

Fremont Board of Education
Board of Education Regular Meeting
Board Room
130 E 9th St
Fremont, NE 68025
Monday, February 9, 2026 6:30 PM

AGENDA SUMMARY

1. CALL TO ORDER AND ROLL CALL

1.1. Public Statement

1.2. Public Comment Period

Individuals wishing to address the Board will be recognized to speak at the Board table. When recognized by the Chair, please state and spell your name before proceeding with your comments. A maximum time limit of 5 minutes will be allowed for each audience member unless an exception is granted by the Chair.

Please note that the Board cannot discuss or act upon matters that are not listed on the agenda. Therefore, Board members will not respond to your comments or questions.

Also, note that concerns related to school personnel need to be addressed to the Superintendent using the approved district protocol. Individuals who make false, defamatory, or slanderous statements during public comments may be held legally liable. Slanderous comments are not protected just because they are made at Board meetings.

Fremont Public Schools welcomes all guests to our public meetings. It is the intention of the Fremont Public Schools Board of Education that all those present at the Board of Education meetings, whether Board members, FPS staff, or members of the public, act and treat each other with honor and respect. Guests are expected to refrain from speaking (including applauding or cheering) during the meeting unless asked to address the Board of Education by the Board President or during their allotted time in public participation.

If anyone attending the meeting is determined by the President to be disruptive or a detriment to the procession of the meeting by their words or actions, that person or persons, may be asked by the President to leave the meeting at any time. Anyone who refuses to leave will be escorted from the meeting by either school personnel or a police officer and could be legally barred from attending future meetings. Thank you for helping us to have a respectful meeting forum.

1.3. 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

- Bell Field Elementary
- Fremont High School

3. REPORT ITEMS

3.1. FEA

3.2. Update on Board Goal #1 Student Outcomes/Serve All Students - Bell Field Continuous Improvement Plan

3.3. Update on Board Goal #1 Student Outcomes/Serve All Students - Deer Pointe Continuous Improvement Plan

3.4. Update on Board Goal #1 Student Outcomes/Serve All Students - JCAC Continuous Improvement Plan

3.5. Facility Projects Update

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 Business Operations and General Personnel Policies and Policies Applicable to all Personnel, Certified Employees and Non-Certified Employees.

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. 2026-2027 Calendars

The 2026-2027 calendars for Elementary, JCAC, FMS and FHS are presented.

Motion to approve the 2026-2027 calendars passed with a motion by Board Member #1 and a second by Board Member #2.

4.2.2. FHS Donation Request

See attachment

Motion to approve the \$907.69 donation from Panda Express/Donors Choose to the FHS Media Center passed with a motion by Board Member #1 and a second by Board Member #2.

4.2.3. FMS Donation Request

See attachment

Motion to approve the donation request from the Fremont Volleyball Club to Fremont Middle School of a volleyball net system with a value of \$3,936.46 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. Bank Authorizations

Personnel changes necessitate updates in authorized signers on the District bank accounts. With the consent of the Board of Education, Dodge County School District 001 authorizes the use of the banks listed and approves the authorized signers. This remains in effect until further action of the Board. The listing of banks and authorized signers are attached.

Motion to certify Pam Murphy as Board Secretary, authorize Pam Murphy, Susan Plank and Chris Loofe as agents of the district and approve the Bank Authorization Resolution as presented passed with a motion by Board Member #1 and a second by Board Member #2.

4.5.2. **Review, consider, and take all necessary action to (1) adopt a resolution selecting the construction management at risk contract delivery system for a school facilities improvement project entitled 2026 Middle School, Bell Field, and Lenihan Gym Project, (2) designate members of the Construction Manager at Risk Selection Committee, (3) refer all construction manager at risk proposals to the Construction Manager at Risk Selection Committee, (4) authorize the administration to create and publish a Notice of Request for Proposals and to create the Request for Proposals and Proposal Instructions, and (5) take any other action deemed necessary or appropriate regarding the selection of the construction management at risk contract delivery system or required by the Political Subdivisions Construction Alternatives Act**

See attached

Motion to adopt the written resolution reviewing and selecting the construction management at risk contract delivery system for the 2026 Middle School, Bell Field, and Lenihan Gym IAQ/Updates Project, including all authority granted by such resolution passed with a motion by Board Member #1 and a second by Board Member #2.

4.5.3. **Review and affirm Board of Education policy 76 - Construction Management at Risk Contracts**

See attached policy

Motion to affirm Board of Education Policy 76 - Construction Management at Risk Contracts as required by the Political Subdivisions Construction Awareness Act passed with a motion by Board Member #1 and a second by Board Member #2.

4.5.4. Three-Year Audit Bid Cycle

Every three years, the district goes out to bid for a three-year agreement to have the district's financials audited every year, per state statute.

Motion to approve Erickson & Brooks as the Auditor of the School District's Financial Records for the fiscal years of 2026, 2027 and 2028 for a not to exceed price of \$120,600.00 passed with a motion by Board Member #1 and a second by Board Member #2.

4.5.5. Student Chromebook Purchase (7th & 9th grades)

The 1:1 distribution of Chromebooks to students was adjusted last summer in an effort to make better use of the Chromebooks and to take advantage of the extended life cycle in the Google AUE (Automatic Update Expiration). Chromebook distribution from this purchase will go to 2026/2027 7th and 9th grade students.

Motion to approve the purchase of 825 Acer 311 (C725) Chromebooks and Google Management Licenses, from CDWG, at a total cost not to exceed \$306,957.75 passed with a motion by Board Member #1 and a second by Board Member #2.

4.5.6. Non-Instructional Staff Computer Purchase

The FPS Technology Department is requesting permission to proceed with a hardware purchase of 191 Desktop Micro Form Factor computers for Non-Instructional Staff. The desktop micro computers will replace existing non-instructional staff computers installed in 2019-2020.

Motion to approve the purchase of 191 Dell Pro Micro computers from Sterling at a total cost not to exceed: \$202,923.96 passed with a motion by Board Member #1 and a second by Board Member #2.

4.5.7. Ratify the 2026-2027 Negotiated Agreement and Contracts with the Fremont Education Association

The Fremont Board of Education and the Fremont Education Association agreed to a settlement for 2026-2027 which includes 1) a total package increase of 3.4% (\$43,896 base) 2) increases the flat salary stipend by \$250 to \$9,000 and 3) increases the employer paid insurance premium option by \$1,000 to \$6,500.

Motion to approve the BOE Negotiations Committee's recommendation to approve the Settlement contracts, and apply the same 3.4% increase and

contracts to all employee groups 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: 1/3/26
- Dodge County Courthouse
- City of Fremont Municipal Building
- Main Street Education and Administration Center
Posted Date: 1/7/26

Board of Education Regular Meeting (January)

Monday, January 12, 2026 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: Absent
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.

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 passed with a motion by Pam Murphy and a second by Terry Sorensen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, 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.

3. SPECIAL SECTION - BOARD REORGANIZATION

3.1. Adjournment of Outgoing Board

Motion that the present Board of Education be adjourned and all unfinished business be referred to the reorganized Board of Education; and that Brad Dahl preside over the reorganization of the Board of Education and conduct the election of president for 2026 passed with a motion by Todd Hansen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

Time: 6:31 pm

3.2. Election of Officers (1 year term)

3.2.1. Nominations for Board President

Nominate Todd Hansen for Board President.

3.2.2. Elect Board President

Motion to cease nominations and cast a ballot for Todd Hansen passed with a motion by Pam Murphy and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

3.2.3. Nominations for Board Vice-President

Nominate Terry Sorensen for Vice President.

3.2.4. Elect Board Vice-President

Motion to cease nominations and cast a ballot for Terry Sorensen passed with a motion by Pam Murphy and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

3.2.5. Nominations for Board Secretary

Nominate Pam Murphy for Board Secretary

3.2.6. Elect Board Secretary

Motion to cease nominations and cast a ballot for Pam Murphy passed with a motion by Terry Sorensen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

3.3. Oath of Office

The Board President will recognize that all board members have read and signed a copy of the Oath of Office as required by law.

3.4. Call to Order and Roll Call

The newly elected President Todd Hansen will call the reorganized Board of Education meeting to order with the Board Clerk calling roll.

Time: 6:35 pm

3.5. Appointment of Board Treasurer and Board Clerk

According to Board Policy, the Board Treasurer and Board Clerk need to be appointed annually.

Motion to approve Susan Plank as 2026 Board Treasurer and Hope Pierce as 2026 Board Clerk passed with a motion by Sandi Proskovec and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

4. CONSENT SECTION

Motion to approve consent section as presented passed with a motion by Jon Ludvigsen and a second by Sandi Proskovec.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

4.1. [Minutes from Previous Meeting](#)

4.2. Policy & Board Reports

4.2.1. [Option Enrollment](#)

4.2.2. [Student Enrollment](#)

4.3. Personnel Reports

4.3.1. [Certified and Classified Monthly Personnel Report](#)

4.3.2. Spring 2026 Student Teachers

4.4. Business Reports

4.4.1. Bill Listing

4.4.2. Fund Reports

4.4.3. Facility Use Report

4.5. Surplus/Salvage Items

- [Fremont Middle School](#)

5. REPORT ITEMS

5.1. FEA

FEA President, Keith Cunnings noted the busyness of the beginning of the semester with the external visit and negotiations this week. He also had teachers in the audience introduce themselves.

5.2. Facilities Use Report

Dr. Chris Loofe shared that 56 facility reservations had been made first semester and three entities were invoiced for renting. He also noted that the new platform, Operations Hero would go live to the public on February 1, 2026.

5.3. Sale Proceeds of CTE House Sale

Dr. Chris Loofe presented the sale proceeds of CTE House #1.

6. ACTION ITEMS

6.1. Board Items

6.1.1. 2026 Board Committee Appointments

2026 Committee Membership:

American Civics and Textbook Committee:

Terry Sorensen

Mike Petersen

Pam Murphy

Alternate: Todd Hansen

Audit:

Todd Hansen

Terry Sorensen

Mike Petersen

Alternate: Jon Ludvigsen

Board Policy:

Pam Murphy
Todd Hansen
Mike Petersen

Alternate: Terry Sorensen

Facilities Use and Planning:

Todd Hansen
Jon Ludvigsen
Sandi Proskovec

Alternate: Pam Murphy

Negotiations:

Jon Ludvigsen
Sandi Proskovec
Terry Sorensen

Alternate: Mike Petersen

Motion to approve 2026 Committee Membership passed with a motion by Jon Ludvigsen and a second by Sandi Proskovec.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

6.1.2. 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 Business Operations and General Personnel Policies and Policies Applicable to all Personnel.

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

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

6.2. Elementary/Secondary Items

6.3. Curriculum and Instruction Items

6.4. Personnel Items

6.5. Business/Facility Items

6.5.1. Classified Mid-Year Adjustment

See attachment

Motion to approve a mid-year pay adjustment for classified staff as presented passed with a motion by Sandi Proskovec and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

6.5.2. Approval of Architect Service Agreement Addendum

See attachment

Motion to approve the modified AIA B103-2017 contract with BVH Architecture in an amount not to exceed \$367,637.00; authorize the board president and/or the superintendent to sign the contract and any related documents on behalf of the school district; and authorize the school district administrators to administer the agreement with BVH Architecture passed with a motion by Terry Sorensen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

6.5.3. Davenport Playground Purchase

In the fall of 2025 the Pathfinder Program moved to the Davenport Building. Following the start of the school year, an assessment of district playgrounds was conducted. This assessment identified the Davenport Building playground as the oldest in the district and in need of replacement.

The district contacted two playground companies and requested that each design a playground option based on two target budgets: \$75,000 and \$95,000. Both companies were provided the same project expectations and timeline.

Proposals were due on November 12, 2025, at 1:00 p.m. Crouch Recreation submitted their proposal in accordance with the RFP requirements, met the submission deadline, and provided a design that came in under budget. Their proposal represented the lowest cost received as well as the most quality for the amount spent for the Davenport Playground Project, in the amount of \$92,460.35.

It is the recommendation of the administration to approve the project at a not to exceed price of \$92,460.35 with the work being completed by Crouch Recreation. The source of funds will be the Special Building Fund.

The Board, by approving this purchase is approving the 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 Associate Superintendent or a designee, and the Board is hereby delegating to and authorizing the Associate 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 Facilities, or another person as selected by the Associate Superintendent or a designee from time to time as its program administrator under this agreement.

Motion to approve the Davenport Playground project as presented passed with a motion by Sandi Proskovec and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

6.5.4. ParentSquare Communication System Purchase

See attachment

Motion to approve the purchase of ParentSquare communication platform for a total cost of \$33,910.50 passed with a motion by Jon Ludvigsen and a second by Sandi Proskovec.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

7. CLOSED SESSION

8. ADJOURNMENT

Motion to adjourn passed with a motion by Terry Sorensen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 5, Nay: 0

Time: 6:56 pm

Board Secretary

**FREMONT PUBLIC SCHOOLS
OPTION ENROLLMENT REPORT
February 9, 2026**

<u>ENTER 2025-2026</u>	<u>Grade</u>	<u>From</u>
Perez Henriquez, Angela	3	Scribner-Snyder
Perez Henriquez, Joshua	9	Scribner-Snyder
Perez Henriquez, Lohanna	1	Scribner-Snyder
Quinto Henriquez, Daniela	12	Scribner-Snyder
Valdez-Krawczuk, Kiera	1	Scribner-Snyder

<u>EXIT 2025-2026</u>	<u>Grade</u>	<u>To</u>
Aufenkamp, Aspyn	K	Cedar Bluffs

<u>ENTER 2026-2027</u>	<u>Grade</u>	<u>From</u>
Rivera, Kaylee	K	Logan View

<u>EXIT 2026-2027</u>	<u>Grade</u>	<u>To</u>
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Change of Status

Binkley, Lillian
Previous option from Wahoo; attending resident district

Binkley, Wyatt
Previous option from Wahoo; attending resident district

Cameron, Ember
Previous option from Scribner-Snyder; moved to Fremont

Cameron, Octavia
Previous option from Scribner-Snyder; moved to Fremont

Charette, Wesley
Previous option to Cedar Bluffs; attending Trinity

Hager, Ava
Previous option to Cedar Bluffs; moved to LaVista

Overman, Elijah
Previous option from DC West; moved to KS

DENIED

Allen, Marcus
Denied by Logan View; program at capacity

GRADUATED

Elementary—Julie Anderson; Elementary Office Associates; Elementary Operations—Jen Robinson; Middle School Counseling; High School Counseling; Secondary Operations—Scott Jensen; Athletic Director—Scott Anderson; Transportation—Jeff Rump; 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 February 2026

	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	Birth to 5 Y/O	Sixpence	Total
PreSchool						30	24	34	24	35	24	28	0	0		70	33	302
Free/Reduced						21	12	22	13	30	14	24	0	0		21	6	163
SpED						7	15	22	13	12	13	10	0	0		70	3	165
Kindergarten						36	48	13	42	53	38	100	1	10	1			342
Classroom Teachers						2	2	1	2	3	2	4	0	0	0			16
Free/Reduced						32	24	6	32	44	29	81	1	2	1			252
SpED						7	14	2	9	9	14	16	1	2	1			75
ELL						16	11	4	20	33	17	85	0	0	0			186
1st Grade						59	49	18	45	52	40	94	0	16	6			379
Classroom Teachers						3	2	1	2	3	2	4	0	0	0			17
Free/Reduced						35	32	15	38	39	29	82	0	6	5			281
SpED						12	17	3	7	5	8	11	0	6	6			75
ELL						13	7	5	25	30	20	71	0	0	1			172
2nd Grade						48	43	20	63	64	45	75	0	10	2			370
Classroom Teachers						2	2	1	3	3	2	4	0	0	0			17
Free/Reduced						37	21	16	45	51	34	63	0	1	1			269
SpED						10	14	4	11	9	13	5	0	3	2			71
ELL						18	3	4	25	36	25	53	0	1	0			165
3rd Grade						39	50	24	80	61	45	81	2	12	1			395
Classroom Teachers						2	2	1	4	3	2	4	0	0	0			18
Free/Reduced						28	23	19	59	51	31	63	1	2	1			278
SpED						12	12	5	17	7	12	14	2	6	1			88
ELL						8	5	2	29	26	18	51	0	0	0			139
4th Grade						50	59	15	73	49	49	82	1	2	4			384
Classroom Teachers						2	3	1	3	3	2	4	0	0	0			18
Free/Reduced						35	34	14	44	33	33	65	1	0	4			263
SpED						15	14	1	16	6	20	15	1	2	4			94
ELL						8	8	2	30	17	12	51	0	0	0			128
5th Grade					370								0	2	3			375
Free/Reduced					255								0	1	3			259
SpED					93								0	2	3			98
ELL					109								0	1	0			110
6th Grade					371								0	1	5			377
Free/Reduced					243								0	0	5			248
SpED					77								0	1	5			83
ELL					123								0	0	1			124
7th Grade					378								0	0	5			383
Free/Reduced					257								0	0	3			260
SpED					90								0	0	5			95
ELL					98								0	0	0			98
8th Grade					320								0	0	1			321
Free/Reduced					197								0	0	0			197
SpED					72								0	0	1			73
ELL					45								0	0	0			45

Fremont Public Schools Enrollment Report February 2026

	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	Birth to 5 Y/O	Sixpence	Total
9th Grade	388	2											1	1	4			394
Free/Reduced	240	2											1	0	2			243
SpED	72	1											1	1	4			78
ELL	54	0											0	0	1			55
10th Grade	395	4											2	0	9			406
Free/Reduced	251	4											2	0	7			260
SpED	61	2											2	0	9			72
ELL	97	0											0	0	0			97
11th Grade	395	16											2	1	2			400
Free/Reduced	229	10											2	0	2			233
SpED	89	6											2	1	2			93
ELL	102	0											1	0	1			104
12th Grade	442	47	7										0	1	7			457
Free/Reduced	237	31	5										0	1	7			249
SpED	62	9	7										0	1	7			76
ELL	66	1	0										0	0	0			66
TOTAL	1620	69	7	698	741	262	273	124	327	314	241	460	9	56	50	70	33	5285
SpED	284	18	7	162	170	63	86	37	73	48	80	71	9	25	50	70	3	1238
*% of Dist Sped	22.9%	1.5%	0.6%	13.1%	13.7%	5.1%	6.9%	3.0%	5.9%	3.9%	6.5%	5.7%	0.7%	2.0%	4.0%	5.7%	0.2%	
*% of total enr.	5.4%	0.3%	0.1%	3.1%	3.2%	1.2%	1.6%	0.7%	1.4%	0.9%	1.5%	1.3%	0.2%	0.5%	0.9%	1.3%	0.1%	23.4%
*% of building	17.5%	26.1%	100.0%	23.2%	22.9%	24.0%	31.5%	29.8%	22.3%	15.3%	33.2%	15.4%	100.0%	44.6%	100.0%	100.0%	9.1%	
ELL	319	1	0	143	232	63	34	17	129	142	92	311	1	2	4			1487
*% of Dist ELL	21.5%	0.1%	0.0%	9.6%	15.6%	4.2%	2.3%	1.1%	8.7%	9.5%	6.2%	20.9%	0.1%	0.1%	0.3%			% on K-12
*% of total enr.	6.0%	0.0%	0.0%	2.7%	4.4%	1.2%	0.6%	0.3%	2.4%	2.7%	1.7%	5.9%	0.0%	0.0%	0.1%			29.8%
*% of building	19.69%	1.45%	0.00%	20.49%	31.31%	24.05%	12.45%	13.71%	39.45%	45.22%	38.17%	67.61%	11.11%	3.57%	8.00%			
Free/Reduced	957	47	5	454	498	188	146	92	231	248	170	378	8	13	41	21	6	3456
*% of Dist F/R	27.7%	1.4%	0.1%	13.1%	14.4%	5.4%	4.2%	2.7%	6.7%	7.2%	4.9%	10.9%	0.2%	0.4%	1.2%	0.6%	0.2%	% on Attending
*% of total enr.	18.1%	0.9%	0.1%	8.6%	9.4%	3.6%	2.8%	1.7%	4.4%	4.7%	3.2%	7.2%	0.2%	0.2%	0.8%	0.4%	0.1%	67.4%
*% of building	59.1%	68.1%	71.4%	65.0%	67.2%	71.8%	53.5%	74.2%	70.6%	79.0%	70.5%	82.2%	88.9%	23.2%	82.0%	30.0%	18.2%	

FPS Human Resources Report

February 9, 2026

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
Correction: Teacher, Special Education Resource 1 (Math)	Ashley Ortmeier	Transfer	2026-27 School Year	High School	Jessica Olsen	2026-27 School Year
Correction: Teacher, Special Education Resource 1 (Science)	Nathan Wiebers	Resignation	5/21/2026	High School	Ashley Ortmeier	2026-27 School Year
Teacher, Career Exploration	N/A	New Position	2026-27 School Year	Middle School	Posted/Pending Hire	2026-27 School Year
Teacher, Early Childhood Special Education Coordinator	N/A	New Position	2026-27 School Year	MSEAC	Posted/Pending Hire	2026-27 School Year
Teacher, ELL	Awely-Teny Mansueto	Resignation	5/21/2026	High School	Will Not Be Replaced	N/A
Teacher, Instructional Facilitator	Brooke Reeson	Resignation	6/12/2026	MSEAC	TBD	TBD
Teacher, Special Education Resource 1 (English/Math)	N/A	New Position	2026-27 School Year	High School	Posted/Pending Hire	2026-27 School Year

CLASSIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Bus Aide (4 hrs)	Summer Brosseau	Resigned	12/18/2025	Transportation	TBD	TBD
Bus Aide (7 hrs)	Judith Bogy	Resigned	12/18/2025	Transportation	TBD	TBD
Bus Aide (7.5 hrs)	*Shannon Nevitt	Resignation	02/03/2026	Transportation	TBD	TBD
Director of Technology (Exempt)	Cliff Huss	Retirement	6/30/2026	MSEAC	Posted/Pending Hire	TBD
Food Service Worker (6.75)	Cheryl Borhart	Transfer	12/1/2025	High School	Makenna Haines	2/6/2026
Food Service Worker (7.25 hrs)	Dana Choate	Discharged	12/8/2025	Middle School	Gracie Conner	1/6/2026
Health Paraeducator (3 hrs)	*Melissa Kubicek	Resigned	12/17/2025	District Wide	Will not be filled	N/A
Office Assistant (8 hrs)	Angela Perkins	Resignation	2/11/2026	High School	Posted/Pending Hire	TBD
Special Ed. Para - R3 (7.5 hrs)	Taryn Wilson	Resigned	1/30/2026	Johnson Crossing	TBD	TBD

21st CENTURY/EXPANDED LEARNING/AFTER SCHOOL PROGRAM

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
After School Activity Aide (3.25 hrs)	Olivia Bang	Resigned	12/18/2025	Deer Pointe	Will Be Replaced in future based on program enrollment and need	N/A
After School Activity Aide (3.25 hrs)	Elanie Lopez	Discharged	1/15/2026	Milliken Park	Will Be Replaced in future based on program enrollment and need	TBD

After School Activity Aide (3.25 hrs)	Madlynn Thomsen	Transfer	1/6/2026	Howard	Joslyn Marroquin	2/2/2026
After School Activity Aide (3.25 hrs)	N/A	New Position	1/6/2026	Bell Field	Madlynn Thomsen	1/6/2026
After School Activity Aide (3.25 hrs)	Alivia Scarpa	Discharged	1/14/2026	Bell Field	Will Be Replaced in future based on program enrollment and need	N/A
After School Activity Leader (3.25 hrs)	Heaven Harris	Resigned	11/21/2025	Bell Field	Will Be Replaced in future based on program enrollment and need	N/A
After School Activity Leader (3.25 hrs)	Lori Peterson	Resigned	1/20/2026	Milliken Park	Charlee Walker	1/20/2026
After School Activity Leader (3.25 hrs)	N/A	New Position	2/2/2026	Bell Field	Michael Saxton	2/2/2026
After School Program Manager (4hrs)	Taryn Wilson	Resigned	1/30/2026	JCAC	Janice Nelsen	1/30/2026

General Fund Expenditures
JANUARY 2026

Accounts Payable	\$805,691.30
Payroll	\$5,102,084.29
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TOTAL General Fund	\$5,907,775.59

Fremont Public Schools
Check Listing
2025-2026

Bank Account: RVR Bank 451126 From: 1/1/26 To: 1/31/26

Check Number	Date	Payee	Amount
130399	1/30/2026	A UNITED AUTOMATIC DOORS & GLASS INC	\$420.10
130400	1/30/2026	AAL-BEE Towing and Recovery	\$125.00
130324	1/13/2026	ACE HARDWARE	\$31.98
130401	1/30/2026	ACE HARDWARE	\$289.99
130402	1/30/2026	ADVENTURE ENTERPRISES, LLC	\$6,208.00
130398	1/20/2026	AERCOR WIRELESS, INC.	\$4,910.33
130403	1/30/2026	AMANDA LEVOS	\$168.20
130325	1/13/2026	AMAZON.COM LLC	\$2,450.13
130404	1/30/2026	AMAZON.COM LLC	\$9,681.45
130326	1/13/2026	AMERGIS HEALTHCARE STAFFING, INC	\$8,015.00
DDP	1/15/2026	ANDERSON, SCOTT	\$300.05
130405	1/30/2026	ANNETTE FITZGERALD	\$295.80
130327	1/13/2026	ATHLETICO EXCEL NEBRASKA LLC	\$120.00
130328	1/13/2026	AWARENESS COUNSELING	\$1,350.00
DDP	1/15/2026	BEHRING, JENNIFER	\$22.82
130329	1/13/2026	BENICOMP INC	\$3,268.77
130406	1/30/2026	BENICOMP INC	\$2,969.62
130407	1/30/2026	BIOLOGIX	\$1,031.55
130330	1/13/2026	BLACKBURN STORAGE LLC	\$780.00
130408	1/30/2026	BLICK ART MATERIALS	\$398.87
130331	1/13/2026	BOMGAARS SUPPLY INC	\$58.98
130332	1/13/2026	BORDER STATES INDUSTRIES INC	\$2,172.64
130409	1/30/2026	BORDER STATES INDUSTRIES INC	\$579.94
130333	1/13/2026	BOUND TO STAY BOUND BOOKS	\$1,375.52
DDP	1/15/2026	BRAUN, KRISTA	\$21.98
130410	1/30/2026	BROWN, PAT	\$9,684.00
130334	1/13/2026	CALI DEKLAVS	\$103.60
130411	1/30/2026	CAPPEL AUTO SUPPLY INC	\$13.66
130412	1/30/2026	CARA NEESEN	\$72.50
130413	1/30/2026	CARA STOLL	\$84.10
130335	1/13/2026	CARE CORPS INC	\$7,250.00
130414	1/30/2026	CASH-WA DISTRIBUTING CO OF KEARNEY, INC	\$1,207.75
DDP	1/15/2026	CASPER, COURTNEY	\$20.30
130415	1/30/2026	CHARLESTON INC	\$484.26
130416	1/30/2026	CHEMSEARCH	\$1,550.45
DDP	1/15/2026	CHRISTENSEN, KODY	\$56.84
130417	1/30/2026	CITY OF FREMONT	\$325.00
130418	1/30/2026	CLEMMER, GARY	\$405.00
130419	1/30/2026	COLUMN SOFTWARE PBC	\$166.24
130336	1/13/2026	CONTROL DEPOT, INC	\$388.20

Check Number	Date	Payee	Amount
DDP	1/15/2026	CORTEZ, CLAUDIA	\$10.78
130420	1/30/2026	CORY BOHLING	\$330.60
130421	1/30/2026	Cover One, Inc.	\$507.70
130337	1/13/2026	CULLIGAN	\$375.25
130422	1/30/2026	CULLIGAN	\$632.50
130423	1/30/2026	D B NEBRASKA SERVICE CO	\$555.00
130424	1/30/2026	DECKER INC	\$265.50
130425	1/30/2026	DECUA JEAN-BAPTISTE	\$121.80
130338	1/13/2026	DEMCO	\$133.26
130426	1/30/2026	ECHO ELECTRIC SUPPLY	\$1,347.84
130339	1/13/2026	EDUCATIONAL CONSULTING SERVICE	\$1,200.00
130340	1/13/2026	EDUCATIONAL SERVICE UNIT #2	\$15.00
130341	1/13/2026	EDUCATIONAL SERVICE UNIT #3	\$125.00
130342	1/13/2026	EGAN SUPPLY CO	\$1,093.40
130427	1/30/2026	EGAN SUPPLY CO	\$473.60
130343	1/13/2026	ELEMENOT SERVICES	\$18,962.81
130428	1/30/2026	ELKHORN SOUTH HIGH SCHOOL	\$100.00
130344	1/13/2026	EMANUEL PRINTING, INC.	\$541.20
130345	1/13/2026	EQUIPMENT & ENGINE TRAINING COUNCIL	\$300.00
130429	1/30/2026	ERICKSON & BROOKS	\$500.00
130430	1/30/2026	FAMILY PHYSICAL THERAPY & SPORTS CENTER	\$7,989.80
130346	1/13/2026	FASTENAL COMPANY	\$883.91
130431	1/30/2026	FASTENAL COMPANY	\$4,420.66
130347	1/13/2026	FBG SERVICE CORPORATION	\$65,751.50
130432	1/30/2026	FBG SERVICE CORPORATION	\$16,248.75
DDP	1/15/2026	FELDHAUS, JAMES	\$124.17
130348	1/13/2026	FIRST NATIONAL BANK OMAHA	\$2,446.04
130395	1/16/2026	FIRST NATIONAL BANK OMAHA	\$2,406.05
130433	1/30/2026	FIRST STUDENT INC	\$55,010.81
130349	1/13/2026	FIRST WIRELESS INC	\$482.00
130350	1/13/2026	FLINN SCIENTIFIC INC	\$64.19
130434	1/30/2026	FOLLETT CONTENT SOLUTIONS, LLC	\$397.81
DDP	1/15/2026	FOXHOVEN, RICK	\$236.25
130351	1/13/2026	FPS FOOD SERVICE	\$1,009.60
130435	1/30/2026	FPS FOOD SERVICE	\$921.76
130352	1/13/2026	FREMONT AREA UNITED WAY	\$800.00
130436	1/30/2026	FREMONT AREA UNITED WAY	\$800.00
130437	1/30/2026	FREMONT BUILDERS SUPPLY	\$678.75
130353	1/13/2026	FREMONT DEPT OF UTILITIES	\$26,156.24
130396	1/20/2026	FREMONT DEPT OF UTILITIES	\$61,126.93
130438	1/30/2026	FREMONT DEPT OF UTILITIES	\$29,136.37
130439	1/30/2026	FREMONT ELECTRIC INC	\$9,825.38
130440	1/30/2026	FREMONT FAMILY YMCA	\$150.00
130441	1/30/2026	FREMONT WASTE TRANSFER	\$13.00
130354	1/13/2026	FREMONT WINNELSON CO	\$67.52
130442	1/30/2026	FREMONT WINNELSON CO	\$555.85

Check Number	Date	Payee	Amount
130443	1/30/2026	GAMBINOS AND HERO DELI	\$247.95
130355	1/13/2026	GETZSCHMAN HEATING, LLC	\$10,000.00
130444	1/30/2026	GIFFORD REALTY, INC	\$10,767.00
DDP	1/15/2026	GILDOW, JULIE	\$29.82
DDP	1/15/2026	GRAHAM, ALLISON	\$55.44
130445	1/30/2026	GRAINGER	\$126.82
130446	1/30/2026	GREAT PLAINS COMMUNICATIONS	\$2,733.57
130447	1/30/2026	Great Plains Contractor Services, LLC	\$12,215.94
130448	1/30/2026	GREATER FREMONT DEVELOPMENT COUNCIL	\$40.00
DDP	1/15/2026	GRUBB, BAILEY	\$96.74
130449	1/30/2026	GUMDROP BOOKS	\$216.70
130356	1/13/2026	HALO BRANDED SOLUTIONS	\$507.97
130357	1/13/2026	HD SUPPLY, INC	\$4,657.90
130450	1/30/2026	HD SUPPLY, INC	\$1,766.55
DDP	1/15/2026	HENKENIUS, MELISSA	\$11.76
130358	1/13/2026	HireRight LLC	\$256.85
130359	1/13/2026	HOBBY LOBBY	\$36.57
130451	1/30/2026	HOBBY LOBBY	\$26.08
130452	1/30/2026	HOLIDAY INN EXPRESS-FREMONT	\$1,788.00
130453	1/30/2026	HOMETOWN LEASING	\$15,457.13
DDP	1/15/2026	HULTGREN, MARTA	\$114.80
DDP	1/15/2026	HUSS, CLIFF	\$136.15
130397	1/20/2026	HY-VEE INC	\$1,757.62
DDP	1/15/2026	IBARRA BOJORQUEZ, BRENDA	\$18.20
130454	1/30/2026	IOWA SCHOOL FOR THE DEAF	\$27,354.10
130360	1/13/2026	J.W. PEPPER & SON INC	\$619.73
130455	1/30/2026	J.W. PEPPER & SON INC	\$231.23
130361	1/13/2026	JOHNSTONE SUPPLY	\$1,605.74
130456	1/30/2026	JOSH FIELDS	\$69.60
130457	1/30/2026	JOSTENS INC	\$4,231.15
130458	1/30/2026	KEARNEY AREA ARTS COUNCIL	\$200.00
130362	1/13/2026	KEARNEY HIGH SCHOOL	\$120.00
130323	1/6/2026	KELLY BROWN	\$347.20
130459	1/30/2026	KERI APPLEBEE	\$217.50
DDP	1/15/2026	KERKMAN, RITA	\$13.79
130363	1/13/2026	LAKESHORE LEARNING MATERIALS	\$321.09
130460	1/30/2026	LAKESHORE LEARNING MATERIALS	\$76.73
130364	1/13/2026	LANGUAGE TESTING INTERNATIONAL INC	\$438.50
130461	1/30/2026	LANGUAGE TESTING INTERNATIONAL INC	\$72.50
DDP	1/15/2026	LEINDECKER, JEANNIE	\$59.29
130462	1/30/2026	LEXIA LEARNING SYSTEMS LLC	\$29,223.00
130463	1/30/2026	LINCOLN JOURNAL STAR	\$169.99
130464	1/30/2026	LISA RENEE REHTMEYER	\$760.00
130365	1/13/2026	LITERACY RESOURCES, LLC	\$199.36
130465	1/30/2026	Lotus Behavioral Health, LLC	\$5,201.23
DDP	1/15/2026	MARTIN, KARIE	\$9.24

Check Number	Date	Payee	Amount
DDP	1/15/2026	MARY JANE ROBINSON	\$4,194.48
130366	1/13/2026	MATHESON TRI-GAS INC	\$214.05
130466	1/30/2026	MAX D. SIGNS	\$144.00
130367	1/13/2026	MAXI AIDS INC	\$394.05
DDP	1/15/2026	MCCLAIN, SETH	\$313.60
DDP	1/15/2026	MCSHANE-SCHWIEGER, KATIE	\$97.86
130467	1/30/2026	MELISSA FRANS	\$110.20
130368	1/13/2026	MENARDS	\$616.06
130468	1/30/2026	MENARDS	\$1,329.51
130469	1/30/2026	MEYER LABORATORY INC	\$1,425.65
130470	1/30/2026	MIDWEST SCREENING LLC	\$140.00
130471	1/30/2026	MOLLY BARNETT	\$220.11
DDP	1/15/2026	MORSE, CHRISTINE	\$5.60
DDP	1/15/2026	MOTTL, LISA	\$29.26
130472	1/30/2026	MUSICIAN'S CHOICE LLC	\$676.45
130473	1/30/2026	NASB	\$8,804.00
130369	1/13/2026	NASCO	\$62.76
130370	1/13/2026	NASPA	\$150.00
130474	1/30/2026	NCS PEARSON	\$107.00
DDP	1/15/2026	NEAL, SARAH	\$23.94
130475	1/30/2026	NEBRASKA CHORAL DIRECTORS ASSOCIATION	\$600.00
130371	1/13/2026	NEBRASKA DMV	\$1,350.00
130476	1/30/2026	NEBRASKA SAFETY CENTER @ UNK	\$200.00
DDP	1/15/2026	NELSON, DEBRA	\$16.24
DDP	1/15/2026	OCHOA PEREDA, SANDRA	\$16.38
130478	1/30/2026	OES ELEVATOR, LLC	\$11,978.59
130373	1/13/2026	OMAHA PAPER CO.	\$2,760.00
130479	1/30/2026	OMAHA PAPER CO.	\$11,585.65
130374	1/13/2026	OMAHA PUBLIC SCHOOLS	\$180.00
130375	1/13/2026	Omaha World Herald	\$347.88
130480	1/30/2026	ON TO COLLEGE	\$3,354.00
130481	1/30/2026	ONE SOURCE	\$655.00
130372	1/13/2026	O'REILLY AUTOMOTIVE INC	\$228.01
130477	1/30/2026	O'REILLY AUTOMOTIVE INC	\$657.05
130376	1/13/2026	P & H ELECTRIC INC	\$174.00
130482	1/30/2026	P & H ELECTRIC INC	\$537.50
130483	1/30/2026	PAK MAIL	\$105.98
130377	1/13/2026	PAPER TIGER SHREDDING INC	\$536.00
130378	1/13/2026	PAPIO TRANSPORT SCHOOL SERVICE INC	\$10,655.00
130484	1/30/2026	PERFORMANCE DIESEL SERVICE	\$16,571.98
130379	1/13/2026	PERRY, GUTHERY, HAASE & GESSFORD, P.C.,	\$15,356.40
DDP	1/15/2026	PETERS, MARIAN	\$6.72
130380	1/13/2026	PETERSEN BODY SHOP	\$5,293.14
130485	1/30/2026	PLANK ROAD PUBLISHING	\$350.73
130486	1/30/2026	PRIME COMMUNICATIONS, INC	\$6,496.11
130394	1/13/2026	QUADIENT FINANCE USA, INC	\$8,000.00

Check Number	Date	Payee	Amount
130487	1/30/2026	RALSTON PUBLIC SCHOOL	\$65,955.00
DDP	1/15/2026	REESON, BROOKE	\$30.03
130381	1/13/2026	REMEDY ROAD LLC	\$9,549.51
DDP	1/15/2026	REYNOLDS, DEBRA	\$9.45
DDP	1/15/2026	ROBERTSON, APRIL	\$47.60
DDP	1/15/2026	ROBERTSON, LISA	\$108.36
130382	1/13/2026	ROCHESTER MIDLAND CORP	\$754.00
130488	1/30/2026	S2 ROLL-OFFS, LLC	\$2,401.60
130489	1/30/2026	SAPP BROS, INC	\$6,893.94
130490	1/30/2026	SAWYER CONSTRUCTION CO	\$5,937.50
DDP	1/15/2026	SCHLEICHER, MICHAEL	\$176.40
130491	1/30/2026	SCHMIDT SPEECH LANG PATHOLOGY SRV, LLC	\$16,712.28
130383	1/13/2026	SCHOOL SPECIALTY	\$46.48
130492	1/30/2026	SERVICWEAR APPAREL INC	\$4,824.01
130493	1/30/2026	SHERWIN-WILLIAMS CO.	\$117.92
130494	1/30/2026	SID DILLON	\$455.00
130495	1/30/2026	SONOVA USA INC	\$277.13
130496	1/30/2026	SPINLIFE.COM	\$390.00
130384	1/13/2026	STAPLES ADVANTAGE	\$1,645.02
130497	1/30/2026	STAPLES ADVANTAGE	\$3,781.17
DDP	1/15/2026	STEWART, COURTNEY	\$36.19
DDP	1/15/2026	STUMPE, DENISE	\$10.92
DDP	1/15/2026	STYSKAL, STEVE	\$179.07
130498	1/30/2026	T SQUARE SUPPLY LLC	\$43.66
130499	1/30/2026	TAYLOR'S	\$164.01
130385	1/13/2026	TEACHER CREATED MATERIALS INC	\$215.97
DDP	1/15/2026	THARP, SHARON	\$18.27
DDP	1/15/2026	THAYER, MICHELLE	\$25.20
130386	1/13/2026	THE PROPHET CORPORATION C/O GOPHER SPORT	\$334.68
130387	1/13/2026	THE ROSE THEATER	\$510.00
DDP	1/15/2026	THERNES, MATHEW	\$176.40
130500	1/30/2026	THREE RIVERS PUBLIC HEALTH DEPARTMENT	\$1,096.00
130388	1/13/2026	TIME CLOCK PLUS, LLC	\$26,868.45
130501	1/30/2026	TITAN MACHINERY INC	\$7,390.00
130502	1/30/2026	TK Elevator	\$315.00
DDP	1/15/2026	TRIMPE, SARAH	\$16.80
130503	1/30/2026	TSA CONSULTING GROUP, INC.	\$89.87
DDP	1/15/2026	TURNER, ELIZABETH	\$10.36
130389	1/13/2026	U.S. CELLULAR	\$59.58
130504	1/30/2026	U.S. CELLULAR	\$59.58
130390	1/13/2026	UNIVERSITY OF NEBRASKA LINCOLN	\$150.00
130391	1/13/2026	UNO COLLEGE OF EDUCATION	\$559.00
130505	1/30/2026	VERNE SIMMONDS CO INC	\$3,100.00
130392	1/13/2026	WADE M KELLETT	\$3,500.00
130506	1/30/2026	WALNUT RADIO LLC	\$1,400.00
130393	1/13/2026	WAYNE STATE COLLEGE	\$25.00

Check Number	Date	Payee	Amount
DDP	1/15/2026	WESCH, SARAH	\$55.58
130507	1/30/2026	WIESE PLUMBING & EXCAVATING INC	\$2,437.04
DDP	1/15/2026	WILSON, MEGHAN	\$61.25
130508	1/30/2026	WISE OLDE OWL, LLC	\$269.70
DDP	1/15/2026	WOODS, SARA	\$20.65
130509	1/30/2026	ZUCH, BRENT	\$550.00
		TOTAL	<u>\$805,691.30</u>

Fremont Public Schools
Financial Reports

Recommendation

January 31, 2026

Submitted by: Susan Plank

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

**Summary Statement of General Fund Accounts (at January 31)
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 January 2026 Financial Statements be accepted by the Board of Education as presented.

Moved by: _____

Seconded by: _____

Roll Call Vote --

Aye: _____

No: _____

Absent: _____

Fremont Public Schools
January 31, 2026

<u>Fund Name</u>	<u>Balance</u> <u>12/31/2025</u>	<u>Receipts</u> <u>January</u>	<u>Disbursements</u> <u>January</u>	<u>Statement</u> <u>Balance</u> <u>1/31/2026</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	\$11,018,171.28	\$7,160,222.63	\$6,055,766.56	\$12,122,627.35	\$0.00	\$12,122,627.35
Payroll	\$31,796.59	\$5,107,868.79	\$5,110,103.89	\$29,561.49	\$0.00	\$29,561.49
Flex Benefit Fund	\$26,590.54	\$36,077.35	\$15,620.71	\$47,047.18	\$0.00	\$47,047.18
Special Building Fund	\$6,440,920.59	\$173,106.60	\$119,685.87	\$6,494,341.32	\$0.00	\$6,494,341.32
Bond District 11	\$7,824.18	\$0.00	\$0.00	\$7,824.18	\$0.00	\$7,824.18
FPS 2022 GO Bond	\$3,494,460.30	\$6,588.89	\$35,329.00	\$3,465,720.19	\$0.00	\$3,465,720.19
<u>Pinnacle Bank:</u>						
General Fund	\$26,464.39	\$19.58	\$0.00	\$26,483.97	\$0.00	\$26,483.97
QCPUF Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
District Activity Fund	\$0.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00	\$2,000.00
Elementary Activity Fund	\$0.00	\$2,000.00	\$0.00	\$2,000.00	\$0.00	\$2,000.00
<u>RVR Bank:</u>						
Disbursing Account	\$254,107.72	\$829,122.80	\$767,713.92	\$315,516.60	\$0.00	\$315,516.60
Depreciation Fund	\$3,177,020.59	\$104,727.15	\$92,702.44	\$3,189,045.30	\$0.00	\$3,189,045.30
<u>US Bank:</u>						
District Activity Fund	\$30,831.89	\$14,024.93	\$12,137.65	\$32,719.17	\$0.00	\$32,719.17

Fremont Public Schools
 FPS 2022 GO Bond Detail
 January 2026

Beginning Balance 12/31/2025		\$3,494,460.30
January Receipts:		\$6,588.89
1/31/2026 Sweep Interest		\$6,588.89
January Expenditures:		-\$35,329.00
11/21/2025 ck 420 Jamco	Asbestos abatement at FHS, Howard and Linden	-\$35,009.00
1/16/2026 ck 423 Mid-State Engineering &	Svcs 7-1 to 7-31-25	-\$320.00
Ending Balance 1/31/26 - FPS 2022 GO Bond		\$3,465,720.19
FNBO Capital Markets Par Value		\$0.00
		\$3,465,720.19

**Fremont Public Schools
Pledged Securities
1/31/2026**

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	\$198,869.61
Douglas Cnty NE SD #59 GO Unltd	259353MV9	12/15/2027	\$141,913.98
Fairbury NE Go Unltd	303665GH0	10/15/2026	\$169,057.01
Fremont NE GO Unltd	357406DV6	8/1/2026	\$199,289.50
Gretna NE GO Unltd	397802MJ5	8/15/2027	\$218,484.06
Sarpy Cnty NE SD#37 GO Unltd	803770VP8	12/15/2036	\$281,583.46
Scottsbluff Cnty NE SD#32 Go Unltd	810181GG6	12/1/2026	\$197,660.13
			<u>\$1,406,857.75</u>

Fremont Public Schools
Pledged Securities Recap
January 31, 2026

Fund Name	Statement Balance 1/31/2026	Total All Accounts	Total Pledged Securities Required	Total Pledged Securities Market Value	Pledging Excess/(Shortage)
First National Bank Fremont:					
General Fund	\$12,122,627.35			All FNBO Accounts Covered by Pooled Securities through Nebraska Bankers Insurance and Services Company	
Payroll	\$29,561.49				
Flex Benefit Fund	\$47,047.18				
Special Building Fund	\$6,494,341.32				
Bond District 11	\$7,824.18				
FPS 2022 GO Bond	\$3,465,720.19				
Learning Center	\$286.78				
FDIC Insured \$250,000		<u>\$22,167,408.49</u>			
Pinnacle Bank:					
General Fund	\$26,483.97				
QCPUF Fund	\$0.00				
District Activity Fund	\$2,000.00				
Elementary Activity Fund	\$2,000.00				
FDIC Insured \$250,000		<u>\$30,483.97</u>	\$0.00	\$0.00	\$0.00
RVR Bank:					
High School Activity	\$119,732.12				
MS/JCAC Activity	\$95,794.14				
HS House Build	\$85,496.33				
FDIC Insured \$250,000		<u>\$301,022.59</u>	\$51,022.59		
Disbursing Account	\$315,516.60				
Food Service	\$182,460.12				
Depreciation	\$1,000.00				
FDIC Insured \$250,000		<u>\$498,976.72</u>	\$248,976.72		
Food Service Sweep	\$0.00				
ICS Sweep		<u>\$78.20</u>	-\$78.20		
Depreciation Sweep	\$3,188,045.30				
ICS Sweep		<u>\$3,188,043.04</u>	\$2.26		
			<u>\$0.00</u>		
Total Pledging Required			<u>\$299,999.31</u>		
Pledging Requirement 102% of Above Balance			<u>\$305,999.30</u>	\$1,406,857.75	<u>\$1,100,858.45</u>
US Bank:					
District Activity Fund	\$32,719.17				
Elementary Activity Fund	\$16,795.91				
FDIC Insured \$250,000		<u>\$49,515.08</u>	\$0.00	\$0.00	\$0.00

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

FPS GENERAL FUND

Receipts:	<u>Budgeted</u>	<u>Actual Receipts</u>	<u>% Received</u>
Local Sources	2,903,328	1,456,428	50.16%
County Sources	433,500	3,989	0.92%
State Aide	19,955,987	9,977,995	50.00%
State Sources	8,385,659	3,141,800	37.47%
Federal Sources	2,988,377	1,698,754	56.85%
Personal and Property Taxes	35,205,699	9,915,176	28.16%
Cash Reserve	<u>1,657,550</u>	<u>0</u>	<u>0.00%</u>
	71,530,100	26,194,143	36.62%
Expenditures:	<u>Budgeted</u>	<u>Expenditures YTD</u>	<u>% Disbursed</u>
Regular Instruction	32,821,167	13,717,584	41.79%
Special Education	8,820,765	3,667,738	41.58%
Pupil Support Services	7,049,600	3,055,181	43.34%
Instruct Support Services	3,295,102	1,058,702	32.13%
Board of Education	585,000	761,257 *	130.13%
General Administration	1,600,757	862,670	53.89%
School Administration	2,460,447	1,082,701	44.00%
Business Support	2,310,022	907,321	39.28%
Facilities & Operations	6,993,699	2,979,324	42.60%
Regular Transportation	1,068,812	426,394	39.89%
Special Ed Transportation	1,717,970	869,713	50.62%
State Grants	561,990	137,786	24.52%
Debt Services	0	0	0.00%
Federal Programs	4,737,024	1,602,961	33.84%
Summer Programs	15,296	0	0.00%
Transfers to Other Funds	<u>250,000</u>	<u>4,592</u>	<u>1.84%</u>
	74,287,651	31,133,926	41.91%

*Includes District Liability Insurance Premiums

Fremont Elementary School Activities Fund

Balance Sheet 2025-2026

As of January 31, 2026

	<u>Jan 31, 26</u>
ASSETS	
Current Assets	
Checking/Savings	
1000 · Checking	18,512.87
Total Checking/Savings	<u>18,512.87</u>
Total Current Assets	<u>18,512.87</u>
TOTAL ASSETS	<u>18,512.87</u>
LIABILITIES & EQUITY	
Equity	
Net Income	18,512.87
Total Equity	<u>18,512.87</u>
TOTAL LIABILITIES & EQUITY	<u>18,512.87</u>

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

January 2026

	<u>Jan 31, 26</u>
ASSETS	
Current Assets	
Checking/Savings	
FMS Checking	89,013.60
Total Checking/Savings	<u>89,013.60</u>
Total Current Assets	<u>89,013.60</u>
TOTAL ASSETS	<u><u>89,013.60</u></u>
LIABILITIES & EQUITY	
Equity	
1110 - Fund Balance	902.50
Net Income	88,111.10
Total Equity	<u>89,013.60</u>
TOTAL LIABILITIES & EQUITY	<u><u>89,013.60</u></u>

Fremont High Activities Fund

Balance Sheet

As of January 31, 2026

	<u>Jan 31, 26</u>	<u>Dec 31, 25</u>
ASSETS		
Current Assets		
Checking/Savings		
CTE Checking	85,496.33	6,689.25
Checking	91,885.93	106,793.16
Total Checking/Savings	<u>177,382.26</u>	<u>113,482.41</u>
Total Current Assets	<u>177,382.26</u>	<u>113,482.41</u>
TOTAL ASSETS	<u><u>177,382.26</u></u>	<u><u>113,482.41</u></u>
LIABILITIES & EQUITY		
Equity		
Net Income	<u>177,382.26</u>	<u>113,482.41</u>
Total Equity	<u>177,382.26</u>	<u>113,482.41</u>
TOTAL LIABILITIES & EQUITY	<u><u>177,382.26</u></u>	<u><u>113,482.41</u></u>

12:50 PM

02/02/26

Accrual Basis

LC Activity Account

Balance Sheet

As of January 31, 2026

	<u>Jan 31, 26</u>	<u>Jan 31, 25</u>
ASSETS		
Current Assets		
Checking/Savings		
Fremont National Bank	286.78	195.25
Total Checking/Savings	<u>286.78</u>	<u>195.25</u>
Total Current Assets	<u>286.78</u>	<u>195.25</u>
TOTAL ASSETS	<u>286.78</u>	<u>195.25</u>
LIABILITIES & EQUITY		
Equity		
Retained Earnings	197.85	757.06
Net Income	88.93	-561.81
Total Equity	<u>286.78</u>	<u>195.25</u>
TOTAL LIABILITIES & EQUITY	<u>286.78</u>	<u>195.25</u>

Fremont Public School Food Service

130 East Ninth Street
Fremont, Nebraska 68025
Jeff Glosser
Director of Operational Services

Monthly Report of: Jan 2026

Fund Balance: 12/31/25 \$ 160,488.07

Receipts:

1510 Interest	\$ 394.97
1611 School Lunch Program	\$ 55,910.92
1920 Donation-Fremont Roofing Co	\$ 750.00
1990 Other Misc Income	\$ 1,564.23
3150 State Reimbursement	
4210 Federal Reimbursement	\$ 235,055.29
Total Monthly Income	<u>\$ 293,675.41</u>

Expenditures:

110 Labor	\$ 133,250.12
330 Employee Training	\$ 170.00
430 Repairs & Maintenance	\$ 7,012.35
610 General Supplies	\$ 715.03
630 Food	\$ 132,838.03
810 Dues & Fees	
890 Misc Expenditures	
Total Expenditures	<u>\$ 273,985.53</u>

Fund Balance: 1/31/26 \$ 180,177.95

Bell Field Media Center Discard		
Software		Books
Tite	Reason	Title
Wiggle Works Stage A (17)	Obsolete	Excel Workshop for teachers
Wiggle Works Stage B (39)	Obsolete	KidPix Deluxe 4 Projects for the classroom
Wiggle Works Stage C (19)	Obsolete	Make it with Microsoft Office xp: Windows version
Kid Works Deluxe (30)	Obsolete	Make it with Microsoft Office 2003: Windows version
DK Eyewitness Children's Encyclopedia (31)	Obsolete	Create it with Kidspiration
DK David Macaulay The Way Things Work (27)	Obsolete	50 Quick and Easy Reading and Writing Computer Activities
DK The Ultimate Human Body (12)	Obsolete	50 Quick and Easy Computer Activities
Super Solvers Gizmos & Gadgets (14)	Obsolete	50 Quick and Easy Science Computer Activities
Math Blasters 1 (25)	Obsolete	Millie's Math House binder
Thinking Things (2)	Obsolete	Sammy's Science School House Binder
My First Incredible, Amazing Dictionary (30) and teacher CD	Obsolete	Math Rabbit Binder
Millie and Bailey Kindergarten (23)	Obsolete	Bailey's Book House Binder
Let's Go Read (24)	Obsolete	
Kidspiration User's guide (book) (3)	Obsolete	
Larsen's Leapfrog Math 3	Obsolete	
Larsen's Leapfrog Math 2	Obsolete	
Chuck Wagon Bill's Language Skills	Obsolete	
Wild West Math	Obsolete	
After Dark Screen Saver (10)	Obsolete	
Millie's Math House (8)	Obsolete	
Book House (3)	Obsolete	
Sammi's Science House (5)	Obsolete	
Reader Rabbit 1 (5)	Obsolete	
Math Rabbit 1 (4)	Obsolete	
The Playroom (24)	Obsolete	
Kid Pix 2 disk set	Obsolete	
Screen Saver disks (3)	Obsolete	
At Ease Disks (7)	Obsolete	
Reader Rabbit 3	Obsolete	
Reader Rabbit 1 (CD)	Obsolete	
Jump Start Numbers	Obsolete	

BOE Discard Request		Fremont High School	
Date: 2/9/2026		Submitted by: Myron Sikora	
		Approved by:	

ITEM	QUANTITY	REASON FOR DISCARD	AREA
Safe	1	No longer opens easily (new one acquired)	Activities/CTE Office





FREMONT PUBLIC SCHOOLS

Bell Field Elementary

Continuous Improvement Plan 2025 - 2026

Board of Education February 9, 2026

Bell Field Elementary



FREMONT PUBLIC SCHOOLS

Bell Field - Who We Are

Data Provided by Nebraska
Department of Education Profile &
FPS SIS - Dec. 2025



	Total Enrollment	English Learner	Free & Reduced Lunch	Special Education
2025-2026	268	63 = 24%	189 = 71%	63 = 24%
2024-2025	282	39 = 14%	197 = 70%	82 = 29%
2023-2024	265	21 = 8%	180 = 68%	80 = 30%

Certified	Classified
28 (Included Shared Specialists)	14 (Including Food Service)



FREMONT PUBLIC SCHOOLS



Bell Field - Parent Involvement Activities

- Monthly PTA meeting, open to all parents, 2nd Tuesday of each month
- Book Bingo - PK-2 students & their families - November 2025
- Math Game Night - 3-4 Grade students & their families - scheduled, January 2026
- Sunrise Snuggle - PK-4 Parent Engagement event - scheduled, March 2026
- P/T Conference Night - Fall - 95+% participation





Bell Field - CIP Action Steps 2025-2026

CIP Goal #1

By May 2026, at least 80% of students in grades K–4 will demonstrate measurable growth from fall to spring on MAP Growth Reading or DIBELS, as evidenced by an increase in overall scale score or composite score.

Action Steps & Measures of Success

- Implement DIBELS Progress Monitoring Assessment
- Implement IXL Supplemental program
- Professional Learning Opportunities throughout the school year
- Monthly MTSS Core Team/Grade Level meetings to review data and revise strategies to meet short cycle goals throughout the school year





Bell Field - CIP Action Steps 2025-2026

CIP Goal #2

By May 2026, the school will decrease the number of students identified as chronically absent (missing 10% or more of instructional days) by 25% compared to the baseline established in 2024-2025, as measured by attendance records in the student information system.

Action Steps & Measures of Success

- Early Intervention - attendance meetings beginning at 10 days
- Working with parents - presentation to Kdg parents, incorporating into Title I events
- Developing a culture of belonging/being present - tracking with Panorama data







FREMONT PUBLIC SCHOOLS
DEER POINTE ELEMENTARY

2940



FREMONT PUBLIC SCHOOLS

Deer Pointe Elementary

Continuous Improvement Plan 2025 - 2026

Board of Education February 9, 2026

Deer Pointe Elementary



FREMONT PUBLIC SCHOOLS

Deer Pointe - Who We Are

Data Provided by Nebraska
Department of Education Profile &
FPS SIS - Dec. 2025



	Total Enrollment	English Learner	Free & Reduced Lunch	Special Education
2025-2026	273	34 = 13%	140 = 52%	77 = 29%
2024-2025	290	24 = 8%	148 = 51%	73 = 25%
2023-2024 (Clarmar)	269	18 = 7%	132 = 49%	38 = 14%

Certified	Classified
24 (Included Shared Specialist)	18 (Including Food Service)



FREMONT PUBLIC SCHOOLS



Deer Pointe - Parent Involvement Opportunities



FREMONT PUBLIC SCHOOLS



Deer Pointe - Parent Involvement Opportunities

- **Monthly PTA Meetings:** Open to all parents on the 2nd Tuesday of each month.
- **Fun Run:** Annual school-wide fundraiser. Numerous parent volunteers to assist with the event. (September 2025)
- **Fall Family Festival:** Title I Parent Engagement Event. Free meal and carnival type activities as well as PTA sponsored Book Fair (October 2025)
- **Roll'n into Books:** Title I Literacy Event. Parents invited to enjoy cinnamon rolls and read books with their children. (March 2026)
- **BINGO & BOGO Book Fair Night:** PTA sponsored event open to all families. (April 2026)
- **Deer Pointe Night at the Bahe:** Students and their families invited to an FHS Varsity Basketball Game. (January 2026)
- **P/T Conference Night:** Fall 2025 - 97% Participation



Deer Pointe- CIP Goals 2025-2026



CIP Goal #1

By **May of 2026**, our teachers will implement, with fidelity, at least two strategic instructional or scaffolding strategies to improve foundational skills in number sense as measured by MAPs growth with at least 50% of students meeting or exceeding their projected growth targets.



Deer Pointe - CIP Action Steps Goal #1



Action Steps:

1. Strategic Implementation

- a. Each grade-level team will identify and commit to at least two number sense strategies to embed into instruction.
- b. Teachers will integrate scaffolds such as sentence frames, manipulatives, and visual supports to support all learners, including ML and SPED students.
- c. Implement IXL Program

2. Monitoring and Feedback

- a. Conduct classroom walkthroughs with feedback focused on fidelity of strategy use.
- b. Use quarterly data reviews in grade level MTSS meetings to analyze MAPs data as well as IXL, LtoJ, formative, and classroom assessment results.

3. Family & Student Support

- a. Provide families with number sense practice activities that can be done at home.
- b. Implement student goal-setting at P/T conferences around MAP scores and classroom data.

4. Adjustment & Refinement

- a. Based on ongoing data, teams will adjust instructional strategies to better meet student needs.
- b. Professional learning opportunities throughout the school year.



Deer Pointe - CIP Action Steps Goal #1



Measure of Success:

- **Formative Assessments:** Grade-level common assessments will show incremental growth in number sense skills each quarter.
- **Instructional Fidelity:** Math Walkthroughs and lesson plan reviews will document consistent use of at least two identified strategies per classroom.
- **Student Engagement:** Classroom observations and student work samples will reflect increased accuracy and fluency with number sense tasks.



Deer Pointe- CIP Goals 2025-2026



CIP Goal #2

By **May of 2026**, Deer Pointe Elementary Staff will increase student responsibility and engagement by ensuring all students actively participate in classroom learning. Teachers will explicitly teach, model, and reinforce responsible behaviors such as participating in classroom activities and discussions, completing tasks on time, and collaborating with peers.



Deer Pointe - CIP Action Steps Goal #2



Action Steps:

1. Teachers will explicitly teach responsibility and participation expectations at the start of each quarter and reinforce them daily.
2. Use consistent schoolwide Deer Pointe language and routines (aligned with PBIS Tier 1 expectations).
3. Provide students with opportunities for self-reflection on participation and responsibility (e.g., classroom/individual goal setting, self-assessment checklists).
4. Recognize and celebrate classrooms demonstrating responsibility and active engagement during weekly school-wide Community Times.



Deer Pointe - CIP Action Steps Goal #2



Measure of Success:

- **Consistent PBIS Instruction**
Teachers will teach, model, and reinforce PBIS expectations for responsibility and engagement using common language across classrooms.
- **Positive Behavior Trends**
PBIS Tier 1 data will show increased positive acknowledgements and decreased disengagement behaviors (Dino Bone goals, referrals).
- **Student Participation Growth**
By May 2026, 80% of students will meet or exceed participation expectations as measured by classroom tracking tools and PBIS-aligned data (EduCLIMBER).
- **Collaborative Data Review**
Staff will use MTSS and PBIS meetings to review data, reflect on practices, and adjust supports to meet student needs.





Johnson Crossing





FREMONT PUBLIC SCHOOLS

Johnson Crossing Academic Center

Continuous Improvement Plan 2025 - 2026

Board of Education February 9, 2026

JCAC: Who We Are 2025-2026

Current # of Students	Free/Reduced Lunch	Special Education Services	English Learner	Current # of Staff
5th: 376	250	95	112	Certified: 63
6th: 377	245	82	126	Classified: 26
Total: 753	495 = 66%	177 = 24%	238 = 32%	Total: 89



Parent Engagement

- Moved to off-campus family engagement nights for 2025-2026 school year
- Students get to have a fun experience with classmates outside of school and parents attend an informational meeting covering upcoming events, district news, and district procedures
- We had our largest parent attendance with 26 parents attending our last meeting at Ruff House



CIP Goal #1

Reduce Minor Disruptive Behaviors / Increase Student Engagement

By May 2026, the number of IBRs for minor disruptive behaviors will decrease by 5%, from 955 incidents to 907 or fewer, through proactive classroom management and engagement strategies.

Strategies:

Implement proactive classroom management techniques to prevent minor disruptions.

Increase student engagement through structured routines and active learning strategies.

Monitor and provide feedback to staff to ensure consistent application of engagement and behavior strategies.



Goal #1 Action Steps

Reduce Minor Disruptive Behaviors / Increase Student Engagement

Activities:

Provide professional development on proactive classroom management and engagement strategies.

Teachers integrate engagement strategies into daily instruction, including structured discussions, student choice, and interactive questioning.

Conduct classroom walk-throughs and observations to monitor strategy implementation.

Hold weekly Team meetings to review IBR data, discuss successes, and problem-solve challenges.

Provide students with structured opportunities for participation and reflection on classroom behavior.

Track monthly IBR data to monitor progress toward the 5% reduction goal.



Goal #1 Evaluation Plan

Goal 1: Reduce Minor Disruptive Behaviors / Increase Engagement

Formative Evaluation:

- **Monthly IBR Data:** Track minor disruptive behaviors to identify trends, classroom challenges, and immediate needs for intervention.
- **Classroom Walk-Throughs / Observations:** Administrators observe and provide feedback on engagement strategies, routines, and proactive behavior management.
- **Student Feedback:** Use short surveys or reflection forms to gauge engagement and perceptions of classroom routines.
- **PLC Meetings:** Review IBR trends and discuss adjustments to strategies or additional supports for students.

Summative Evaluation:

- **IBR Totals (End of 2025–2026 School Year):** Compare to baseline of 955 incidents to determine if the 5% reduction goal (907 or fewer incidents) was met.
- **Overall Engagement Indicators:** Review patterns of on-task behavior, participation in lessons, and teacher anecdotal records.
- **Teacher Reflections:** Summative feedback on the effectiveness of engagement strategies and classroom management techniques



CIP Goal #2

Goal: Increase Reading Achievement

By May 2026, the percentage of students scoring at or above the 50th percentile on the MAP Reading assessment will increase from 29% to 32% through the consistent implementation of Writing Revolution strategies.

Strategies:

Implement evidence-based literacy instruction using Writing Revolution strategies (“Because, But, So” and sentence fragment expansion).

Provide ongoing professional development and coaching to support effective instructional practices.

Use data to drive instruction and monitor student growth.



Goal #2 Action Steps

Increase Reading Achievement

Activities:

Conduct professional development training on Writing Revolution strategies at the start of the school year.

Teachers integrate Writing Revolution strategies into daily reading lessons.

Use formative assessments (exit tickets, journals, classroom observations) to monitor comprehension and writing-to-learn skills.

Analyze MAP (Fall) and NSCAS (Spring) assessment data to evaluate student growth and adjust instruction accordingly.

Conduct weekly Team meetings to review student progress, share strategies, and problem-solve challenges.



Goal #2 Evaluation Plan

Goal 2: Increase Reading Achievement (MAP/NSCAS)

Formative Evaluation:

- **Classroom Assessments:** Exit tickets, writing-to-learn exercises, and short comprehension checks to monitor student understanding of texts and application of Writing Revolution strategies.
- **Teacher Observations:** Informal observations and anecdotal notes to assess how well students are using sentence expansion and “Because, But, So” strategies.
- **Team Meeting Data Review:** Monthly meetings where teachers share student progress, discuss challenges, and adjust instructional strategies based on formative evidence.

Summative Evaluation:

- **MAP Reading Assessment (Fall 2025 & Spring 2026):** Compare baseline and post-intervention results to measure growth in the percentage of students scoring at or above the 50th percentile.
- **NSCAS Reading Assessment (April 2026):** Assess overall reading achievement and transfer of comprehension and writing-to-learn skills.
- **Student Work Samples:** Review collections of writing and comprehension assignments for evidence of growth in sentence construction and reasoning skills.







FREMONT PUBLIC SCHOOLS

Facilities Committee Projects Update

Dr. Loofe & Mr. Pierce

2/9/26

Facilities Committee Meetings



FREMONT PUBLIC SCHOOLS

ATTENDEES: Mr. Ludvigsen, Ms. Proskovec, Mr. Hansen, Dr. Dahl, Mr. Pierce and Dr. Loofe

DATES: 10/29/25 and 12/18/25

AGENDA HIGHLIGHTS: Reviewed Special Building Fund balances and sources of income, rolled out [District Facilities Master Plan](#) document, and discussed potential projects and timelines.



Special Building Fund and Depreciation Balance

Special Building Fund: \$5,947,915.47 after encumbrances.

Energy credits \$4,625,680.48 from Bond Projects included in balance. \$1,322,234.99 in remaining Bond proceeds. Must spend Bond proceeds first.

Depreciation Fund: \$1,113,552.34 after encumbrances including (2) 2024 and (3) 2025 bus purchases that have yet to be delivered.

Total Available if necessary: \$7,061,467.81



Project Considerations - Phase 1 (2026 & 2027)

Fremont Middle School - multiple projects -

est. \$4,511,000.00

- LED Lighting throughout
- Interior Paint
- Cooling Tower Replacement
- Carpet Replacement
- Fire alarm panel replacement

Remaining balance in Special Building Fund:

\$1,437,361.00

Balance in Depreciation Fund:

\$1,113,553.00

Total Remaining:

\$2,550,914.00



Project Considerations - Phase 2 (TBA)

Bell Field Fluid Cooler est. \$400,000.00

- Replace Fluid Cooling Tower & Concrete Base
- Engineering Fees

Remaining balance in Special Building Fund: \$1,037,362.00

Balance in Depreciation Fund: \$1,113,552.00

Total Remaining: \$2,150,914.00



Project Considerations - Phase 3 (TBA)

Lenihan Gym Updates - exact cost undetermined, however early estimates put it at approx \$850,000.00

- Synthetic turf over gym floor
- Update HVAC
- LED Lighting
- Paint



Benefits of Phasing:

- Ensures responsible spending and budgeting
- Must be on or under budget before moving to the next phase

Benefits of CMR vs DBB:

- Phasing option
- Cost effectiveness

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 Business Operations and General Personnel Policies and Policies Applicable to all Personnel, Certified Employees and Non-Certified Employees.

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

3540-3580; 4026-4270

Perry Policy - Business Operations			
	Policy:	FPS Policy:	Notes:
Procedures - Bidding Construction Projects	3540		Adopt 3520
Rebates to School Personnel	3550		Adopt 3550
Records Management and Disposition	3560		Adopt 3560
Title I Funds	3570		Adopt 3570
Meal Charge Policy	3571	37G.5 37G.6	Adopted 6.10.24 Adopt 3571, rescind 37G.5, 37G.6
Insufficient Funds	3580		Adopt 3580

Perry Policy - General Personnel Policies and Policies Applicable to All Personnel			
	Policy:	FPS Policy:	Notes:
Prohibition on Aiding and Abetting Sexual Abuse	4026		Adopt 4026
Workplace Privacy Policy	4027	42C.7e	Adopt 4027, rescind 42C.7e
Employee Fundraising	4028	11A.4d 18H.3	Adopt 4028, rescind 11A.4d, 18H.3
Leave for Court	4029	43D.2a	Adopt 4029, rescind 43D.2a

Wage Information	4030		Adopt 4030
Injury Leave	4031		Adopt 4031
Perry Policy - Certified Personnel			
	Policy:	FPS Policy:	Notes:
Qualifications for Appointment as Teacher	4101		Adopt 4101
Qualifications for Appointment to Administrative and Supervisory Positions	4111	40A.3	Adopt 4111
Certification	4120		Adopt 4120
Probationary Certified Employees	4121		Adopt 4121
Permanent Certified Employees	4130	40A.4e	Adopt 4130, rescind 40A.4e
Assignment of Duties	4131	42C.2	Adopt 4131, rescind 42C.2
Agents/Tutors	4132	40A.7b	Adopt4132, rescind 40A.7b
Student Teachers and Pre-Student Teachers			Rescind 40A (Adopted 4002 last month)
Equal Employment Opportunity Policy	4133	40A.7	Adopt 4133, rescind 40a.7
Substitute Teachers -	4141		Adopted 6-10-24
Teacher Training	4160	43D.8B	Adopt 4160 Rescind 43D.8B

Reduction in Force Policy for Certificated Staff	4170		Adopt 4170
Leave of Absence	4180		Adopt 4180
Dual Sponsorship of Activities	4190	11A.4b	Adopt 4190, rescind 11A.4b
Standards of Ethical and Professional Performance – Certificated Staff	4024		New
Perry Policy - Certified Personnel			
	Policy:	FPS Policy:	Notes:
Qualifications of Non-Certificated Employees	4200		Adopt 4200
Hiring/Dismissal	4210		New
Assignment and Transfer	4230	44E.5	Adopt 4230, rescind 44E.5
Complaint Procedure * Complaint Form	4240	44E.3	Adopt 4240 and complaint form, rescind 44E.3
Bus Drivers	4250		Adopt 4250
Standards of Performance for Non-Certified Employees * Form for Classified Employee Notice of Performance Concerns	4260		Adopt 4260
Staff Payments During Closure	4270		Adopt 4270

Business OperationsProcedures—Bidding Construction Projects

The District shall bid every project for the construction, remodeling, or repair of any school-owned building or for site improvements when the contemplated expenditures for the project is in excess of one hundred nine thousand dollars (\$109,000), or such sum as adjusted pursuant to Section 73-106. The bidding procedures shall comply with the requirements of state law and shall include the following:

1. Notice to Bidders: The Administration shall prepare a notice to bidders containing a general description of the scope of the project being bid; the location of the project; the means of obtaining project documents, including plans and specifications; the date and hour bids will close; and the date, hour and place bids are to be returned, received and opened, and a provision that such bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders, when the hour is reached for the bids to close.
2. Regular Manner of Advertisement for Bids: The notice to bidders shall be published one time in a newspaper of general circulation in the School District. The notice shall be published at least seven (7) days prior to the date designated for the opening of such bids. The Board of Education or Administration may, in its sole discretion, elect to utilize further advertisement for bids as it may determine appropriate to secure a sufficient number of qualified bidders for the scope of the project.
3. Bid Opening: When the hour is reached for such bids to close, bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders.
4. Contract Award: The contract shall be awarded to the lowest responsible bidder as to the extent required by law. When not so required, the award shall be made on the basis of consideration of the contract award criteria determined appropriate by the Board or administration.
5. Performance and Payment Bonds. Whenever any contract is entered into for the erecting, furnishing, or repairing of any building or other public structure or improvement, the contractor shall be required, before commencing such work, to furnish a performance, labor and material payment bond. The bond requirement shall not apply, however, to any project bid or proposed which has a total cost of ten thousand dollars (\$10,000) or less unless the School Board or Administration includes a bond requirement in the specifications for the project. The bond shall be in an amount not less than the contract price. The bond shall be conditioned on the faithful performance of the contract and the payment by the contracting party of all laborers and mechanics for labor that is performed and of all material and equipment rental that is actually used or rented in connection with the improvement project and the performance of the contract. Such bond shall contain such provisions as are required by statutes, and be in a form prescribed and required by the district.

6. Retention of an Architect or Engineer. The School District shall not engage in the construction of any public works involving architecture or engineering unless the plans, specifications, and estimates have been prepared and the construction has been observed by an architect, a professional engineer, or a person under the direct supervision of an architect, professional engineer, or those under the direct supervision of an architect or professional engineer; provided that such requirement shall not apply to any public work in which the contemplated expenditure for the complete project does not exceed one hundred and eighteen thousand dollars (\$118,000), as adjusted from time to time by Section 81-3445 or other applicable law.

7. Additional Procedures. Each bid for which a labor and material bond is required shall be accompanied by a bid bond or certified check in the amount of five percent (5%) of such bid unless the School Board or Administration waives such requirement. The Board of Education or Administration may provide for additional procedures for the procurement, opening and acceptance of bids as deemed appropriate for a particular project.

Legal Reference: Neb. Rev. Stat. Sec. 52-118; Neb. Rev. Stat. Sec. 73-101 *et seq.*; Neb. Rev. Stat. Sec. 73-106; Neb. Rev. Stat. Sec. 81-3445

Date of Adoption: [Insert Date]

Business Operations

Rebates to School Personnel

No school employee or board member shall receive any commission, expense-paid trips, or anything of value from individuals or companies in exchange for any express or implied promise, commitment, or kickback to purchase equipment, materials, services or any other arrangement related to the operation of the School District.

Legal Reference: Neb. Rev. Stat. Sec. 79-520

Date of Adoption: [Insert Date]

Business OperationsRecords Management and Disposition

1. General Standard. Records should generally be organized, managed, retained and disposed of in accordance with law and the Secretary of State's schedules for retention and disposition of public records.
2. Records Officer. The Superintendent is hereby designated as the records officer of the school district for purposes of this policy. Any questions about the type or category of a record or the required retention period for it should be addressed to the records officer.
3. Electronic Messages and Data. The District's server(s) have storage limitations. Certain types of files (like emails) may be retained for longer than other types of files (like video recordings) due to these storage limitations. In situations where the District is promptly made aware of the need to save a certain file, the District may take steps to download or save such file before the file is eliminated.
4. Electronic Records. All books, papers, documents, reports, and records kept by the District may be retained as electronic records. Minutes of the meetings of the school Board may be kept as an electronic record.
5. Litigation Holds. When litigation against the District or its employees is filed or threatened, the District will take all reasonable action to preserve all documents and records that pertain to the issue.

As soon as the District is made aware of pending or threatened litigation, a litigation hold directive will be issued by the records officer or designee. The directive will be given to all persons suspected of having records that may pertain to the litigation issue. Employees who receive notice of a litigation hold are to preserve all records that pertain to the litigation issue. This includes preserving electronic messages that would otherwise be deleted by the computer system; such messages are to be converted by the recipients of the litigation hold to hard copy (printed) or electronic format which can be retrieved and interpreted (downloaded) for the duration of the litigation hold.

The litigation hold directive overrides any records retention schedule that may otherwise call for the disposition or destruction of the records until the litigation hold has been lifted.

No employee who has been notified of a litigation hold may alter or delete an electronic or other record that falls within the scope of the hold. Violation of the litigation hold may subject the employee to disciplinary actions, up to and including dismissal, as well as personal liability for civil and/or criminal sanctions by the courts or law enforcement agencies.

6. Settlement Agreements. A public written or electronic record of all settled claims shall be maintained.

The record for all such claims settled in the amount of fifty thousand dollars or more (or one percent of the total annual budget of the School District, whichever is less) shall include a written executed settlement agreement. The settlement agreement shall contain a brief description of the claim, the party or parties released under the settlement, and the amount of the financial compensation, if any, paid by or to the School District or on its behalf. Any such settlement agreement shall be included as an agenda item on the next regularly scheduled public meeting of the School Board for informational purposes or for approval, if required.

Any such settled claim or settlement agreement shall be a public record. Nonetheless, specific portions of the record may be withheld from the public to the extent permitted or provided by statute.

Legal Reference: Neb. Rev. Stat. Sections 84-712 through 84-712.09
Neb. Rev. Stat. Sections 84-1201 to 84-1227
State Records Administrator Guidelines:
Schedule 10: Records of Local School Districts
Schedule 24: Local Agencies General Records

Date of Adoption: [Insert Date]

Business OperationsTitle I Funds

It is the policy of the District to comply with the Every Student Succeeds Act (“ESSA”) and federal grant programs in which the District participates.

1. Authority to Sign Applications. The Superintendent is authorized to sign applications for any of the ESSA formula grants on behalf of the District and may delegate such authority to other administrators in the Superintendent’s discretion. The Superintendent shall submit such applications as determined appropriate so long as acceptance of the funds does not include conditions contrary to the policies of the Board of Education.
2. Supplement not Supplant. Federal funds shall be used to supplement, not supplant the amount of funds or services available from non-federal sources, in compliance with the requirements of federal law. ESSA funds shall not be used to provide services otherwise required by law to be made available.
3. Equitable Allocation. Federal funds shall be used in a manner to ensure equitable allocation of resources. Staff are to be assigned and curriculum materials and instructional supplies are to be distributed to the schools in such a way that equivalence of personnel and materials is ensured among the schools in compliance with the requirements of federal law.
4. Maintenance of Effort. The District shall maintain fiscal effort related to ESSA programs in compliance with the requirements of federal law.
5. Resources. The procurement of resources related to the ESSA programs, including contracts and purchase or service agreements for such program, shall be in accordance with the District’s written procedures for purchasing and contracting. Purchase orders and invoices shall indicate an appropriate record of expenditures. All equipment purchased with federal funds, including those used in nonpublic and other facilities, shall be appropriately identified, inventoried, and when no longer useful to the program, properly disposed. Resources such as staff, materials and equipment funded by Title I and IDEA shall be used only for children participating in the program.
6. Maintenance of Records. Records of all federal financial and program information shall be kept for a minimum of 5 years after the start date of the project.
7. Identification of Eligible Children. The Superintendent and the designees shall implement an appropriate process to identify children eligible for services provided under federal programs.

8. Coordination of Services. Title I and IDEA services shall be coordinated and integrated with the regular classroom, with other agencies providing services and with other federal, state and local programs.
9. Standards and Expectations. Students receiving services in Title I are held to the same standards and expectations as all other students.
10. Assessments. Students receiving services in Title I are assessed with the regular population without accommodations.
11. Parents Right to Know. At the beginning of each school year, if the District receives Title I funding, the District shall notify the parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request (and in a timely manner), information regarding the professional qualifications of the student's classroom teachers, including at a minimum, the following:
 - (A) Whether the student's teacher—
 - (i) has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction;
 - (ii) is teaching under emergency or other provisional status through which State qualification or licensing criteria have been waived; and
 - (iii) is teaching in the field of discipline of the certification of the teacher.
 - (B) Whether the child is provided services by paraprofessionals and, if so, their qualifications.
12. Testing Opt-Out. At the beginning of each school year, if the District receives Title I funding, the District shall notify the parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request (and in a timely manner), information regarding any State or District policy regarding student participation in any State or District assessments, including the District's policy and procedure on the parental right to opt the child out of such assessment(s). The District shall also make widely available through public means (including by posting in a clear and easily accessible manner on the District's website) information on each State or District assessment, including:
 - (A) the subject matter assessed;
 - (B) the purpose for which the assessment is designed and used;
 - (C) the source of the requirement for the assessment;
 - (D) the amount of time students will spend taking the assessment, and the schedule for the assessment; and
 - (E) the time and format for disseminating results.
13. Language Instruction Programs. At the beginning of each school year, if the District receives Title I funding, the District will implement an effective means of outreach to parents of English learners to inform the parents regarding how the parents can—
 - (A) be involved in the education of their children; and
 - (B) be active participants in assisting their children to—
 - (i) attain English proficiency;

- (ii) achieve at high levels within a well-rounded education; and
- (iii) meet the challenging State academic standards expected of all students.

The District will also inform parents of an English learner identified student of opportunities to participate in various school programs, as set forth in ESSA.

14. Other Requirements. The Superintendent shall take or cause other staff to take such action as required by law for the District to maintain compliance with ESSA and specific ESSA grant programs in which the District participates.
15. Certification Regarding Debarment, Suspension and Ineligibility. The District will endeavor to ensure that all contracts and purchase orders reimbursed using federal funds will include the following “suspension and disbarment” language:

To the best of its knowledge and belief, the contractor or any of its principals are not presently debarred, suspended, proposed for debarment or otherwise declared ineligible for the award of contracts by any Federal agency by the inclusion of the contractor or its principals in the current “LIST OF PARTIES EXCLUDED FROM FEDERAL PROCUREMENT OR NONPROCUREMENT PROGRAMS” published by the U.S. General Services Administration Office of Acquisition Policy.

The prospective lower tier participant shall provide immediate written notice to the District if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances. Should the prospective lower tier participant enter into a covered transaction with another person at the next lower tier, the prospective lower tier participant agrees by accepting this agreement that it will verify that the person with whom it intends to do business is not excluded or disqualified.

Notwithstanding anything to the contrary, all persons or entities contracting with the District with any reimbursement using federal funds shall be bound by this certification and shall fully abide by and comply with the same.

Legal Reference: ESSA

Date of Adoption: [Insert Date]

Business OperationsMeal Charge Policy

It is the policy of the District to comply with the National School Lunch Program and School Breakfast Program and all other federal grant programs that provide free or reduced meals to qualifying students.

Student Eligibility

Families of students who may be eligible for free or reduced price school meals should submit an application to determine their eligibility. Applications are available through the Superintendent or Superintendent's designee. As long as an application is submitted on or after July 1, the application will be considered current for the new school year. A student may become eligible for free or reduced meals at any time during the school year if the household experiences a change in financial circumstances.

Meal Account Balances

The District will ensure that families can check their meal account balances in a manner other than exclusively online. The District will ensure that at least one form of meal account payment is free of charge.

The District encourages families to pre-pay without charge for free or reduced price meals. Notwithstanding the option to pre-pay, students and families will have a method to add funds during the school day. Any balance remaining in a pre-paid account shall carry over into the next month. Households approved for free or reduced price meals with funds remaining in their meal account at the end of the school year shall receive a refund. When a student leaves the District or graduates, the District shall attempt to contact the student's household to return any funds remaining in the student's meal account.

Unpaid meal charges may be carried over at the end of the school year as a delinquent debt and the District shall undertake reasonable collection efforts to collect unpaid meal charges classified as delinquent debt, pursuant to and in compliance with state and federal law. The District shall maintain records of its collection efforts and, once delinquent meal charges are converted to bad debt, its documentation establishing and handling of the bad debt.

The District will not use a debt collection agency to collect or attempt to collect, directly or indirectly, debts due or assessed to be owed for outstanding debts on a school lunch or breakfast account of any student. Nor will the District assess or collect any interest, fees, or other monetary penalties for outstanding debts on a school lunch or breakfast account of any student.

Student Confidentiality

The District will disclose individual student eligibility information only to those persons (and organizations) who require the information in order to carry out an activity specifically authorized by the National School Lunch Act, subject to applicable legal exceptions.

The District shall not use or implement any colored or coded meal cards, tickets, tokens, or other methods of payment that would overtly identify a student as being eligible for free or reduced price meals.

Distribution Annually

This policy shall be provided or made available to all students' households at the start of each school year and to households transferring to the District during the school year.

This policy shall also be provided annually to District staff members responsible for the enforcement of this policy, including food service professionals.

The Superintendent or the Superintendent's designee shall maintain documentation of the annual distribution of this policy to students' households and District staff.

Legal Reference: Richard B. Russell National School Lunch Act (42 U.S.C. Sec. 1751);
U.S.D.A. Memorandum SP 57-2016.
LB 1329 (2024)

Date of Adoption: June 10, 2024

Business OperationsInsufficient Funds

When a check is returned for insufficient funds or payment on a credit or debit card is rejected, the District shall attempt to contact the person a minimum of two times to collect the amount that remains due and owing. At least one attempt shall be in writing, either via letter or email.

In the event that an individual's method of payment is rejected, such person shall be required to pay the amount that remains due and owing by cash, cashier's check or money order, plus a returned check fee of \$10.00 to cover the administrative expense of having to address the matter. In addition, whenever said person wishes to make a payment in the future, said person may be required to pay only by cash, cashier's check or by money order.

Notice of this returned check fee policy will be given annually to students and parents via the school website, and may be included in newsletters, student handbooks, or postings.

Any individual who attempts to pay any amount to the District by check or credit card agrees to the terms of the Policy and the returned check fee. In the event that an individual does not agree with this Policy or is unwilling to pay the returned check fee, then such individual must pay by cash, cashier's check or money order.

Date of Adoption: [Insert Date]

Personnel - All Employees

Prohibition on Aiding and Abetting Sexual Abuse

A school employee, contractor, or agent of the school district is prohibited from assisting another school employee, contractor or agent in obtaining a new job if the individual knows or has probable cause to believe, that such other employee, contractor, or agent engaged in sexual misconduct with a minor or student in violation of the law.

“Assisting” does not include the routine transmission of administrative and personnel files.

Exceptions to giving such assistance may only be made where the exception is authorized by the Every Student Succeeds Act (for example, where the matter has been investigated by law enforcement and the person has been exonerated and approved by the Superintendent or designee.)

Legal Reference: 20 USCS Section 7926

Date of Adoption: [Insert Date]

Personnel - All EmployeesWorkplace Privacy Policy

1. The District will abide by the Nebraska Workplace Privacy Act and will not:
 - a. Require or request that an employee or applicant provide or disclose any user name or password or any other related account information in order to gain access to the employee's or applicant's personal Internet account by way of an electronic communication device;
 - b. Require or request that an employee or applicant log into a personal Internet account by way of an electronic communication device in the presence of the District in a manner that enables the District to observe the contents of the employee's or applicant's personal Internet account or provides the District access to the employee's or applicant's personal Internet account;
 - c. Require an employee or applicant to add anyone, including the District, to the list of contacts associated with the employee's or applicant's personal Internet account or require or otherwise coerce an employee or applicant to change the settings on the employee's or applicant's personal Internet account which affects the ability of others to view the content of such account;
 - d. Take adverse action against, fail to hire, or otherwise penalize an employee or applicant for failure to provide or disclose any of the information or to take any of the actions prohibited by the Workplace Privacy Act.
 - e. Require an employee or applicant to waive or limit any protection granted under the Workplace Privacy Act as a condition of continued employment or of applying for or receiving an offer of employment.

Notwithstanding anything to the contrary, all employees must abide by the District's technology policies, procedures and guidelines, including the District's Internet Use policy and/or practice. Pursuant to the Workplace Privacy Act, the District may also:

- a. Monitor, review, access, or block electronic data stored on an electronic communication device supplied by or paid for in whole or in part by the District or stored on the District's network, to the extent permissible under applicable laws;
- b. Access information about an employee or applicant that is in the public domain or is otherwise obtained in compliance with the Workplace Privacy Act;
- c. Conduct an investigation or require an employee to cooperate in an investigation if the District has specific information about potentially wrongful activity taking place on the employee's personal Internet account, for the purpose of ensuring compliance with applicable laws, regulatory requirements, or prohibitions against work-related employee misconduct;
- d. Any other reason permitted by the Workplace Privacy Act.

Legal Reference: Nebraska Revised Statutes Sections 48-3501 to 48-3511

Date of Adoption: [Insert Date]

Personnel - All EmployeesEmployee Fundraising

Any employee who directly or indirectly seeks to use their position as a District employee to fundraise (such as through a crowd funding initiative) must obtain prior approval from the Superintendent or Superintendent's designee before taking any action to fundraise.

An employee who receives permission to fundraise shall abide by the following requirements:

- a. The employee shall inform the Superintendent or Superintendent's designee of any content (including online messages or requests) that the employee intends to publish.
- b. The employee shall not violate any District policy, rule or law in any fundraising efforts and shall keep all student information confidential.
- c. The employee must account for any money raised through the approved fundraising effort and shall provide evidence to the Superintendent or Superintendent's designee as to how the money was spent.

District employees who engage in fundraising efforts in their private capacities need not abide by this policy.

Date of Adoption: [Insert Date]

Personnel - All EmployeesLeave for CourtA. Jury Duty

In the event that a District employee receives notice that he or she may be required to serve on a jury, the employee shall notify as soon as possible the building principal of the potential jury duty day(s). In doing so, the employee must provide a copy of the jury summons or notification from the court. The employee and building principal must work cooperatively to schedule any arrangements that need to be made while the employee serves on the jury, such as lesson planning for a substitute teacher.

For any day that the employee actually serves on the jury, the District will pay the employee the difference between the employee's regular daily wages that the employee would have earned that day and the amount that the employee receives as payment for jury service. An employee who serves on a jury will not be required to use or lose any available leave days in order to serve on the jury.

In the event that a District employee is not selected for jury duty, then such employee shall immediately notify the building principal and report to work as scheduled.

B. Subpoenas

In the event that a District employee is subpoenaed as a witness in a legal matter, the District will accommodate the employee's leave, as long as the employee provides reasonable advanced notice to the building principal. The employee and building principal must work cooperatively to schedule any arrangements that need to be made while the employee is absent, such as lesson planning for a substitute teacher. For any hours that the employee testifies in a legal proceeding during a regularly scheduled work day, the District will pay the employee the difference between the employee's regular daily wages that the employee would have earned and the amount that the employee receives for testifying as a witness. An employee who misses work to testify will not be required to use or lose any available leave days in order to testify. An employee will not lose any other benefits (such as health insurance) for serving on a jury.

Notwithstanding anything to the contrary in this policy, if a District employee is either (1) a party to a legal matter or (2) subpoenaed as a witness in a legal matter in which the employee has a personal interest, then the employee will not be paid by the District for any such absence, unless the employee uses available paid leave and such leave is approved in advance by the Superintendent. Legal matters that involve an employee's personal interest may include criminal proceedings (including traffic citations) against the employee, divorce or family law proceedings involving the employee or a member of the employee's family, or civil disputes between the employee and a third party. The Superintendent shall have the final say on whether an employee has a personal interest in the legal matter at issue.

C. Subject to Negotiated Agreement

In the event that any provision(s) of this policy conflict with the applicable negotiated agreement, then such provision(s) of this policy will be disregarded and the negotiated agreement will control.

Legal Reference: Neb. Rev. Stat. Sections 25-1223 & 25-1640

Date of Adoption: [Insert Date]

Personnel - All EmployeesWage Information

The District will not terminate or retaliate against any employee for inquiring about or sharing compensation information for the purpose of determining whether the District gives equal pay for equal work. However, an employee with authorized access to wage information as part of their job function, who discloses the wages of other employees to those who do not have authorized access to other employees' compensation information, may be disciplined for such disclosure, up to and including termination, unless the disclosure is made in response to a complaint or investigation proceeding, hearing or other similar action.

Legal Reference: Neb. Rev. Stat. Section 48-1114

Date of Adoption: [Insert Date]

Personnel - All EmployeesInjury Leave

A District employee who believes that they have been physically injured within the employee's scope of employment by another individual who intentionally, knowingly, or recklessly causes bodily injury to such employee must report such injury to the employee's administrator as soon as practical. An administrator will then investigate the circumstances to determine if the employee qualifies for paid injury leave. The employee may be required to provide confirmation from a physician regarding the causation and the period of time for which an employee is unable to work. If the administrator determines that the employee qualifies for paid injury leave, then the employee will receive up to seven calendar days of paid injury leave to cover the amount of time that the employee was otherwise scheduled to work. Such paid injury leave will not count against the employee's other available leave.

If the administrator determines that the employee does not qualify for paid injury leave, then the employee may be required to use other available leave. There is no appeal process for an employee who has been denied a request for paid injury leave.

Legal Reference: Neb. Rev. Stat. Section 79-8,106

Date of Adoption: [Insert Date]

Personnel - Certificated Employees

Qualifications for Appointment as Teacher

To be eligible for appointment as a teacher, an applicant must have a minimum of a Bachelor's Degree from an accredited or approved college or university and have a current teaching certificate, permit, or teaching authorization from the State of Nebraska, Department of Education (or provide satisfactory evidence that these requirements will be in place prior to commencement of duties), and such other certification or license as may be required by law.

Legal Reference: Neb. Rev. Stat. Section 79-801 et. seq.

Date of Adoption: [Insert Date]

Personnel - Certificated EmployeesQualifications for Appointment to Administrative and Supervisory Positions

To be eligible for appointment to any administrative or supervisory position, an applicant must have a minimum of a Master's Degree from an accredited institution of higher learning with graduate training in educational supervision and administration from an accredited or approved college or university and have a current Administrative, supervisory, or other equivalent permit or certificate from the State of Nebraska, Department of Education (or provide satisfactory evidence that these requirements will be in place prior to commencement of duties), and such other certification or license as may be required by law.

Legal Reference: Neb. Rev. Stat. Section 79-801 et. seq.

Date of Adoption: [Insert Date]

Personnel - Certificated Employees

Certification

Each certificated staff member shall hold at all times a valid Nebraska teaching or administrative certificate.

Legal Reference: Neb. Rev. Stat. Sec. 79-802

Date of Adoption: [Insert Date]

Personnel - Certificated Employees

Probationary Certified Employees

During the first three (3) years of employment with the School District, as determined and calculated in accordance with state law, a certificated employee shall be considered a probationary employee. A probationary employee's rights to continued employment status and non-renewal of a probationary employee's contract shall be determined according to law.

Legal Reference: Neb. Rev. Stat. Sec. 79-824

Date of Adoption: [Insert Date]

Personnel - Certificated Employees

Permanent Certified Employees

A certificated employee who has been employed for the full probationary period as set forth in policy 4120 and in accordance with state law is a permanent certificated employee. A permanent certificated employee's rights to continued employment status and termination of said permanent certificated employee's contract shall be determined according to law.

Legal Reference: Neb. Rev. Stat. Sec. 79-824

Date of Adoption: [Insert Date]

Personnel - Certificated Employees

Assignment of Duties

The Superintendent shall have the authority to assign and reassign teachers and other staff to extracurricular activities and other specific activities, including supervisory and recess duties, study halls, work on faculty committees and staff activities, and other duties necessary for the operation of the school.

Legal Reference: Neb. Rev. Stat. Sec. 79-839

Date of Adoption: [Insert Date]

Personnel - Certificated EmployeesAgents/Tutors

Teachers and other certificated staff shall not act as agents, or accept commission, royalties, or other rewards for books or other school materials, the selection or purchases of which they may influence.

A professional employee may not provide private tutoring or professional services in exchange for compensation from a source other than the School District without advance approval of the Superintendent:

1. to a child that the employee teaches or provides professional services in the course and scope of the employee's duties to the School District; or
2. in a facility owned or under the control of the District; or
3. during the employee's duty hours.

Professional employees who accept engagements to provide private tutoring or professional services are to make clear that the services are not being provided on behalf of the School District to the extent the recipient of the services may in any way otherwise be caused to believe the services are provided through the School District.

Legal Reference: NDE Rule 27, Sections 27.402E, 27.403F and 27.404B

Date of Adoption: [Insert Date]

Personnel - Certificated Employees

Student Teachers and Pre-Student Teachers

The District will cooperate with colleges and universities by allowing students who are preparing to teach to devote a reasonable amount of time to training in our schools, provided that this training will in no way impede the satisfactory progress of pupils.

Date of Adoption: [Insert Date]

Personnel - Certificated Employees

Substitute Teachers

Persons employed as substitute teachers shall meet such qualifications as are established by law and the State Department of Education and may be employed for periods of time in the absence of the regular teacher.

Rates of compensation for all substitute teachers will be set by the Board or Superintendent.

The Superintendent shall be responsible for recruitment, selection, assignment, orientation, and evaluation of substitute teachers. The Superintendent, or Superintendent's designee, is hereby authorized on behalf of the District to execute any necessary documents to assist a substitute teacher to secure a local substitute teaching permit.

Legal Reference: Neb. Rev. Stat. Sec. 79-808

Date of Adoption: [Insert Date]

Personnel - Certificated EmployeesTeacher Training

The district shall provide and promote development programs for all professional staff - Superintendent, principals, teachers and the Board of education. Features of the staff development program:

1. Staff development resources and time shall be allocated in keeping with the key values and priorities of the district.
2. The staff development program shall concentrate on the programs and practices of effective schools and teaching, goal setting, assessment procedures, evaluation of staff, and the change process.
3. Content shall be selected that has been verified by research to improve student outcomes.
4. Teachers shall be actively involved in initiating, planning, and conducting the development programs for teachers.

At least annually, the administration will present to the Board the planned staff training as required by law. The Board will then approve those training requirements if the Board determines that the length of each training is reasonable.

Legal Reference: LB 1329 (2024)

Date of Adoption: June 10, 2024

Personnel - Certificated EmployeesReduction in Force Policy for Certificated Staff

Reductions-in-force of certificated staff member may be required due to decreasing enrollments, limited financial support, changing programs, or other changes in circumstances. If such changes occur and a reduction of certificated staff is necessary, the Superintendent (or his designee) shall recommend to the Board of Education those certificated employees to be reduced under the reduction-in-force provisions of the continuing contract laws; provided, however, that no permanent employee may be reduced through a reduction-in-force while a probationary employee is retained to perform a service in a position that the permanent employee is qualified by certification and endorsement to perform or where certification is not applicable, by reason of college credits in the teaching area.

Due to the often intimate, confidential, and unique personal working relationship necessary between the administration and the Board of Education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.

The selection of personnel to be reduced shall be made with consideration given to the following: (1) programs to be offered, (2) areas of certification and endorsement, (3) state and federal regulations which may mandate certain employment practices, (4) special qualifications that may require specific training and/or experience, (5) contributions to activity programs, (6) qualifications based on past performance and competence as determined by the Principal and/or Superintendent through employee evaluation procedures, (7) the organizational and educational impact created by multiple part time certificated employees, and (8) any other reasons which can be rationally related to the instruction in or administration of the school system.

Employee evaluations (including frequency of evaluations, evaluation forms, and number and length of classroom observations, if applicable) used for purposes of this policy shall conform to the Board policies and administrative rules, regulations, and practices (in effect at the time) related to the periodic evaluation of certificated staff members.

If, after consideration of the above, it is the opinion of the Superintendent that no significant difference exists between certificated employees being considered for reduction-in-force, then the employee with the longest uninterrupted service to the district shall be retained. Uninterrupted service time shall accrue the same for all certificated employees regardless of their full time equivalency. Uninterrupted service time for employees employed less than a full school year shall accrue according to the number of contract days worked. Uninterrupted service time shall not accrue for certificated employees on leave of absence for more than forty (40) days.

Any certificated employee whose contract is terminated because of reduction-in-force shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect. Such employee shall have preferred rights to re-employment for a period of twenty-four months commencing at the end of the contract year and the employee shall be recalled on the

basis of length of uninterrupted service to the school to any position for which he or she is qualified by endorsement or college preparation to teach. The employee shall, upon reappointment, retain any benefits which had accrued to said employee prior to the reduction, but such leave of absence shall not be considered as a year of employment by the district. An employee under contract to another educational institution may waive recall but such waiver shall not deprive the employee of his or her right to subsequent recall.

It shall be the responsibility of such certificated employee to file (with the Superintendent of Schools) a copy of said employee's teaching certificate (including endorsements) upon initial employment with the district. On or before March 15th of each year thereafter (for so long as the employee is employed in the school system or has rights of recall) evidence of any changes in said employee's certification or endorsements which have occurred (since March 15th of the previous year) or are pending shall be filed with the Superintendent of Schools.

Any certificated employee whose employment contract is reduced as a result of reductions-in-force shall (during his/her period of recall) report his/her current address to the Superintendent of Schools and shall inform said Superintendent of any changes of address thereafter. If a vacancy in the system occurs for which said employee has rights of recall, the offer of such employment may be sent by said Superintendent to said employee's last known address. If no acceptance of such offer is received from said employee within fourteen days of mailing and the Superintendent has no personal knowledge of the whereabouts of said employee (other than said last known address), the employee shall be deemed to have waived his/her rights to recall to said employment position.

Anything in this policy to the contrary notwithstanding, this policy shall specifically permit and allow reductions in force to occur which deal with total elimination or termination or amendment of contracts or positions, which deal with reductions in force from full-time to part-time, which deal with reductions in force from part-time to a lesser part-time, or which deal with any other reductions in force which result in the termination or amendment of a certificated employee's contract or employment position.

Legal Reference: Neb. Rev. Stat. Sections 79-846 to 79-849

Date of Adoption: [Insert Date]

Personnel - Certificated EmployeesLeave of Absence

After a minimum of five (5) years of employment in Fremont Public Schools, a teacher may apply for a leave of absence. Any leave of absence must be approved in advance by the Board of Education. Criteria to be considered by the Superintendent in recommending approval or denial of a request may include:

- No more than 1 teacher from PK-4, 1 teacher from 5-6, 1 teacher from 7-8 and 1 teacher from 9-12 will be on leave during a given year. If more than one request is received from a teacher in the same grade level, the superintendent may request additional leave authorization from the Board of Education;
- requests for a leave of absence for the following school year must be submitted in writing to the Superintendent prior to March 1;
- a qualified replacement must be found before the leave is approved;
- no salary or benefits will be paid to the teacher by the district during the year of absence. Continued group health insurance may be obtained, subject to the approval of the insurance carrier; the premiums for such insurance shall be paid solely by the teacher. Upon return, the teacher will be placed on the salary schedule at the vertical step earned prior to the beginning of the leave period;
- a teacher who wishes to return from leave shall notify the Superintendent in writing by February 1 prior to the next school year. If no such notice is received by February 1, the teacher will be considered to have resigned. The District shall not be responsible for reminding the teacher of the required return notice;
- a teacher returning from leave is not guaranteed the same position held before the leave of absence. However, an effort will be made to arrange for the same or a comparable position placement; and
- a teacher shall enter into a written agreement with the Board of Education setting forth the terms of such leave of absence.

Legal Reference: Neb. Rev. Stat. Sec. 79-838.

Date of Adoption: [Insert Date]

Personnel - Certificated EmployeesDual Sponsorship of Activities

In any instance where more than one teacher is assigned to the sponsorship of an activity for which a stipend is paid, each teacher thereby assigned shall receive payment of the stipend as is specified in the negotiated agreement between the certificated teaching staff and the school district. Should two or more teachers receive administration approval to share the sponsorship of any activity, only an amount equal to one stipend as specified shall be made but shall be equally divided among those teachers sharing the sponsorship.

Date of Adoption: [Insert Date]

Personnel - Certificated Employees

Standards of Ethical and Professional Performance – Certificated Staff

Both the State of Nebraska and the Board of Education recognize that teaching and its related services, including administrative and supervisory services, are a profession with all of the rights, responsibilities, and privileges accorded other recognized professions. The Board recognizes and endorses the Standards of Ethical and Professional Performance as established by the Nebraska Department of Education and expects all certificated employees to abide by these standards.

Certificated Personnel-Professional Performance and Code of Ethics

It is the expectation of this District that all certificated staff shall comply with the ethics standards set forth by the Nebraska Department of Education, as such standards may be modified from time to time. The ethics standards which certificated staff shall follow shall include the standards set forth in this policy. References to “educator” shall include all certificated employees of the District.

Preamble

The educator shall believe in the worth and dignity of human beings. Recognizing the supreme importance of the pursuit of truth, the devotion to excellence and the nurture of democratic citizenship, the educator shall regard as essential to these goals the protection of the freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator shall accept the responsibility to practice the profession to these ethical standards.

The educator shall recognize the magnitude of the responsibility he or she has accepted in choosing a career in education, and engages, individually and collectively with other educators, to judge his or her colleagues, and to be judged by them, in accordance with the provisions of this code of ethics.

The standards listed in this section are held to be generally accepted minimal standards for all educators with respect to ethical and professional conduct.

Principle I - Commitment as a Professional Educator:

Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance and promote equality of opportunity.

In fulfillment of the educator's contractual and professional responsibilities, the educator:

1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school Board members.

2. Shall not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status.
3. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school Board members in order to influence professional decisions.
4. Shall not make any fraudulent statement or fail to disclose a material fact for which the educator is responsible.
5. Shall not exploit professional relationships with students, colleagues, parents, school patrons, or school Board members for personal gain or private advantage.
6. Shall not sexually harass students, parents or school patrons, employees, or Board members.
7. Shall not have had revoked for cause in Nebraska or another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which an educator's certificate is issued in Nebraska.
8. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties.
9. Shall report to the Superintendent any known violation of these standards.
10. Shall seek no reprisal against any individual who has reported a violation of these standards.

Principle II - Commitment to the Student:

Mindful that a profession exists for the purpose of serving the best interests of the client, the educator shall practice the profession with genuine interest, concern, and consideration for the student. The educator shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

1. Shall permit the student to pursue reasonable independent scholastic effort, and shall permit the student access to varying points of view.
2. Shall not deliberately suppress or distort subject matter for which the educator is responsible.

3. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.
4. Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.
5. Shall keep in confidence personally identifiable information that has been obtained in the course of professional service, unless disclosure serves professional purposes, or is required by law.
6. Shall not tutor for remuneration students assigned to his or her classes unless approved by the Board of Education.
7. Shall not discipline students using corporal punishment.
8. Shall not engage in physical or sexual abuse of students, including engaging in inappropriate sexual behaviors with students.

Principle III - Commitment to the Public:

The magnitude of the responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The educator bears particular responsibility for instilling an understanding of the confidence in the rule of law, respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession.

In fulfillment of the obligation to the public, the educator:

1. Shall not misrepresent an institution with which the educator is affiliated, and shall take added precautions to distinguish between the educator's personal and institutional views.
2. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
3. Shall neither offer nor accept gifts or favors that will impair professional judgment.
4. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
5. Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any state or territory.
6. Shall, with reasonable diligence, attend to the duties of his or her professional position.

Principle IV - Commitment to the Profession:

In belief that the quality of the services to the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to improve

service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to the profession, the educator:

1. Shall provide upon the request of an aggrieved party, a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
2. Shall not misrepresent his or her professional qualifications, nor those of colleagues.
3. Shall practice the profession only with proper certification, and shall actively oppose the practice of the profession by persons known to be unqualified.

Principle V - Commitment to Professional Employment Practices:

The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound personnel relationships with governing Boards are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to professional employment practices, the educator:

1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
2. Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.
3. Shall give prompt notice to the employer of any change in availability of service.
4. Shall conduct professional business through designated procedures, when available, that have been approved by the Board of Education.
5. Shall not assign to unqualified personnel tasks for which an educator is responsible.
6. Shall permit no commercial or personal exploitation of his or her professional position.
7. Shall use time on duty and leave time for the purpose for which intended.

Legal Reference: Neb. Rev. Stat. Sections 79-859, 79-866; 92 NAC 27 (NDE Rule 27)

Date of Adoption: [Insert Date]

Personnel - Non-Certificated Employees

Qualifications of Non-Certificated Employees

Non-certificated employees shall meet the statutory license requirements and such other qualifications as may be determined by the Board and the Superintendent.

Date of Adoption: [Insert Date]

Personnel - Non-Certificated EmployeesHiring/Dismissal

The Board of Education hereby delegates to the Superintendent the authority to hire, suspend and dismiss non-certificated employees (employees in positions that do not legally require a teacher or administrative certificate) on behalf of Fremont Public Schools.

Dismissal of non-certificated employees shall be on an at-will basis, as such employees are subject to termination at any time without cause, without prior disciplinary action or progressive discipline, and irrespective of the lack of any evaluation or the irregularity in any evaluation process.

Date of Adoption: [Insert Date]

Personnel - Non-Certificated Employees

Assignment and Transfer

Each non-certificated employee shall be assigned to a position at the direction of the Superintendent and may be transferred to any other position as the Superintendent may direct.

Date of Adoption: [Insert Date]

Personnel - Non-Certificated EmployeesComplaint Procedure

The normal procedure to be followed by each employee regarding a personal complaint related to his/her employment is to discuss the matter in a personal conference with the school principal or with the supervisory officer directly in charge. When the nature of the complaint dictates otherwise, the employee is entitled to present the complaint to any higher supervisory officer. An unsatisfactory result with the school principal or with the supervisory officer may be taken to the Superintendent or designee.

Date of Adoption: [Insert Date]

Personnel - Non-Certificated Employees

Complaint Form

This complaint form is to be used when a non-certificated employee of Fremont Public Schools has a personal complaint related to his/her employment. The initial step for such a complaint is to have a conference with the school principal or with the supervisory officer directly in charge. That step may be undertaken informally, without completing this form.

This form is to be completed if the employee is dissatisfied with the outcome at the initial step and wishes to have his/her complaint reviewed at the next level.

Date: _____

Name: _____

(1) Description of the complaint:

_____.

(2) Names of any witnesses to the matter being complained about:

_____.

(3) Identify and attach any material supporting the complaint:

_____.

(4) Date of the personal conference with the principal or supervisory officer: _____.

(5) Response given by principal or supervisory officer to the employee's complaint:

_____.

(6) Relief requested (what I want done in response to this complaint):

_____.

The undersigned states: I have a reasonable belief that the facts in this complaint are true and accurate and I give permission for an investigation to be made into this complaint.

Received by: _____ Signature: _____
Date: _____

Personnel

Non-Certified Staff

Bus Drivers

Bus drivers are selected from qualified applicants by the Superintendent must meet all the requirements prescribed by Nebraska and Federal Law.

Regular bus drivers are paid at a rate established annually by the Board of Education or Superintendent.

Legal Reference: Neb. Rev. Stat. Sec. 79-608
NDE Rules 91 and 92

Date of Adoption: [Insert Date]

PersonnelStandards of Performance for Non-Certified Employees

In fulfillment of the employee's minimum responsibilities, the employee:

1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, other employees, parents, school patrons, or school Board members.
2. Shall not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status.
3. Shall not use coercive means, or promise or provide special treatment to students, other employees, school patrons, or school Board members in order to influence professional decisions.
4. Shall not make any fraudulent statement or fail to disclose a material fact for which the employee is responsible.
5. Shall not exploit relationships with students, other employees, parents, school patrons, or school Board members for personal gain or private advantage.
6. Shall not harass in any manner students, parents or school patrons, employees, or Board members.
7. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of duties.
8. Shall keep in confidence personally identifiable student or employee information that has been obtained in the course of service to the district, unless disclosure serves professional purposes or is required by law.
9. Shall not discipline students using corporal punishment.
10. Shall not engage in physical or sexual abuse of students, including engaging in inappropriate sexual behaviors with students.
11. Shall not misrepresent the school district, and shall take added precautions to distinguish between the employee's personal and institutional views.
12. Shall abide by policies and regulations of the Board of Education and the rules and standards established by the administration and the employee's supervisor.
13. Shall seek no reprisal against any individual who has reported a violation of these standards.

Date of Adoption: [Insert Date]

**Classified Employee Notice of Performance Concerns
Fremont Public Schools**

Employee	Date of Review
Location	Position

CONCERNS: Check appropriate items(s)

<input type="checkbox"/> Knowledge and performance of job	<input type="checkbox"/> Failure to follow policies
<input type="checkbox"/> Attendance	<input type="checkbox"/> Ability to work cooperatively with others
<input type="checkbox"/> Punctuality	<input type="checkbox"/> Failure to exhibit appropriate judgment and tact
<input type="checkbox"/> Neglect of Duty	<input type="checkbox"/> Other

Description of Incident including date(s) of occurrence:

Recommendations for Improvement:

Supervisor

Date

* _____
Employee

Date

*Employee signature indicates that the employee has reviewed this document. The employee is also being notified that further infractions of this nature or any other type may result in further disciplinary action, which may include termination.

Original to file; copies to Employee, Supervisor

Personnel - All EmployeesStaff Payments During Closure

In the event of inclement weather, a pandemic, or other unexpected or extraordinary circumstances, the Board of Education or the Superintendent may close school or a particular school building in order to protect staff and students from harm, and will establish a reopen date when it is safe to return. If such closure extends for a long period of time as determined by the Superintendent, then the Superintendent may implement procedures, agreements, or other requirements to compensate staff during a closure to ensure staff return to employment after the closure. The District may consistently pay staff according to District policies and procedures already established by salaries or wages.

Legal Reference: 2 C.F.R. Sec. 200.430

Date of Adoption: [Insert Date]

Fremont Public Schools

2026 - 2027 Calendar

Elementary

<p style="text-align: right;">T S</p> <p>7/29 - 8/4: New Teacher Activities 1913 8/5 - 8/11: Teacher Workshop Week* <small>*2 Incentive Weather Make-up days (PD/Work), *3 days (PD/Work/ Opening Session)</small> 8/12: First day of school K-8 noon dis. 8/13: K-4 noon dismissal</p> <table border="1" style="width: 100%; text-align: center; font-size: 8px;"> <thead> <tr><th colspan="7">AUGUST</th></tr> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>TH</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	AUGUST							S	M	T	W	TH	F	S	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						<p style="text-align: right;">T S</p> <table border="1" style="width: 100%; text-align: center; font-size: 8px;"> <thead> <tr><th colspan="7">FEBRUARY</th></tr> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>TH</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table> <p>20 17 2/5: All Day Conf. No School Elementary 2/2, 2/5, 2/8 BF, DP, LN, MP PTC 2/1, 2/4, 2/5 GT, HW, WA PTC 2/12: No School: K-8 Comp Day 2/15: No School: PD day</p>	FEBRUARY							S	M	T	W	TH	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28						
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<p>9/7: No School: Labor Day 9/8*: No School: PD day 2120 9/28, 10/6, 10/9: BF, DP, LN, MP PTC</p> <table border="1" style="width: 100%; text-align: center; font-size: 8px;"> <thead> <tr><th colspan="7">SEPTEMBER</th></tr> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>TH</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8*</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr> </tbody> </table>	SEPTEMBER							S	M	T	W	TH	F	S			1	2	3	4	5	6	7	8*	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30				<table border="1" style="width: 100%; text-align: center; font-size: 8px;"> <thead> <tr><th colspan="7">MARCH</th></tr> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>TH</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td></tr> </tbody> </table> <p>19 18 3/11: End of Qtr 3 3/12: 1/2 PD =1/2 work 3/24 - 3/29: No School: Spring Break</p>	MARCH							S	M	T	W	TH	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
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Begin / End Days
 No School
 No Students

93 Sem 1: Teacher Days 94 Sem 2: Teacher Days
 81 Sem 1: Student Days 86.5 Sem 2: Student Days

187 Total Teacher Days
(185 +2 snow days)

39 Qtr 1 44 Qtr 3
 42 Qtr 2 42.5 Qtr 4

Fremont Public Schools

2026 - 2027 Calendar

JCAC

<p style="text-align: right;">T S</p> <p>7/29 - 8/4: New Teacher Activities 8/5 - 8/11: Teacher Workshop Week*</p> <p><small>*2 Incentive Weather Make-up days (PD/Work), *3 days (PD/Work/ Opening Session)</small></p> <p>8/12: First day of school K-8 noon dis. 8/13: K-4 noon dismissal</p> <p style="text-align: right;">19 14</p> <table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <thead> <tr><th colspan="7">AUGUST</th></tr> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>TH</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	AUGUST							S	M	T	W	TH	F	S	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						<p style="text-align: right;">T S</p> <table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <thead> <tr><th colspan="7">FEBRUARY</th></tr> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>TH</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table> <p>20 18</p> <p>2/12: No School: K-8 Comp Day 2/15: No School: PD day</p>	FEBRUARY							S	M	T	W	TH	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28						
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Begin / End Days
 No School
 No Students

93 Sem 1: Teacher Days 94 Sem 2: Teacher Days
 83 Sem 1: Student Days 87.5 Sem 2: Student Days

187 Total Teacher Days
(185 +2 snow days)

41 Qtr 1 45 Qtr 3
 42 Qtr 2 42.5 Qtr 4

Fremont Public Schools

2026 - 2027 Calendar

FMS

<p style="text-align: center;">T S</p> <p style="text-align: center;">AUGUST</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>TH</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> </tbody> </table> <p style="font-size: small;">*2 Incentive Weather Make-up days (PD/Work), *3 days (PD/Work/ Opening Session)</p> <p>7/29 - 8/4: New Teacher Activities 8/5 - 8/11: Teacher Workshop Week* 8/12: First day of school K-8 noon dis. 8/13: K-4 noon dismissal</p> <p style="text-align: right;">19 14</p>	S	M	T	W	TH	F	S		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31					<p style="text-align: center;">T S</p> <p style="text-align: center;">FEBRUARY</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>TH</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table> <p>2/9 Parent Teacher Conference 2/11 Parent Teacher Conference 2/12: No School: K-8 Comp Day 2/15: No School: PD day</p> <p style="text-align: right;">20 18</p>	S	M	T	W	TH	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28						
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Begin / End Days
 No School
 No Students

93 Sem 1: Teacher Days 94 Sem 2: Teacher Days
 83 Sem 1: Student Days 87.5 Sem 2: Student Days

187 Total Teacher Days
(185 +2 snow days)

41 Qtr 1 45 Qtr 3
 42 Qtr 2 42.5 Qtr 4

Fremont Public Schools

2026 - 2027 Calendar

FHS Master

<p style="text-align: right;">T S</p> <p>7/29 - 8/4: New Teacher Activities 8/5 - 8/11: Teacher Workshop Week*</p> <p style="font-size: small;">*2 Inclement Weather Make-up days (PD/Work), *3 days (PD/Work/Opening Session)</p> <p>8/12: First day</p> <p style="text-align: right;">19 14</p> <table border="1" style="width: 100%; text-align: center; font-size: x-small;"> <thead> <tr><th colspan="7">AUGUST</th></tr> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>TH</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	AUGUST							S	M	T	W	TH	F	S	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						<p style="text-align: right;">T S</p> <p>2/1: HS Parent/Teacher Conf. 2/12 No School: Comp Day 2/15: No School: PD day</p> <p style="text-align: right;">20 18</p> <table border="1" style="width: 100%; text-align: center; font-size: x-small;"> <thead> <tr><th colspan="7">FEBRUARY</th></tr> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>TH</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td></td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	FEBRUARY							S	M	T	W	TH	F	S	1	2	3	4	5	6		7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28						
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Begin / End Days
 No School
 No Students

93 Sem 1: Teacher Days 94 Sem 2: Teacher Days
 82.5 Sem 1: Student Days 86.5 Sem 2: Student Days

187 Total Teacher Days
(185 +2 snow days)

41 Qtr 1 45 Qtr 3
41.5 Qtr 2 41.5 Qtr 4

FREMONT PUBLIC SCHOOLS

Donation Form

To Be Submitted for Board Approval of Donations

Date 1/28/26

Building/Organization Receiving Donation FHS Media Center

Organization Making Donation Panda Express / Donors Choose

Description of Donation books for FHS Book Club

Value of Donation \$ 907.69

Date to be reviewed by Board 2/9/2026
(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 Myron Sikora

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

Executive Director [Signature] date 1/28/26

Superintendent [Signature] date 1-28-26

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

FREMONT PUBLIC SCHOOLS

Donation Form

To Be Submitted for Board Approval of Donations

Date:

- January 28, 2026

Building/Organization Receiving Donation:

- Fremont Middle School

Organization Making Donation:

- Fremont Volleyball Club

Description of Donation:

- Volleyball Net System
 - poles, standard adaptations, nets, antennas

Value of Donation:

- Total Donations = \$3,936.46

Date to be reviewed by Board:

- February 10, 2026

(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

Jack Niska

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

Executive Director

[Signature]

date

2/3/26

Superintendent

[Signature]

date

2-3-26

Director of Information Services

(Needed when project has technology implications)

date

CERTIFICATION OF BOARD SECRETARY

The undersigned, the duly qualified and elected secretary of the Board of Education of Fremont/Dodge County School District No. 1, hereby certifies that the foregoing Resolution was duly adopted at a regularly called meeting of the Board of Education, held on February 9, 2026 and that advance notice of the meeting was published and provided as required by law.

The undersigned further certifies that the members of the Board of Education of the district voted on the resolution as follows:

Proskovec:	-	_____
Hansen:	-	_____
Murphy:	-	_____
Sorensen:	-	_____
Ludvigsen:	-	_____
Petersen:	-	_____

Dated: February 9, 2026

Pam Murphy, Secretary, Board of Education

Authorized Resolution
By
Fremont Public School District 001
Dodge County, Nebraska

I, Pam Murphy, certify that I am Secretary of the above named organization under the laws of Nebraska, Federal Employer I.D. number 47-6002550, engaged in business under the name of Dodge County School District 001 (Fremont Public Schools), and that the resolutions on this document are a correct copy of the resolution adopted at a meeting of the Board of Education duly and properly called and held on 2/9/2026. These resolutions appear in the minutes of this meeting and have not been rescinded or modified.

AGENTS Any agent listed below, subject to any written limitations, is authorized to exercise the powers granted as indicated below:

Pam Murphy, Board of Education Secretary
Susan Plank, Board of Education Treasurer
Dr. Chris Loofe, Asst. Superintendent

POWERS GRANTED Open any deposit or share accounts in the name of the organization. Endorse checks and orders for the payment of money or otherwise withdraw or transfer funds on deposit with financial institutions. Borrow money on behalf and in the name of the organization, sign, execute and deliver promissory notes or other evidence of indebtedness. Endorse, assign, transfer, mortgage or pledge bills receivable, warehouse receipts, bills of lading, stocks, bonds, real estate or other property now owned or hereafter owned or acquired by the organization as security for sums borrowed, and to discount the same, unconditionally guarantee payment of all bills received, negotiated or discounted and to waive demand, presentment, protest, notice of protest and notice of non-payment. Enter into a written lease for the purpose of renting, maintaining, accessing and terminating a Safe Deposit box in financial institutions.

CERTIFICATION OF AUTHORITY

I further certify that the Board of Education has, and at the time of adoption of this resolution had, full power and lawful authority to adopt the foregoing resolutions and to confer the powers granted to the persons named who have full power and lawful authority to exercise the same. The School District is a non-profit organization.

In witness whereof, I have subscribed my name on this document on February 9, 2026

Attested by Treasurer (Susan Plank)

Secretary (Pam Murphy)

BANK AUTHORIZATION RESOLUTION

At a regular meeting of the Board of Education of Fremont Public Schools District No. 1, held on the 9th day of February, 2026, at which a quorum was present, the following resolution was adopted:

Resolved that: 1) (a) Funds of this organization be deposited in the Bank, subject to the present and future rules and regulations of said Bank; items for deposit may be received from an individual and may be endorsed in the name of this organization by rubber stamp or otherwise, the Bank may supply all missing endorsements; (b) and any one of the following elected, appointed, and qualified officers: Pam Murphy, Secretary or Susan Plank, Treasurer or other designated persons (see attachment) may, in the name of this organization, execute checks and other instruments for the withdrawal of said funds, and all checks and other instruments so executed may be paid to or received from any holder, and for any purpose by the Bank, without inquiry, whether payable to the order of one or more of the signers, or otherwise; (c) The Bank may accept the instructions of any said persons as to other matters in connection with said account.

2. All actions of any kind authorized by this resolution and previously taken by persons authorized under this resolution are hereby ratified.

3. The secretary furnishes to the Bank a certified copy of this resolution, and signature cards with all authorized signatures; and the Bank may rely on this resolution and signature cards until a certified copy of the new resolution shall be received by it.

4. To make all agreements and contracts, either oral or written, with the Bank and from time to time give any and all instructions or directions to the Bank. The intent being to authorize the above named person or persons to transact all business of every kind between the Association and the Bank as fully as the association could do by the joint act of all the associates.

5. To execute a wire transfer payment on said account, or give telephonic or wire advice for transfer of funds from savings accounts to demand deposit accounts or demand deposit accounts to savings accounts or demand deposit accounts to demand deposit accounts. It is hereby understood that the Bank may accept the representations of person and agency of any party giving telephonic or wire instructions for transfer of funds, and that such representations are binding and deemed conclusive upon the Association. It is further understood that no responsibility shall attach to the Bank in this matter beyond crediting the account designated and sending notices requested, and that the Bank shall not be responsible for errors, omissions or delays in the transmission or delivery of such notice.

I hereby certify that the foregoing is a true and correct copy of the resolution adopted by said organization at a meeting held as above stated in accordance with the regulations of the organization; that a quorum was present, that the said resolution has not been revoked, modified, annulled, or amended in any manner whatsoever; that said resolution does not in any respect conflict with nor contravene the charter, by-laws or other regulations of this organization and that the foregoing named officers have been duly elected and/or appointed as qualified officers and are acting in the capacities indicated:

Pam Murphy, Secretary
Susan Plank, Treasurer

IN WITNESS WHEREOF, I have hereunto affixed my name as Secretary of said organization this 9th day of February, 2026.

Pam Murphy

Fremont Public Schools
Bank Accounts with Authorized Signers
As of 1/12/2026

Account #	Description	Authorized Signers
<u>FNBO:</u>		
		402-753-2272 610 N. Main St.
108065	General Fund	Todd Hansen, Pam Murphy, Christopher Loofe, Susan Plank, Lynne Tibke
406619	Payroll	Todd Hansen, Pam Murphy, Christopher Loofe, Susan Plank
416746	Special Building Fund	Todd Hansen, Pam Murphy, Christopher Loofe, Susan Plank
427896	Flex Benefit Fund	Christopher Loofe, Susan Plank
733132711	Learning Center	Leah Bruner, Miriam Cortez Jimenez, Susan Plank
501611	FPS Bond District 11	Todd Hansen, Pam Murphy, Christopher Loofe, Susan Plank
732168919	FPS 2022 GO Bond	Todd Hansen, Pam Murphy, Christopher Loofe, Susan Plank
41376757981	Sweep Acct for GF, PR, SBF, SBF-Go Bond	
<u>RVR Bank:</u>		
	Routing #104900116	402-721-2500 1005 E 23rd St. #1
117447	High School Activity Fund	Scott Jensen, Scott Anderson, Myron Sikora, Pam Brodd, Michael Schleicher, Susan Plank
	House Build High School	
5353230	Activity Fund	Scott Jensen, Myron Sikora, Pam Brodd, Susan Plank
451126	Disbursing Account (A/P)	Todd Hansen, Pam Murphy, Christopher Loofe, Susan Plank
	Middle School/JCAC Activity	
190128	Fund	Todd Niehaus, Brent Harrill, Joni Poehling, Susan Plank
762075	Food Service	Jeffrey Glosser, Deb Nelson, Susan Plank
12994445	Depreciation	Todd Hansen, Pam Murphy, Christopher Loofe, Susan Plank
<u>US Bank:</u>		
		402-727-4594
149181106209	District Activity Fund	Brad Dahl, Susan Plank, Lynne Tibke
149182812714	Elementary Activity Fund	Julie Anderson, Susan Plank
<u>Pinnacle Bank:</u>		
		402-941-8630 99 W 6th St
7200002778	General Fund	Christopher Loofe, Susan Plank
7200009830	QCPUF Fund	Christopher Loofe, Susan Plank
7203655563	District Activity Fund	Christopher Loofe, Susan Plank, Lynne Tibke
7203655571	Elementary Activity Fund	Christopher Loofe, Susan Plank, Julie Anderson

RESOLUTION OF THE BOARD OF EDUCATION TO SELECT THE CONSTRUCTION MANAGER AT RISK CONTRACT DELIVERY SYSTEM

WHEREAS, the Board of Education (“Board”) of **Fremont Public Schools** (legally known as **Dodge County School District 27-0001** and referred to herein as the "School District") believes it is in the School District’s best interest to use the construction manager contract delivery system under the Nebraska Political Subdivisions Construction Alternatives Act, Neb. Rev. Stat. §§ 13-2901 to 13-2914 (the “Act”) to complete a school facilities improvement project entitled 2026 Middle School, Bell Field, and Lenihan Gym Project that is likely to include to a combination of renovation, remodeling, addition, and/or new construction that may result in but is not necessarily limited to HVAC improvements, interior finish improvements, upgraded lighting, fire alarm and fire protection system upgrades, bathroom remodel, food services improvements, replacement of gym flooring with turf, new paint, improved classrooms, common space improvements, athletic facilities upgrades, supporting facilities and/or related infrastructure and improvements at Fremont Middle School, Bell Field, and/or Lenihan Gym IAQ (the “Project”).

BE IT THEREFORE RESOLVED that the Board has adopted, and will review and ratify, Policy 76 on Construction Management at Risk Contracts.

BE IT THEREFORE RESOLVED that the Board assigns the following maximum percentage of total points for evaluation of proposals:

Criteria / Percentage	Points
Financial resources of the construction manager to complete the project (maximum of 10%)	5
Ability of the proposed personnel of the construction manager to perform (maximum of 30%)	25
Character, integrity, reputation, judgment, experience, and efficiency of the construction manager (maximum of 30%)	25
Quality of performance on previous projects (maximum of 30%)	25
Ability of the construction manager to perform within the time specified (maximum of 30%)	10
Previous and existing compliance of the construction manager with laws relating to the contract (maximum of 10%)	5
Such other information as may be secured having a bearing on the selection (maximum of 20%)	5
Total (must equal 100%)	100

BE IT FURTHER RESOLVED that the Board hereby selects the construction manager at risk contract delivery system to complete the Project.

BE IT FURTHER RESOLVED that the Board directs the School District's administration to prepare a request for proposals and publish notice of the same in a newspaper of general circulation within the School District and file it with the Nebraska Department of Education.

BE IT FURTHER RESOLVED that the Board hereby authorizes, empowers, and directs the School District's administration to take all actions necessary to comply with the terms of the Act in proceeding with the construction manager at risk contract delivery system.

BE IT FURTHER RESOLVED that the following individuals are designated as members of the Construction Manager at Risk Selection Committee:

- (1) Member(s) of the school board: Sandi Proskovec, Todd Hansen, Jon Ludvigsen.
- (2) Member(s) of the school administration or staff: Brad Dahl, Chris Loofe and Brett Pierce.
- (3) The school's architect and/or engineer: BVH, Morrissey Engineering
- (4) Individual(s) having special expertise relevant to selection of a construction manager under the Act: Paul Gifford.
- (5) A resident of the school district other than an individual included in subdivisions (1) through (4): Scott Washburn.

BE IT FURTHER RESOLVED that all proposals received in response to the request for proposals are hereby referred to the Construction Manager at Risk Selection Committee for ranking.

BE IT FURTHER RESOLVED that the 3-4 Construction Managers receiving the highest scores from the Construction Manager at Risk Selection Committee shall be scheduled for interviews with the selection committee and recommended to the Board of Education at a Board of Education meeting.

Dated: February 9, 2026

President of the Board of Education

ATTEST:

Secretary of the Board of Education

Construction Management at Risk Contracts

This policy is adopted pursuant to the Political Subdivisions Construction Alternatives Act (NEB. REV. STAT. § 13-2901 through § 13-2914).

The board shall adopt a resolution by a two-thirds affirmative vote selecting the construction management at risk contract delivery system prior to proceeding with any of the steps involved with solicitation or execution of any construction contract. For a project authorized under subsection (3) of section 13-2914, the resolution shall include a statement that the political subdivision has made a determination that the construction management at risk contract delivery system is in the public interest based, at a minimum, on one of the following criteria: (a) Savings in cost or time or (b) requirement of specialized or complex construction methods suitable for the construction management at risk contract delivery system.

Definitions. For purposes of this policy:

1. Construction management at risk contract means a contract by which a construction manager (a) assumes the legal responsibility to deliver a construction project within a contracted price to the school district, (b) acts as a construction consultant to the school district during the design development phase of the project when the school district's architect or engineer designs the project, and (c) is the builder during the construction phase of the project;
2. Construction manager means the legal entity which proposes to enter into a construction management at risk contract pursuant to the Act;
3. Proposal means an offer in response to a request for proposals by a construction manager to enter into a construction management at risk contract for a project pursuant to the act;
4. Request for proposals means the documentation by which a school district solicits proposals; and
5. School district means Fremont Public Schools.

Procedures.

1. Procedures for the preparation and content of requests for proposals shall include the following:
 - A. At least thirty days prior to the deadline for receiving and opening

proposals, notice of the request for proposals shall be published in a newspaper of general circulation within the school district and filed with the State Department of Education. The request for proposals shall contain, at a minimum, the following elements:

1. The identity of the school district for which the project will be built and the school district that will execute the contract;
 2. Policies adopted by the school district pursuant to the Act;
 3. The proposed terms and conditions of the contract, including any terms and conditions which are subject to further negotiation. The proposed general terms and conditions shall be consistent with nationally recognized model general terms and conditions which are standard in the design and construction industry in Nebraska. The proposed terms and conditions may set forth an initial determination of the manner by which the construction manager selects any subcontractor and may require that any work subcontracted be awarded by competitive bidding;
 4. Any bonds and insurance required by law or as may be additionally required by the school district;
 5. General information about the project which will assist the school district in its selection of the construction manager, including a project statement which contains information about the scope and nature of the project, the project site, the schedule, and the estimated budget;
 6. The criteria for evaluation of proposals and the relative weight of each criterion; and
 7. A description of any other information which the school district chooses to require.
2. Procedures for the preparation and submission of proposals by the construction manager shall be determined on a project-by-project basis and included within the requests for proposals.
 3. Procedures for evaluating requests for proposals submitted to the school district by a construction manager shall include the following:
 - A. The school district shall refer the proposals for recommendation to a selection committee. The selection committee shall be a group of

at least five persons designated by the school district. Members of the selection committee shall include (1) members of the school board, (2) members of the school administration or staff, (3) the school's architect or engineer (4) any person having special expertise relevant to selection of a construction manager under the Act, and (5) a resident of the school district other than an individual included in subdivisions (1) through (4) of this subsection. A member of the selection committee designated under subdivision (4) or (5) of this subsection shall not be employed by or have a financial or other interest in a construction manager who has a proposal being evaluated and shall not be employed by the school district or the school's architect or engineer.

B. The selection committee and the school district shall evaluate proposals taking into consideration the criteria enumerated in subdivisions (1) through (7) of this subsection with the maximum percentage of total points for evaluation which may be assigned to each criterion set forth following the criterion. The following criteria shall be evaluated, when applicable:

- (1) The financial resources of the construction manager to complete the project **(up to ten percent)**;
- (2) The ability of the proposed personnel of the construction manager to perform **(up to thirty percent)**;
- (3) The character, integrity, reputation, judgment, experience, and efficiency of the construction manager **(up to thirty percent)**;
- (4) The quality of performance on previous projects **(up to thirty percent)**;
- (5) The ability of the construction manager to perform within the time specified **(up to thirty percent)**;
- (6) The previous and existing compliance of the construction manager with laws relating to the contract **(up to ten percent)**; and
- (7) Such other information as may be secured having a bearing on the selection **(up to twenty percent)**.

The records of the selection committee in evaluating proposals and making recommendations shall be considered public records for

purposes of NEB. REV. STAT. § 84-712.01.

- C. The school district shall then evaluate and rank each proposal on the basis of best meeting the criteria in the request for proposals and taking into consideration the recommendation of the selection committee.
4. Procedures for negotiations between the school district and the construction managers submitting proposals prior to the acceptance of a proposal if any such negotiations are contemplated shall include the following:
 - A. The school district may attempt to negotiate a construction management at risk contract with the highest ranked construction manager and may enter into a construction management at risk contract after negotiations.
 - B. The negotiations shall include a final determination of the manner by which the construction manager selects a subcontractor.
 - C. If the school district is unable to negotiate a satisfactory contract with the highest ranked construction manager, the school district may terminate negotiations with that construction manager. The school district may then undertake negotiations with the second highest ranked construction manager and may enter into a construction management at risk contract after negotiations.
 - D. If the school district is unable to negotiate a satisfactory contract with the second highest ranked construction manager, the school district may undertake negotiations with the third highest ranked construction manager, if any, and may enter into a construction management at risk contract after negotiations.
 - E. If the school district is unable to negotiate a satisfactory contract with any of the ranked construction managers, the school district may either revise the request for proposals and solicit new proposals or cancel the construction management at risk process under the act.
 - F. If the school district is able to negotiate a satisfactory contract with a construction manager, the school district shall file a copy of all construction management at risk contract documents with the State Department of Education within thirty days after their full execution. Within thirty days after completion of the project, the construction manager shall file a copy of all contract modifications and change orders with the State Department of Education.
 5. Procedures for filing and acting on formal protests relating to the solicitation or execution of construction management at risk contracts shall include the following:

A. Definitions.

- (1) Interested party shall mean an actual or prospective bidder whose direct economic interest would be affected by the award of a contract by the school district to another party or by the failure of the school district to award a contract to such actual or prospective bidder.
- (2) Protest shall mean a written objection by an interested party on any phase of the bidding process, including specification, preparation, bid solicitation, and intent to award.

B. Right to Protest. An interested party may protest to the Superintendent. The protest shall be submitted in writing on company letterhead within five working days after public notice of the bid. Protests based on alleged apparent improprieties in a solicitation or other request for proposals must be filed before bid opening or the closing date for receipt of proposals. In all other cases, the protest must be filed within five working days following the selection of the construction manager. To expedite handling of protests, the envelope containing the protest should be clearly labeled "Protest". The written protest shall include as a minimum the following:

- (1) The name and address of the interested party;
- (2) Appropriate identification of the relevant solicitation, and if a bid has been opened, its number, and date of opening;
- (3) A detailed statement of reasons for the protest;
- (4) Supporting, exhibits, evidence, or documents to substantiate any claims unless not available within the filing time, in which case the expected availability date shall be indicated; and a list of all persons who have knowledge of facts relevant to the protest; and
- (5) The action(s) the protestor desires the school district to take to resolve the protest.

The Superintendent will immediately decide upon receipt of the protest whether or not the award of a contract shall be delayed, or if the protest is timely received after the award, whether the performance of the contract should be suspended. The school

district shall not proceed further with the solicitation or with the award of the contract and shall suspend performance under the contract, if awarded, unless the Superintendent makes a written determination that the protest is clearly without merit or that award of the contract without delay is necessary to protect the substantial interests of the school district.

- C. Authority to Resolve Protests. Prior to the commencement of an administrative review by the Board concerning any protest, the Superintendent shall attempt to resolve any protest filed by an interested party concerning any solicitation. If the protest is not resolved by mutual agreement, the Superintendent shall create and deliver a Decision to the protestor within a reasonable time after the written protest was received. The Decision shall include a written summary of the Superintendent's investigation and a recommendation regarding the outcome of the protest. The Decision shall (1) state the reasons for the action taken, and (2) inform the interested party of their right to the administrative review by the Board. A copy of the Decision shall be mailed or otherwise furnished immediately to the interested party and any other party intervening protester and all other bidders. If not satisfied with the decision of the Superintendent, any interested party protester may appeal to the Board, but the decision shall be final unless the interested party protester files a timely appeal with the Board.
 - D. Board Appeal Procedures. Any interested party protester, within five working days of receipt of a decision of the Superintendent, may file with the Superintendent a written notice of appeal for an administrative review before the Board. The Notice of Appeal must clearly state the action protested and the basis of appeal. The Board will conduct an administrative review at its next regularly scheduled meeting or at a special meeting. The school district board of education shall consider the Decision of the Superintendent and shall make the final decision on the protest. The school district board of education's decision shall be final.
6. A construction management at risk contract may be conditioned upon later refinements in scope and price and may permit the school district in agreement with the construction manager to make changes in the project without invalidating the contract. Later refinements shall not exceed the scope of the project statement contained in the request for proposals.

Prohibitions. The school district shall not use a construction management at risk contract for any construction project excluded by NEB. REV. STAT. § 13-2914 or any other

applicable law.

Adopted: December 13, 2021

TECHNOLOGY MEMO

FPStech

To: Fremont Public Schools Board of Education and Brad Dahl
From: Cliff Huss
Date: February 9, 2026
RE: Chromebook Purchase Request

Members of the Board,

The FPS Technology Department is requesting permission to proceed with a hardware purchase of Chromebooks for students.

The 1:1 distribution of Chromebooks to students was adjusted last summer in an effort to make better use of the Chromebooks and to take advantage of the extended life cycle in the Google AUE (Automatic Update Expiration). Chromebook distribution from this purchase will go to 2026/2027 7th and 9th grade students.

Three vendors were contacted and requested to provide pricing. One vendor chose not to provide a quote due to volatility in the market at this time. The other two vendors provided quotes for at least one Chromebook model. Chromebook and quote information are included below. All Chromebooks have 11.6 inch screens, 8 Gb RAM, 64 Gb SSD Storage, and Chrome OS.

- CDWG
 - Acer Chromebook 311 (C725), Unit price: \$341.07, Unit total: \$281,382.75
 - Google AUE: June 2036
 - Google Management License, Unit price: \$31.00, Unit total: \$25,575.00
 - Quote total (Chromebook & License): \$306,957.75
- RTI
 - Lenovo 100e (Gen4) Chromebook, Unit price: \$251.00, Unit total: \$207,075.00
 - Google AUE: June 2033
 - Quote total (Chromebook & License): \$231,346.50
 - Acer Chromebook 511 (C737), Unit price: \$415.00, Unit total: \$342,375.00
 - Google AUE: June 2035
 - Quote total (Chromebook & License): \$366,646.50
 - Google Management License, Unit price: \$29.42, Unit total: \$24,271.50

While not the lowest cost Chromebook quoted, I am requesting permission to proceed with a hardware purchase of the Acer Chromebook 311 (C725). The Acer Chromebook 311 has a better processor than either of the other Chromebooks, is supported by Google AUE longer, and we have purchased Lenovo Chromebooks in the past and experienced a lot of hinge breaks. The Acer 311 has improved hinges in this model to address typical hinge issues across the industry.

This request is to proceed with the purchase of 825 Acer 311 (C725) Chromebooks and Google Management Licenses, as detailed above, from CDWG, at a total cost not to exceed \$306,957.75 (Chromebooks: \$281,382.75, License: \$25,575.00).

Thank you

A handwritten signature in black ink, appearing to be the initials 'CW' followed by a long, horizontal, wavy line that ends in a small loop.

TECHNOLOGY MEMO

FPStech

To: Fremont Public Schools Board of Education and Brad Dahl
From: Cliff Huss
Date: February 9, 2026
RE: Chromebook Purchase Request

Members of the Board,

The FPS Technology Department is requesting permission to proceed with a hardware purchase of 191 Desktop Micro Form Factor computers for Non-Instructional Staff. The desktop micro computers will replace existing non-instructional staff computers installed in 2019-2020.

The micro computer will again be mounted to the back of the monitor to conserve space on the desk. We will reuse the existing monitors and purchase a few replacement monitors for any new installs or if any existing monitors need to be replaced in the coming years.

Computer and Monitor Information:

- Dell Pro Micro: Intel Core i5 Processor, 8 Gb RAM, 265 Gb SSD, Internal Wi-Fi, Bluetooth, wired Keyboard & Mouse, HDMI, Dual DisplayPort, RJ45 Network Port, multiple USB-A and USB-C ports and a 5 year Warranty.
 - Unit price: \$1,037.56, Unit total: \$198,173.96
- Monitor: Dell Pro E2425HM Monitor, DisplayPort, HDMI and 3 year Warranty
 - Unit price: \$95.00, Unit total: \$4,750.00

This request is to proceed with the purchase of 191 Dell Pro Micro computers from Sterling at a total cost not to exceed: \$202,923.96.

Thank you

