Sweep Interest	\$7,656.79
November Expenditures:		-\$1,000.00
11/10/2025	ck 419 Olsson, Inc FHS and Fields SWPPP Inspections thru 10-4-25	-\$1,000.00
Ending Balance 11/30/25 - FPS 2022 GO Bond		\$3,496,568.72
FNBO Capital Markets Par Value		\$0.00
		<hr style="width: 100%; border: 0.5px solid black;"/>
		\$3,496,568.72

**Fremont Public Schools
Pledged Securities
11/30/2025**

Fremont National Bank

Description	Receipt #	Maturity Date	Current Face
-------------	-----------	---------------	--------------

Pooled Pledged Securities with Nebraska Bankers Insurance and Services Company

Description	Receipt #	Maturity Date	Current Face
Douglas Cnty NE SD #59 GO Unltd	259353LA6	6/15/2026	\$198,228.33
Douglas Cnty NE SD #59 GO Unltd	259353MV9	12/15/2027	\$140,729.27
Fairbury NE Go Unltd	303665GH0	10/15/2026	\$168,536.11
Fremont NE GO Unltd	357406DV6	8/1/2026	\$198,350.95
Gretna NE GO Unltd	397802MJ5	8/15/2027	\$216,489.65
Sarpy Cnty NE SD#37 GO Unltd	803770VP8	12/15/2036	\$278,968.21
Scottsbluff Cnty NE SD#32 Go Unltd	810181GG6	12/1/2026	\$196,798.39
Tecumseh NE GO Unltd	878848JM3	12/15/2026	\$119,251.77
			\$1,517,352.68

**Fremont Public Schools
Pledged Securities Recap
November 30, 2025**

Fund Name	Statement Balance 11/30/2025	Total All Accounts	Total Pledged Securities Required	Total Pledged Securities Market Value	Pledging Excess/(Shortage)
<u>First National Bank Fremont:</u>					
General Fund	\$11,276,633.77				
Payroll	\$41,275.21				
Flex Benefit Fund	\$40,566.37				
Special Building Fund	\$6,902,481.32				
Bond District 11	\$7,824.18				
FPS 2022 GO Bond	\$3,496,568.72				
Learning Center	\$566.14				
FDIC Insured \$250,000		<u>\$21,765,915.71</u>			
<u>Pinnacle Bank:</u>					
General Fund	\$26,442.87				
QCPUF Fund	\$0.00				
FDIC Insured \$250,000		<u>\$26,442.87</u>	\$0.00	\$0.00	\$0.00
<u>RVR Bank:</u>					
High School Activity	\$145,305.76				
MS/JCAC Activity	\$91,430.88				
HS House Build	\$13,007.64				
FDIC Insured \$250,000		<u>\$249,744.28</u>	\$0.00		
Disbursing Account	\$355,735.55				
Food Service	\$250,000.00				
Depreciation	\$1,000.00				
FDIC Insured \$250,000		<u>\$606,735.55</u>	\$356,735.55		
Food Service Sweep	\$75,320.30				
ICS Sweep		<u>\$73,238.98</u>	\$2,081.32		
Depreciation Sweep	\$3,173,290.64				
ICS Sweep		<u>\$3,173,288.53</u>	\$2.11		
			\$2,083.43		
Total Pledging Required			<u>\$358,818.98</u>		
Pledging Requirement 102% of Above Balance			<u>\$365,995.36</u>	\$1,517,352.68	<u>\$1,151,357.32</u>
<u>US Bank:</u>					
District Activity Fund	\$0.00				
Elementary Activity Fund	\$0.00				
FDIC Insured \$250,000		<u>\$0.00</u>	\$0.00	\$0.00	\$0.00

Fremont Public Schools
General Fund
School Year 2025-2026
November 2025

FPS GENERAL FUND

Receipts:	<u>Budgeted</u>	<u>Actual Receipts</u>	<u>% Received</u>
Local Sources	2,903,328	917,839	31.61%
County Sources	433,500	2,287	0.53%
State Aide	19,955,987	3,991,198	20.00%
State Sources	8,385,659	49,974	0.60%
Federal Sources	2,988,377	1,168,667	39.11%
Personal and Property Taxes	35,205,699	7,916,851	22.49%
Cash Reserve	1,657,550	0	0.00%
	<u>71,530,100</u>	<u>14,046,816</u>	<u>19.64%</u>

Expenditures:	<u>Budgeted</u>	<u>Expenditures YTD</u>	<u>% Disbursed</u>
Regular Instruction	32,821,167	8,555,487	26.07%
Special Education	8,820,765	2,218,041	25.15%
Pupil Support Services	7,049,600	1,836,187	26.05%
Instruct Support Services	3,295,102	695,659	21.11%
Board of Education	585,000	760,938 *	130.07%
General Administration	1,600,757	552,884	34.54%
School Administration	2,460,447	703,042	28.57%
Business Support	2,310,022	532,700	23.06%
Facilities & Operations	6,993,699	1,835,230	26.24%
Regular Transportation	1,068,812	285,371	26.70%
Special Ed Transportation	1,717,970	584,854	34.04%
State Grants	561,990	83,549	14.87%
Debt Services (Tax Repayment)	0	0	0.00%
Federal Programs	4,737,024	962,461	20.32%
Summer Programs	15,296	0	0.00%
Transfers to Other Funds	<u>250,000</u>	<u>2,755</u>	<u>1.10%</u>
	<u>74,287,651</u>	<u>19,609,157</u>	<u>26.40%</u>

*Includes District Liability Insurance Premiums

Fremont Elementary School Activities Fund

Balance Sheet 2025-2026

As of November 30, 2025

	<u>Nov 30, 25</u>
ASSETS	
Current Assets	
Checking/Savings	
1000 - Checking	18,275.65
Total Checking/Savings	<u>18,275.65</u>
Total Current Assets	<u>18,275.65</u>
TOTAL ASSETS	<u>18,275.65</u>
LIABILITIES & EQUITY	
Equity	
Net Income	18,275.65
Total Equity	<u>18,275.65</u>
TOTAL LIABILITIES & EQUITY	<u>18,275.65</u>

Fremont Middle School and Johnson Crossing Academic Center
Balance Sheet 2025-2026
November 2025

	<u>Nov 30, 25</u>
ASSETS	
Current Assets	
Checking/Savings	
FMS Checking	86,516.90
Total Checking/Savings	<u>86,516.90</u>
Total Current Assets	<u>86,516.90</u>
TOTAL ASSETS	<u><u>86,516.90</u></u>
LIABILITIES & EQUITY	
Equity	
1110 - Fund Balance	902.50
Net Income	85,614.40
Total Equity	<u>86,516.90</u>
TOTAL LIABILITIES & EQUITY	<u><u>86,516.90</u></u>

Fremont High Activities Fund
Balance Sheet
As of November 30, 2025

	Nov 30, 25	Oct 31, 25
ASSETS		
Current Assets		
Checking/Savings		
CTE Checking	8,190.57	20,205.82
Checking	117,580.97	147,676.81
Total Checking/Savings	125,771.54	167,882.63
Total Current Assets	125,771.54	167,882.63
TOTAL ASSETS	125,771.54	167,882.63
LIABILITIES & EQUITY		
Equity		
Net Income	125,771.54	167,882.63
Total Equity	125,771.54	167,882.63
TOTAL LIABILITIES & EQUITY	125,771.54	167,882.63

LC Activity Account
Balance Sheet
As of November 30, 2025

	Nov 30, 25	Nov 30, 24
ASSETS		
Current Assets		
Checking/Savings		
Fremont National Bank	566.14	318.89
Total Checking/Savings	566.14	318.89
Total Current Assets	566.14	318.89
TOTAL ASSETS	566.14	318.89
LIABILITIES & EQUITY		
Equity		
Retained Earnings	197.85	757.06
Net Income	368.29	-438.17
Total Equity	566.14	318.89
TOTAL LIABILITIES & EQUITY	566.14	318.89

Fremont Public School Food Service

130 East Ninth Street
Fremont, Nebraska 68025
Jeff Glosser

Director of Operational Services

Monthly Report of: Nov 2025

Fund Balance: 10/31/25 \$ 147,914.51

Receipts:

1510 Interest	\$ 461.68
1611 School Lunch Program	\$ 57,774.01
1990 Other Misc Income	\$ 2,033.50
3150 State Reimbursement	
4210 Federal Reimbursement	\$ 314,431.62
5200 Funds Transfer In	
Total Monthly Income	<u>\$ 374,700.81</u>

Expenditures:

110 Labor	\$ 167,014.42
330 Employee Training	
430 Repairs & Maintenance	\$ 8,539.06
610 General Supplies	\$ 835.41
630 Food	\$ 190,352.64
810 Dues & Fees	\$ 50.00
890 Misc Expenditures	\$ 149.15
Total Expenditures	<u>\$ 366,940.68</u>

Fund Balance: 11/30/25 \$ 155,674.64



FREMONT PUBLIC SCHOOLS

NSCAS Assessment Data 2025

ACT 2025

Graduation Rate 2025

Board of Education Meeting

December 8, 2025

Nebraska Student Centered Assessment System (NSCAS)

- Summative Assessment on grade level standards
- Grades 3-8 English Language Arts & Mathematics
- Grades 5 & 8 Science
- 3rd Year Cohort - (Juniors typically) ACT with cut scores established for state proficiency
- NSCAS was taken in April 2025
- Public Release of Nebraska Education Profile (NEP) & NSCAS Performance November 26, 2025



FPS & State Program Participation 2024-2025

	FPS	State
Students	5,283	330,136
English Learners	29%	10%
Free / Reduced Lunch	66%	50%
Gifted / HAL	11%	13%
Special Education	21%	17%



English Language Arts – FPS & State Proficiency Averages

Overall Proficiency	
FPS	State
41%	59%

Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8	
FPS	State										
28%	57%	34%	60%	36%	56%	42%	59%	57%	58%	55%	63%



Mathematics – FPS & State Proficiency Averages

Overall Proficiency	
FPS	State
42%	58%

Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8	
FPS	State										
36%	60%	39%	61%	42%	59%	40%	56%	54%	55%	41%	57%

Science - FPS & State Proficiency Averages

Overall Proficiency	
FPS	State
73%	80%

Grade 5		Grade 8	
FPS	State	FPS	State
80%	83%	67%	76%



Nebraska Required ACT 2024-2025 Proficiency 3rd Year Cohort - (Juniors)



FREMONT PUBLIC SCHOOLS

Nebraska Required ACT - FPS & State Proficiency Averages 2025

Nebraska ACT Proficiency		
Content	FPS	State
ELA	35%	43%
Math	30%	41%
Science	37%	48%



State Required 3rd Year Cohort ACT 2025 - Composite

Year	# of Students		English		Mathematics		Reading		Science		Composite	
	FPS	State	FPS	State	FPS	State	FPS	State	FPS	State	FPS	State
2020-21	347	21,847	17.6	17.8	18.0	18.8	17.9	19.1	18.7	19.1	18.2	18.8
2021-22	362	22,225	16.5	17.7	17.2	18.6	17.3	18.9	17.9	19.0	17.4	18.6
2022-23	373	22,402	16.1	17.6	16.8	18.6	16.9	19.0	17.5	19.1	17.0	18.7
2023-24	363	22,030	16.2	17.5	17.4	18.6	16.9	19.1	17.8	19.0	17.2	18.7
2024-25	420	23,243	15.7	17.2	16.9	18.3	16.9	18.4	17.3	18.7	16.8	18.3



ACT
Graduating Class 2025
Officially released by ACT October 2025



FREMONT PUBLIC SCHOOLS

Graduating Class 2025

Year	# of Students		English		Mathematics		Reading		Science		Composite	
	FPS	State	FPS	State	FPS	State	FPS	State	FPS	State	FPS	State
2020	371	24,973	17.9	19.2	18.5	19.7	18.5	20.2	18.6	20.0	18.5	19.9
2021	301	21,627	17.7	19.1	18.5	19.6	19.1	20.7	18.9	20.2	18.7	20.0
2022	357	24,370	17.5	18.6	17.7	19.1	17.9	19.8	18.6	19.6	18.1	19.4
2023	363	24,565	16.5	18.3	17.3	18.9	17.5	19.5	18.0	19.4	17.4	19.2
2024	377	24581	16.0	18.1	16.8	18.8	17.0	19.5	17.6	19.4	17.0	19.1
2025	365	24160	16.2	18.2	17.2	18.9	16.8	19.6	17.8	19.4	17.1	19.2

ACT uses the students' last scores - not necessarily their best scores



FREMONT PUBLIC SCHOOLS

Graduation Rate 2025



FREMONT PUBLIC SCHOOLS

Graduation Rate

Cohort Year	Total Students Graduated in 4 years	4 year Graduation Rate % Of Cohort		FPS 5 Year	FPS 6 Year	FPS 7 Year
	FPS	State	FPS			
2025	330	87.68%	82.50%			
2024	352	88.14%	85.23%	88.35%		
2023	332	87.30%	83.63%	86.77%	88.04%	
2022	323	87.12%	83.68%	86.30%	87.86%	87.86%
2021	325	87.56%	85.08%	86.46%	87.79%	88.31%
2020	350	87.51%	86.85%	87.41%	88.64%	89.38%
2019	336	88.42%	86.60%	88.01%	88.27%	89.51%
2018	328	88.7%	84.10%	85.43%	85.96%	86.82%



FPS Student Growth 2024-2025



FREMONT PUBLIC SCHOOLS

Capitalizing on Growth - NSCAS



Assessment

FREMONT PUBLIC SCHOOLS [27-0001-000]

Student Achievement and Growth Tenet - Growth

	ELA	Math	Total
# of Eligible Students	1691	1688	3379
# of Students Showing Growth	1092	1048	2140
	Growth Percentage		63.33%

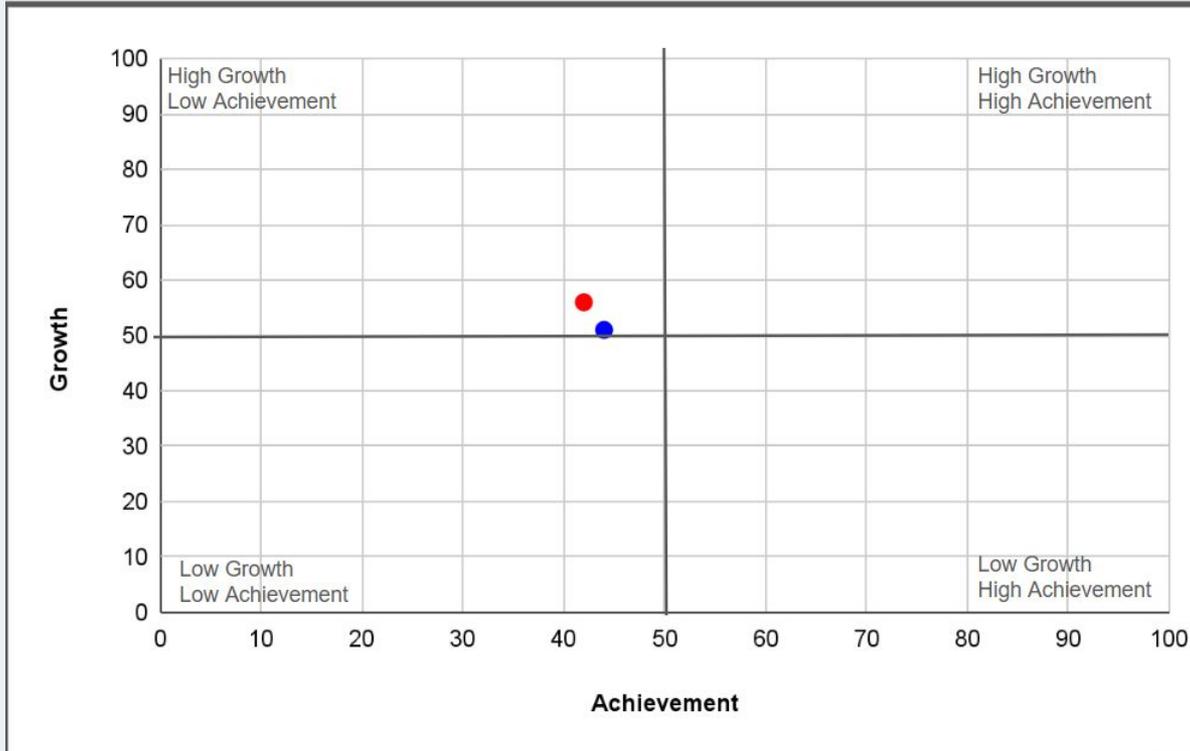
**Over 60% of FPS
4th-8th Grade** Students demonstrated growth from 2023-24 to 2024-25 on the NSCAS Growth Assessment. (Grade Level Standards)



FREMONT PUBLIC SCHOOLS

Capitalizing on Growth - MAP

MAP Growth 2024-2025 Fall to Spring Grades K-8



Reading
Math

Individual,
Incremental Growth

50th Percentile is average



FREMONT PUBLIC SCHOOLS

Individual Incremental Growth Results Over Time

2025 Graduation Cohort

Time of FPS Enrollment	# of Dropouts	Graduation Rate	Grads / Total Cohort	BEST ACT Score, NOT NSCAS ACT				
				Composite	English	Math	Reading	Science
Enrolled in PK/K	4	94.29%	132 / 140	18.57	17.96	19	18.07	19.35
Enrolled in PK/K-4	5	94.29%	165 / 175	18.73	17.6	18.56	17.88	18.85
Enrolled in 9th grade	7	75.51%	37 / 49	15.88	14.23	16.69	15.35	16.69
Enrolled in 9, 10, 11	7	78.16%	68 / 87	15.97	14.84	16.62	15.62	16.56

Data compiled from FPS Student Information System



FREMONT PUBLIC SCHOOLS

State Assessment 2025-2026

- FPS Gr. 3-8 will take NSCAS Growth in April 2026
 - English Language Arts
 - Mathematics
- FPS Gr. 5 & 8 will also take NSCAS Growth Science April 2026
- Students in the 3rd year cohort (typically Juniors) will take the State Required ACT in March & April 2026



Policy Committee

The Policy Committee has been reviewing policies in order to move towards a full adoption of policies as recommended by Perry Law Firm. The rationale for the work of the policy committee is to:

- Align policy with current state and federal regulations.
- Clarify procedural language for consistency and transparency.
- Remove outdated references and add recent statutory requirements.
- Consolidation of overlapping policies for efficiency

Once the Perry policies are fully approved and implemented the maintenance of District policies will involve periodic updates which are provided at no charge through the ESU on an annual basis. This will enable a more efficient and effective policy process ensuring the legality, relevance and accuracy of the District's policies.

The sections of policy brought forth this month include the sections of School and Community Organizations, Administrative Program, Superintendent, Principals and Administrative Programs.

The intent of the policy committee is that the listed policies would be adopted as a group, waiving a second reading.

1400-2440

Perry Policy - School Communication School and Community Organizations			
	Policy:	FPS Policy:	Notes:
School and Community Organizations	1400		New
Parent Organizations	1410	12B	Update to 1410; rescind 12B
Utilizing Community Resources	1430		New
Staff Participation in Community Affairs	1440	11A.4c1	Update to 1440; rescind 11A.4C1
School Personnel and the Public	1450		New
Public Performances by Students	1470		New
Emergency Closure of School Buildings	1500		New
Emergency Exclusion of Persons from School	1501		New
Perry Policy - Administrative Program			
	Policy:	FPS Policy:	Notes:
Functional Principle of Administration	2000	21	Adopt 2000; rescind 21

Election of Administrative Personnel	2010	21A.6	Adopt 2010, rescind 21A.6
Perry Policy - Superintendent			
	Policy:	FPS Policy:	Notes:
Superintendent of Schools	2100	21A	Update to 2100, rescind 21A
Duties of the Superintendent of Schools	2110	21A.2	Update to 2110, rescind 21A.2
Perry Policy - Principals			
	Policy:	FPS Policy:	Notes:
Principalship	2200	26F.1	Update to 2200; rescind 26F.1
Perry Policy - Administrative Programs			
	Policy:	FPS Policy:	Notes:
Line of Authority	2400	24D.1	Update 2400; rescind 24D.1
Administrative Actions in Emergencies	2410		New
Staff Handbooks	2420	22B.a	Approve 2420, rescind 22B.a
Attendance at Professional Growth Meetings	2430	22B.2	Approve 2430; rescind 22B.2

Administrative Action in Absence of Policy	2440	22B.4	Approve 2440; rescind 22B.4
---	----------------------	-----------------------	--------------------------------

Community Relations

School and Community Organizations

The board of education regards school and community organizations as a valuable dimension of the educational environment and encourages all employees and employee groups to support their existence and programs.

Date of Adoption: [Insert Date]

Community RelationsParent Organizations

The Board of Education encourages the establishment of parent organizations in the school. Such organizations are vital factors in establishing and maintaining positive home-community-school relationships and their value is recognized by the Board. Parent organizations should coordinate their efforts through the school's administrative offices prior to planning events or activities.

The Board of Education supports the concept of using parents and others as volunteers in the school, not to replace professional staff, but to enrich the educational opportunities for the students. Volunteers may be subject to screening for appropriate qualifications and background to perform assigned tasks.

Date of Adoption: [Insert Date]

Community RelationsUtilizing Community Resources

School principals and their respective staffs are urged to identify and utilize the special talents and resources of individual citizens and community organizations to provide appropriate enrichment experiences for students. School personnel utilizing any individual or group resources shall clear this activity through their respective building principals.

Date of Adoption: [Insert Date]

Community RelationsStaff Participation in Community Affairs

All employees are encouraged to participate in community organizations and activities. The school board feels that school-community relations are enhanced when school personnel interact with other people within the community. This interaction serves to informally transmit school information to patrons of the community and to gather public opinion on the school's effectiveness and its activities.

Date of Adoption: [Insert Date]

Community RelationsSchool Personnel and the Public

While it is the Superintendent of school's responsibility for district-wide public relations, it is the Board's belief that all school employees are obligated to promote a positive image of the school district, its programs, and students. To that end, all employees are encouraged to use tact, patience, and courtesy in their relationships with students, parents, and district patrons and to serve as good role models in their personal conduct.

Date of Adoption: [Insert Date]

Community RelationsPublic Performances by Students

Participation in community celebrations, patriotic observations, or other special events by bands, choral groups, athletic teams, or other student groups is recommended by the Board of Education as a means for establishment of better public relations between the school district and the community. The use of school groups to promote partisan politics, religious views, commercial gains, or non-school fundraising activities is not approved.

All public performances by students shall be approved by the Superintendent or designee.

Date of Adoption: [Insert Date]

Community RelationsEmergency Closure of School Buildings

If the Superintendent or Superintendent's designee determines that a building or buildings should be closed due to health or safety concerns, then the Superintendent or Superintendent's designee is authorized to close a school building or buildings until the Superintendent or Superintendent's designee determines that such building or buildings should be reopened.

In determining whether a building or buildings should be closed, the Superintendent or Superintendent's designee is encouraged to receive input from law enforcement, health officials, or other relevant experts.

If the Superintendent or Superintendent's designee makes the decision to close a school building or buildings, then the Superintendent or Superintendent's designee shall communicate such decision to students, parents, staff, community members and area media outlets as soon as practical.

If a school building is closed, then no person shall be allowed to enter such building unless the Superintendent permits such person to enter such building.

Date of Adoption: [Insert Date]

Community RelationsEmergency Exclusion of Persons from School

If the Superintendent or Superintendent's designee determines that a person may pose a health or safety risk to others, the Superintendent may exclude such person from school property. If such person is a student, then the Superintendent or Superintendent's designee may refer to the emergency exclusion provisions of Policy 5101. If such person is a staff member, then the Superintendent or Superintendent's designee may place said staff member on paid or unpaid leave. If such person is not a student or staff member, then the Superintendent or Superintendent's designee shall inform such person as soon as possible that they are not permitted on school property until further notice from the Superintendent or Superintendent's designee.

The Superintendent may consult with law enforcement, health officials or other experts in determining whether such exclusion should occur.

Date of Adoption: [Insert Date]

AdministrationFunctional Principle of Administration

- A) The organization of the school staff shall be unified and directed by a single executive head – the Superintendent of Schools.
- B) Staff organization shall be based upon a functional analysis of the services to be rendered by the school system.
- C) The Board of Education recognizes the following services or functions within the school system:
 - 1. Policy making and legislation – functions of the Board of Education carried on with the aid of the Superintendent of Schools.
 - 2. Administration – a function of the administrators on all levels of the school system, unified and coordinated through the office of the Superintendent of Schools.
 - 3. Instruction – a service performed by teachers, counselors and librarians aided by administrative and certificated employees and their assistants.
 - 4. District Operations – functions under the direction of the Superintendent of Schools.
 - 5. Business affairs, to include accounting, secretarial, and clerical – services performed by secretaries, clerks, accountants, and others under the direction of the Superintendent of Schools.
- D) All administrators are expected to function as an effective administrative team, and may be called upon from time to time to make reports to the Board of education.

Date of Adoption: [Insert Date]

AdministrationElection of Administrative Personnel

All administrative positions shall be authorized by the Board of education upon the recommendation of the Superintendent of schools. All administrators shall be properly certified so as to conform with standards established by the Nebraska State Board of Education and shall have such training and experience as deemed appropriate by the Superintendent of schools or designee. Unless otherwise indicated, administrators are assigned, supervised, and evaluated by the Superintendent of schools.

Date of Adoption: [Insert Date]

AdministrationThe Superintendent of Schools

The Superintendent of Schools shall be the chief executive officer of the Fremont Public Schools. As chief executive officer of the Fremont Public Schools, the Superintendent shall have general oversight of the school system. The Superintendent shall be responsible for the efficient operation of the system in all its divisions. The Superintendent shall also exercise those duties which are mandated by the statutes and those which are specifically designated in the Policies and Regulations of the Fremont Public Schools as duties of the Superintendent.

Date of Adoption: [Insert Date]

AdministrativeDuties of the Superintendent of Schools

1. The Superintendent of schools is the chief executive officer of the Board of Education. The Superintendent shall perform such duties as are assigned by the Board and be subject to the directions given by the Board.
2. Serves as the educational leader of Fremont Public Schools.
3. Administers the school in conformity with the adopted policies of the Board of Education, rules and regulations of the State Department of Education in accordance with state law, and all other laws and regulations.
4. Enforces the policies and regulations of the Board of Education, presents recommendations for Board policy, makes a continuous study of the development and needs of the schools, and prepare reports as appropriate to the Board of Education on the condition and development of the schools.
5. Provides long term planning to guide the Board in policy development.
6. Makes Board of Education policies accessible to school Board members, school personnel, and the general public.
7. Informs the Board of Education concerning decisions that are made which are not covered in Board of education policies.
8. Attends all Board meetings unless excused at his or her request.
9. Prepares and sends out agenda, special reports and minutes for Board of Education meetings.
10. Prepares for monthly and special Board of education meetings.
11. Keeps the Board informed concerning the total school program.
12. Keeps up-to-date on trends and laws in education by attending local, district, state, and national meetings or conferences with prior Board of Education approval.
13. Directs the annual audit of school district funds: General Fund, Depreciation Fund, Activity Fund, School Lunch Fund, Special Building Fund, Qualified Capital Purpose Undertaking Fund, Employee Benefit Fund, Bond Fund, Cooperative Fund, Student Fee Fund, all Federal Programs, and the Special Education Program.

14. Prepares the annual budget for the ensuing year with the assistance of the staff and the Board of Education. After adoption the Superintendent is to make every attempt possible to operate within the limits set forth by the budget.
15. Is in charge of all financial matters of the district.
16. Lets bids in terms of price, quality of product and service rendered when needed. On large items in which the Board requests bids or items for which action by the Board of Education is required, the Board of Education shall determine the bid to be accepted.
17. Oversees and coordinates the orders of all supplies, textbooks, library material, equipment furniture, and the like, when covered by the budget or by specific order of the Board of Education.
18. Keeps an up-to-date inventory of textbooks, library books, moveable equipment, athletic equipment, music equipment, uniforms, computers, and other District property.
19. With Board of Education approval, advertises, interviews and offers contracts to teachers.
20. Hires, replaces, and supervises all non-certified employees and recommends their salaries.
21. Assigns or transfers all school personnel to their particular school, jobs, and responsibilities as seems best for the school system.
22. Develops, maintains and operates a constructive program of staff development for all employees of the school system, and for this service the Superintendent shall have power under budget control to employ lecturers, grant temporary leaves from work, and develop professional library facilities as required.
23. Stresses the importance of public relations that will provide for good school-community relations. Provides the community with adequate information about the activities of the school.
24. Develops the school calendar and presents it to the Board for Board of Education approval.
25. Completes, or oversees the completion of, all forms required by the State Department of Education and ensures that they are submitted before the due date.
26. Is responsible for the overall upkeep and maintenance of the school facilities, grounds, and equipment and sees to their maintenance and safety.
27. Is responsible for all long-range and short-term planning concerning school facilities.

28. Shall have a census taken each year of all people under the age of twenty-one whose parents or guardians live within the boundaries of the School District.
29. Adheres to the ethical and professional standards developed and approved by the Nebraska Department of Education and Board policy.
30. Oversees the scheduling of buses and drivers for all activity trips.
31. Delegate duties or work to subordinate officers or employees as required for the effective administration of the school system except in such matters as when the statutes or resolutions of the Board of Education prohibit the delegation of such authority. Work completed upon delegation of the Superintendent shall be deemed as having been done by the Superintendent of Schools.
32. All reports or recommendations to the Board from any officer or employee under the direction of the Superintendent shall be made to the office of the Superintendent unless otherwise directed by the Board of Education.
33. A job description for the Superintendent will be adopted from time to time by the Board of Education which the Superintendent shall be expected to adhere to.

Date of Adoption: [Insert Date]

Administration

The Principalship

1. The elementary and secondary schools shall be under the direct administrative and supervisory control of the designated principals.
2. Principals shall perform all duties pertaining to their positions under the immediate supervision of the Superintendent.

Date of Adoption: [Insert Date]

Administration

Line of Authority

Each teacher or other employee of the School District shall be under the general direction of the Superintendent, but shall be under the immediate supervision of the building Principal or other designated supervisor.

Date of Adoption: [Insert Date]

AdministrationAdministrative Actions in Emergencies

In any crises or emergency circumstances, the immediate concern will be securing the safety and welfare of students and staff. A second priority, if appropriate, will be the securing and salvaging of property. The Superintendent will oversee administering and monitoring any emergency event, except that if the situation is confined to a particular building, the Principal will be in charge with the Superintendent advising on necessary decisions.

Date of Adoption: [Insert Date]

AdministrationStaff Handbooks

The Superintendent shall have the authority to establish staff handbooks. The handbooks shall define the duties of all special school officers and employees; define responsibilities, duties and policies concerning the relation of personnel to the administration, the community and the students; shall list the responsibilities of the administration to the staff together with staff welfare measures; and shall list general policies pertaining to students. Staff handbooks shall, when approved by the Board, have the effect of Board policy and control over any conflicting Board policy adopted prior to the staff handbook in the event of a direct conflict.

All staff shall be furnished or be provided access to a handbook at the beginning of each school year. Should a circumstance present itself that is not covered by the provisions of the staff handbook applicable to a specific employee, reference should be made to Board policy.

Date of Adoption: [Insert Date]

AdministrationAttendance at Professional Growth Meetings

The Board of Education expects its administrative staff to be informed on contemporary educational issues and therefore encourages active participation in the respective professional administrative organizations, including state, regional, and national associations for the Superintendent and principals. Accordingly, the Board of Education authorizes and will fund, within budgetary limits, attendance to state, regional, and national conferences sponsored by professional administrative organizations, curriculum groups, institutions of higher education, legislative bodies, and other agencies having a relationship which is in agreement with the school district's educational objectives.

Administrators' attendance at national conferences is subject to Board approval.

The Superintendent and the Principal, when approved to attend a national convention, shall be allowed expenses which shall be approved by the Board of Education. Travel documents, including itemized airline tickets, receipts, and other records pertaining to expenses incurred during the trip shall be submitted for Board approval prior to payment or reimbursement.

The expenses of the spouse of the administrator, accompanying the administrator on any trip, shall not be borne by the District.

Periodic reports may be given to the Board of Education regarding administrator attendance at conferences, including prior announcement of intended national conferences.

Date of Adoption: [Insert Date]

Administration

Administrative Action in Absence of Policy

If a situation demanding a decision is not covered by an existing law, policy, or by regulations, the Superintendent or the Superintendent's designee is empowered to make the decision deemed best in the Superintendent's or the Superintendent's designee's professional judgment.

Decisions of significance made in the absence of policy shall be reported to the Board and the Superintendent shall develop recommended policy to deal with similar matters in the future.

Date of Adoption: [Insert Date]

FREMONT PUBLIC SCHOOLS

Donation Form

To Be Submitted for Board Approval of Donations

Date:

- November 26, 2025

Building/Organization Receiving Donation:

- Fremont Middle School - Student Council

Organization Making Donation:

- All Metals Market - \$1000
- Lincoln Premium Poultry - \$1000
- Greater Omaha Packing - \$1000
- RVR Bank - \$500
- Fremont Roofing - \$500
- Dodge County Realty - \$250
- Investment Advisors - \$250
- Fremont Electric - \$250

Description of Donation:

- FMS Student Council will utilize these donations to support our efforts to recognize and celebrate students individually, in small groups, whole teams, and building-wide for their academic and behavioral achievements. These opportunities support our PBIS system and our continued goal to build positive relationships with our stakeholders.
- A large portion of these donations will support our 2nd Quarter Celebration when we host the Pancake Man to celebrate our students and include/invite parents to attend this event. This is one of several Family Engagement events we host throughout the year.

Value of Donation:

- \$4750

Date to be reviewed by Board:

- December 8, 2025

(Required if value over \$500) **Note: 30 days advance notice prior to a school board meeting must be given for this request to be considered.**

Building Principal Bill Niebauer

Must have all signatures and form returned before donation may be used for purchase/expenditures.

Executive Director [Signature]

date 12-1-25

Superintendent [Signature]

date 12-1-25

Director of Information Services _____ date _____
(Needed when project has technology implications)



FREMONT ACTIVITIES DEPARTMENT

1750 North Lincoln Avenue
Fremont, NE 68025
402-727-3050
(fx) 402-727-3033

12/4/2025

I am writing to formally request permission for the Fremont Varsity Boys' and Girls' Track & Field programs to travel out of state to compete in a track and field invitational in Bartlesville, OK. Both varsity teams plan to participate in the meet on Friday, March 27, 2026. The teams will depart on Thursday, March 26 and return on Saturday, March 28, 2026. Coaches from both programs will accompany the student-athletes on the trip.

The estimated total cost of the trip is approximately \$12,500 per team. All participating student-athletes will take part in fundraising efforts to cover expenses, ensuring there is no financial burden on the FPS district or the Fremont High School athletic department. Funds raised will cover transportation, hotel accommodations, and meals for each participant. In the event fundraising does not fully cover the total cost, the track fund within the student activity fund will be used to make up the difference.

Thank you for your time and consideration. Please let me know if you need any additional information.

Sincerely,

Scott Anderson

Scott Anderson
Assistant Principal/Activities Director
Fremont High School