

Board of Education Meeting
Monday, September 15, 2025 7:30 PM

Elementary School Conference Room
550 7th Street
Syracuse, NE 68446-0520

Agenda

1. Call to Order and Roll Call
2. Notice of Open Meeting Act- Posted
3. Publication of Meeting
4. Excuse Absent Board Members
5. Approval of Agenda
6. Consent Agenda
 - 6.1. Treasurer's report
 - 6.2. Secretary report
 - 6.3. Expenditures
 - 6.4. Claims for payment
 - 6.5. Minutes of prior meeting(s)
7. Communications from the Public
8. Reports
 - 8.1. Superintendent
9. Discussion Items
 - 9.1. Policies for review
10. Action Items
 - 10.1. Discuss, consider, and take action on pole vault pit replacement bid.
 - 10.2. Discuss, consider, and take action on a girls wrestling coop with Weeping Water.
 - 10.3. Discuss, consider, and take action on the addition of high school baseball.
 - 10.4. Discuss, consider, and take action on approving policy 4144 Early Retirement.
 - 10.5. Discuss, consider, and take action on updating policies
 - 10.6. Discuss, consider, and take all necessary action to approve Resolution "1" to policy 5004 Option Enrollment.
 - 10.7. Discuss, consider, and take action to increase the school district's property tax request authority.
 - 10.8. Discuss, consider, and take all necessary action on the 2025-2026 Budget
 - 10.9. Discuss, consider, and take all necessary action to pass the resolution setting the Property Tax Request for the 2025-2026 School Year
11. Adjourn

AFFIDAVIT OF PUBLICATION

State of Florida, County of Orange, ss:

I, Edmar Corachia, of lawful age, being duly sworn upon oath depose and say that I am an agent of Column Software, PBC, duly appointed and authorized agent of the Publisher of Syracuse Journal Democrat, a publication that is a "legal newspaper" as that phrase is defined for the city of Nebraska City, for the County of Otoe, in the state of Nebraska, that this affidavit is Page 1 of 1 with the full text of the sworn-to notice set forth on the pages that follow, and that the attachment hereto contains the correct copy of what was published in said legal newspaper in consecutive issues on the following dates.

Publication Dates:

- Sep 5, 2025

Notice ID: IAjiA2RW5JenOHL0vUgw

Notice Name: Meeting Notice 09_15_25

Publication Fee: \$5.91

Edmar Corachia

Agent

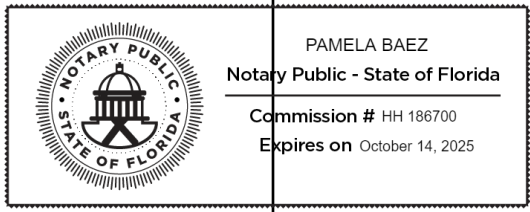
VERIFICATION

State of Florida
County of Orange

Signed or attested before me on this: 09/05/2025

Notary Public

Notarized remotely online using communication technology via Proof.



MEETING NOTICE

School District #27 Board of Education will hold its regular monthly meeting Monday, September 15, 2025 at 7:30 pm in the Elementary Conference Room. A continually current agenda is available for public inspection at the Superintendent's office. Published in the Syracuse Journal Democrat on September 5, 2025.

3786400 ZNEZ

Re Audit

SCHOOL DISTRICT #27
REPORT OF THE SCHOOL TREASURER
August 31, 2025

GENERAL FUND

BEGINNING BALANCE		\$4,770,082.82
RECEIPTS		
TAXES	\$119,260.09	
INTEREST	\$9,303.27	
STATE OF NEBRASKA	\$3,340.41	
OTHER	\$4,815.93	
TOTAL		\$136,719.70
DISBURSEMENTS		
PAYROLL/DEDUCTIONS	\$640,949.79	
OPERATING	\$640,397.62	
OTHER -	\$0.00	
OTHER -	\$0.00	
TOTAL		\$1,281,347.41
FUND BALANCE		\$3,625,455.11
<hr/>		
FIRSTBANK NEB SYRACUSE	ACCT # 671-750-03	\$33,912.42
FIRSTBANK NEB SYRACUSE	ACCT # 671-750-05	\$2,308,394.07
COUNTRYSIDE BANK UNADILLA	ACCT # 00412-700	\$38,284.08
FIRSTBANK NEB SYRACUSE	CD# 5013262 & 5013924	\$1,025,005.73
RIVERSTONE BANK	CD# 76834	\$219,858.81
GENERAL FUND BALANCE	August 31, 2025	\$3,625,455.11

BUILDING FUND

BEGINNING BALANCE		\$1,904,363.78
RECEIPTS		
TAXES	\$4,223.09	
INTEREST	\$1,335.25	
TRANSFER FROM GEN FUND -03	\$0.00	
OTHER - SCOREBOARD ADS	\$3,125.00	
TOTAL		\$8,683.34
DISBURSEMENTS		
TRANSFER -	\$0.00	
OTHER - NL DRIVEWAY MAINT	\$27,370.00	
OTHER - NEBRASKA TITLE - WOLFF PROPERTY	\$75,631.75	
OTHER -	\$0.00	
TOTAL		\$103,001.75
FUND BALANCE		\$1,810,045.37
<hr/>		
FIRSTBANK NEB SYRACUSE	ACCT # 730-309-01	\$4,888.04
FIRSTBANK NEB SYRACUSE	ACCT # 730-309-05	\$431,547.98
WESTERN NATIONAL BANK	CD #702816	\$623,609.35
FIRSTBANK NEB SYRACUSE	CD #5013963	\$750,000.00
BUILDING FUND BALANCE	August 31, 2025	\$1,810,045.37

SCHOOL DISTRICT #27
REPORT OF THE SCHOOL TREASURER
August 31, 2025

DEPRECIATION FUND

BEGINNING BALANCE		\$896,459.63
RECEIPTS		
TRANSFER FROM GEN FUND - 03	\$162,000.00	
INTEREST	\$2,092.96	
OTHER - TRANS	\$0.00	
TOTAL	\$164,092.96	
DISBURSEMENTS		
OTHER -	\$0.00	
OTHER -	\$0.00	
TOTAL	\$0.00	
FUND BALANCE		\$1,060,552.59
COUNTRYSIDE BANK UNADILLA	ACCT # 00548M297	\$1,060,552.59
	CD #	\$0.00
		\$0.00
		\$0.00
DEPR FUND BALANCE	August 31, 2025	\$1,060,552.59

UNEMPLOYMENT FUND

BEGINNING BALANCE		\$12,746.87
RECEIPTS		
TRANSFER FROM GEN FUND	\$0.00	
INTEREST	\$32.48	
TOTAL	\$32.48	
DISBURSEMENTS		
OTHER - NE UC FUND	\$0.00	
TOTAL	\$0.00	
FUND BALANCE		\$12,779.35
FIRSTBANK NEB SYRACUSE	ACCT # 731-612-05	\$12,779.35
UNEMPLOY FUND BALANCE	August 31, 2025	\$12,779.35

BOND FUND

BEGINNING BALANCE		\$834,936.65
RECEIPTS		
TAXES	\$8,034.75	
INTEREST	\$2,669.12	
OTHER -	\$0.00	
TOTAL	\$10,703.87	
DISBURSEMENTS		
OTHER - UNION BANK & TRUST	\$0.00	
OTHER -	\$0.00	
TOTAL	\$0.00	
FUND BALANCE		\$845,640.52
FIRSTBANK NEB SYRACUSE	ACCT # 631-911-05	\$845,640.52
	CD #	\$0.00
		\$0.00
BOND FUND BALANCE	August 31, 2025	\$845,640.52

**SCHOOL DISTRICT #27
SECRETARY'S REPORT
SEPTEMBER 15, 2025**

GENERAL FUND

Balance as of July 31, 2025		\$ 4,770,082.82
August receipts		\$ 136,719.70
Total amount available		<u>\$ 4,906,802.52</u>
August disbursements		<u>\$ 1,281,347.41</u>
Balance as of August 31, 2025		\$ 3,625,455.11

SCHOOL LUNCH FUND

Balance as of July 31, 2025		\$ 288,842.92
August receipts		\$ 50,357.37
Total amount available		<u>\$ 339,200.29</u>
August disbursements		\$ -
Balance as of August 31, 2025		<u>\$ 339,200.29</u>

Bank Balance August 31, 2025		\$ 339,200.29
Outstanding receipts		\$ -
Total amount available		<u>\$ 339,200.29</u>
Outstanding disbursements		<u>\$ 175.40</u>
Bank Balance August 31, 2025		\$ 339,024.89

SCHOOL ACTIVITIES

Balance as of July 31, 2025		\$ 40,161.70
August receipts		\$ 84,236.70
Total amount available		<u>\$ 124,398.40</u>
August disbursements		<u>\$ 23,426.95</u>
Balance as of August 31, 2025		\$ 100,971.45

SDA REVOLVING

Balance as of July 31, 2025		\$ 88,640.05
August receipts		\$ 36,850.35
Total amount available		<u>\$ 125,490.40</u>
August disbursements		<u>\$ 21,121.82</u>
Balance as of August 31, 2025		\$ 104,368.58

*Included

FirstBank Nebraska Cking #03	33,882.40	33,912.42
FirstBank Nebraska MM #05	3,453,027.22	2,308,394.07
Countryside Bank Unadilla	38,308.66	38,284.08
FirstBank Nebraska CD #5011964	1,025,005.73	1,025,005.73
Riverstone Bank CD	<u>219,858.81</u>	<u>219,858.81</u>
	\$ 4,770,082.82	\$ 3,625,455.11

Respectfully submitted,



David Kraus, Superintendent

Activity ID	Activity Name	Group Name	Deposit / Check #	Description	Date	From / Vendor	Amount
3295-2	GENERAL	Revolving Accounts	005639	2120-610-001 Royal	#####	SchoolsPLP, LCC	2,220.00
3295-2	GENERAL	Revolving Accounts	005640	2320-580-split3 kraus	#####	US BANK	96.00
3295-2	GENERAL	Revolving Accounts	005640	2320-580-split3 kraus	#####	US BANK	34.28
3295-2	GENERAL	Revolving Accounts	005640	2320-580-split3 kraus	#####	US BANK	19.44
3295-2	GENERAL	Revolving Accounts	005640	2320-580-split3 kraus	#####	US BANK	8.42
3295-2	GENERAL	Revolving Accounts	005640	2320-580-split3 kraus	#####	US BANK	20.28
3295-2	GENERAL	Revolving Accounts	005640	2320-580-split3 kraus	#####	US BANK	150.90
3295-2	GENERAL	Revolving Accounts	005640	2320-580-split3 kraus	#####	US BANK	18.18
3295-2	GENERAL	Revolving Accounts	005640	2320-580-split3 kraus	#####	US BANK	15.26
3295-2	GENERAL	Revolving Accounts	005640	2710-890-001 schmidt	#####	US BANK	358.82
				2710-890-003 schmidt			358.82
				2710-890-006 schmidt			358.83
3295-2	GENERAL	Revolving Accounts	005640	2410-580-001 Royal	#####	US BANK	95.04
3295-2	GENERAL	Revolving Accounts	005640	2410-580-001 Royal	#####	US BANK	86.24
3295-2	GENERAL	Revolving Accounts	005640	2510-531-001	#####	US BANK	730.00
				2510-531-003			786.00
				2510-531-006			786.00
3295-2	GENERAL	Revolving Accounts	005640	1100-890-001 stearley	#####	US BANK	199.65
3295-2	GENERAL	Revolving Accounts	005640	1100-643-001 stearley	#####	US BANK	169.79
				1100-643-003 stearley			169.80
				1100-643-006 stearley			169.80
3295-2	GENERAL	Revolving Accounts	005640	1100-733-001 Sommerer	#####	US BANK	649.00
3295-2	GENERAL	Revolving Accounts	005640	2410-890-001 Royal	#####	US BANK	89.95
3295-2	GENERAL	Revolving Accounts	005640	1122-610-003 Gilkey	#####	US BANK	172.44
3295-2	GENERAL	Revolving Accounts	005640	1200-580-006 richards and callahan	#####	US BANK	610.00
3295-2	GENERAL	Revolving Accounts	005640	1100-610-006 bakan	#####	US BANK	19.95
3295-2	GENERAL	Revolving Accounts	005640	2320-890-001 kraus	#####	US BANK	20.00
				2320-890-003			20.00
				2320-890-006			20.00
3295-2	GENERAL	Revolving Accounts	005640	2320-580-001 kraus	#####	US BANK	41.06
				2320-580-003 kraus			41.07
				2320-580-006 kraus			41.07
3295-2	GENERAL	Revolving Accounts	005640	1100-643-001 Royal	#####	US BANK	144.00
3295-2	GENERAL	Revolving Accounts	005642	2320-580-001 kraus	#####	US BANK	86.91
				2320-580-003 kraus			86.92
				2320-580-006 kraus			86.92
3295-2	GENERAL	Revolving Accounts	005642	2410-580-001 royal	#####	US BANK	19.01

8,999.85

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID; Filtered by Site.
From 08/01/2025 to 08/31/2025.

Site ID Group ID	Site Name Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
REV	Revolving Account							
R-1	Revolving Accounts							
	3295-2		GENERAL	-14,020.42	17,736.96	9,699.85	0.00	-5,983.31
	3300-2		INSURANCE	-1,402.03	2,361.36	2,782.57	0.00	-1,823.24
	3305-2		DRIVERS ED	800.00	0.00	0.00	0.00	800.00
	3310-2		INTEREST	515.06	17.03	0.00	0.00	532.09
	3315-2		WALTER JANSSEN SCHOLARSHI	0.00	0.00	0.00	0.00	0.00
	3320-2		DUAL ENROLLMENT	34,945.21	0.00	0.00	0.00	34,945.21
	3321-2		MISC	44,989.39	12,000.00	0.00	0.00	56,989.39
	3322-2		TECHNOLOGY	22,812.84	4,735.00	8,639.40	0.00	18,908.44
			R-1 Totals:	88,640.05	36,850.35	21,121.82	0.00	104,368.58
			REV Activity Totals:	88,640.05	36,850.35	21,121.82	0.00	104,368.58

	Begin Balance	Transfers	Receipts	Disbursements	Adjustments	End Balance
REV Checking:			36,850.35	21,121.82		
REV Investment:						
REV Bank Balances:	88,640.05		36,850.35	21,121.82	0.00	104,368.58

Report Activity Totals:	88,640.05	36,850.35	21,121.82	0.00	104,368.58
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Current Cash Balance

Sorted by Site ID, Group ID, Activity ID; Filtered by Site.

From 08/01/2025 to 08/31/2025.

Site ID Group ID	Site Name Group Name	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
SHS	Syracuse High School							
A-1	Activity Accounts							
1000-1	JH STOP			3,514.13	0.00	0.00	0.00	3,514.13
1001-1	ADMISSIONS			0.00	491.00	0.00	0.00	491.00
1005-1	ADULT ATHLETIC PASSES			0.00	6,040.00	0.00	0.00	6,040.00
1015-1	ART CLUB			2,566.03	0.00	0.00	0.00	2,566.03
1020-1	ATHLETIC BOOSTER CLUB			30,782.07	8,074.00	288.24	0.00	38,567.83
1025-1	BAND			2,550.22	3,518.00	1,590.20	0.00	4,478.02
1031-1	CIRCLE OF FRIENDS			387.94	0.00	0.00	0.00	387.94
1065-1	DANCE TEAM			62.03	1,159.79	0.00	0.00	1,221.82
1075-1	DISTRICT AUTISM TEAM			1,928.71	0.00	0.00	0.00	1,928.71
1080-1	DRAMA			-2,819.43	0.00	0.00	0.00	-2,819.43
1084-1	E-SPORTS			234.96	0.00	0.00	0.00	234.96
1085-1	EL MUSIC PROGRAM			151.29	0.00	0.00	0.00	151.29
1090-1	EL STUDY			2,589.37	0.00	0.00	0.00	2,589.37
1095-1	EQUIPMENT (CONCESSIONS)			8,566.24	0.00	0.00	0.00	8,566.24
1100-1	FBLA			-827.55	0.00	0.00	0.00	-827.55
1110-1	FFA			10,662.69	300.00	149.00	0.00	10,813.69
1120-1	FIELD TRIPS			14,243.62	0.00	0.00	0.00	14,243.62
1125-1	FOREIGN LANGUAGE			97.22	0.00	0.00	0.00	97.22
1130-1	HIGH ABILITY			1,022.90	0.00	41.58	0.00	981.32
1135-1	HISTORY FAIR			-3,163.47	0.00	0.00	0.00	-3,163.47
1140-1	HOMEROOM			1,361.66	0.00	0.00	0.00	1,361.66
1145-1	HONOR SOCIETY			1,572.93	0.00	0.00	0.00	1,572.93
1150-1	HS MATHEMATICS CLUB			30.61	0.00	0.00	0.00	30.61
1155-1	INTEREST			925.48	14.28	0.00	0.00	939.76
1160-1	JH STUDENT COUNCIL			2,204.75	0.00	0.00	0.00	2,204.75
1165-1	LIBRARY			5,964.33	41.98	0.00	0.00	6,006.31
1170-1	LIFE SKILLS PETTY CASH			417.74	0.00	0.00	0.00	417.74
1180-1	MS STUDY			1,732.50	0.00	0.00	0.00	1,732.50
1181-1	MS MTSS			319.37	0.00	0.00	0.00	319.37
1185-1	MUSIC BOOSTERS			2,287.67	60.00	264.32	0.00	2,083.35
1190-1	MUSIC BOOSTERS TRIP FUND			27,607.23	0.00	648.55	0.00	26,958.68
1195-1	PHYSICAL EDUCATION			807.27	0.00	0.00	0.00	807.27
1200-1	PICTURES			7,082.75	0.00	0.00	0.00	7,082.75
1205-1	PLAYGROUND EQUIPMENT			2,472.26	0.00	0.00	0.00	2,472.26
1210-1	QUIZ BOWL			31.98	0.00	0.00	0.00	31.98
1215-1	READING PROGRAM			103.40	0.00	0.00	0.00	103.40
1220-1	S CLUB			751.62	0.00	0.00	0.00	751.62
1225-1	SCHOLARSHIPS			1,500.00	0.00	0.00	0.00	1,500.00
1230-1	SDA PTO			16,312.79	500.00	618.94	0.00	16,193.85
1235-1	SH ATHLETICS			-60,537.65	56,673.00	18,518.44	0.00	-22,383.09
1236-1	FOOTBALL			363.00	0.00	0.00	0.00	363.00
1240-1	SH STUDENT COUNCIL			5,724.11	0.00	0.00	0.00	5,724.11
1245-1	SH STUDY			5,045.59	0.00	3.90	0.00	5,041.69

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID; Filtered by Site.

From 08/01/2025 to 08/31/2025.

Site ID Group ID	Site Name Group Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
1250-1	SHOP	1,890.84	24.00	0.00	0.00	1,914.84
1255-1	SkillsUSA	2,480.42	135.00	236.00	0.00	2,379.42
1260-1	SOS (STUDENTS OF SERVICE)	2,809.19	0.00	0.00	0.00	2,809.19
1265-1	SPEECH	-1,439.55	0.00	0.00	0.00	-1,439.55
1270-1	STOP	2,546.33	0.00	0.00	0.00	2,546.33
1275-1	STUDENT ATHLETIC PASSES	0.00	5,340.00	0.00	0.00	5,340.00
1280-1	TEACHER SUPPLIES	7,300.66	0.00	0.00	0.00	7,300.66
1285-1	TITLE I	1,936.00	0.00	0.00	0.00	1,936.00
1290-1	VARSITY CHEERLEADERS	-3,996.49	788.00	1,037.40	0.00	-4,245.89
1295-1	YEARBOOK	-78,054.50	135.00	0.00	0.00	-77,919.50
1300-1	COUNSELOR FUND	125.00	0.00	0.00	0.00	125.00
1305-1	KINDNESS SQUAD	8.12	0.00	0.00	0.00	8.12
1310-1	FFA- Otoe County Fair	1,231.92	0.00	30.38	0.00	1,201.54
1350-1	Rocket Cards	988.30	942.65	0.00	0.00	1,930.95
2014-1	CLASS OF 2024 (GRADUATED)	0.00	0.00	0.00	0.00	0.00
2020-1	CLASS OF 2025 (Graduated)	1,663.25	0.00	0.00	0.00	1,663.25
2021-1	CLASS OF 2026 (12th GRADE)	2,753.05	0.00	0.00	0.00	2,753.05
2022-1	CLASS OF 2027 (11th Grade)	657.41	0.00	0.00	0.00	657.41
2024-1	CLASS OF 2028 (10TH GRADE)	631.39	0.00	0.00	0.00	631.39
2025-1	CLASS OF 2029 (Freshmen)	0.00	0.00	0.00	0.00	0.00
A-1 Totals:		40,161.70	84,236.70	23,426.95	0.00	100,971.45
SHS Activity Totals:		40,161.70	84,236.70	23,426.95	0.00	100,971.45

	Begin Balance	Transfers	Receipts	Disbursements	Adjustments	End Balance
SHS Checking:			84,236.70	23,426.95		
SHS Investment:						
SHS Bank Balances:	40,161.70		84,236.70	23,426.95	0.00	100,971.45

Report Activity Totals:	40,161.70	84,236.70	23,426.95	0.00	100,971.45
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Syracuse Public School

Check Report

Begin Date: 09/01/2025; End Date: 09/30/2025; Accounting Cycle: FY 25-26; Check Type: Accounts Payable; Payee: [All]; Bank: First Bank of Nebraska; Account Expression: [All]; Show Detail by Voucher: Yes; Created On: 9/13/2025 10:37:18 AM

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003		Amazon Capital Services	\$5,408.71	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Amazon Capital Services		1KMH-P9MP-MPC3	01-2-01100-610-001	Supplies - Hall		\$163.58
Amazon Capital Services		149R-RKXR-XJ7H	01-2-01100-610-001	Supplies - Holka		\$101.81
Amazon Capital Services		1VVL-FQD6-3DXM	01-2-01100-610-001	Supplies - Kuhl		\$217.28
Amazon Capital Services		1YHT-TMQY-VMYL	01-2-01100-610-001	Supplies - Mosel		\$145.86
Amazon Capital Services		1XJ7-3DCX-HHX4	01-2-01100-610-001	Supplies - Sayer		\$31.44
Amazon Capital Services		1CJJ-3TH3-3GDM	01-2-01100-610-001	Supplies - Simon		\$13.69
Amazon Capital Services		116Y-WHD9-1R6T	01-2-01100-610-001	Supplies - Sommerer		\$138.65
Amazon Capital Services		1914-4GTV-1RQK	01-2-01100-610-001	Supplies - Sommerer		\$197.72
Amazon Capital Services		1DQ9-YCW3-7F64	01-2-01100-610-001	Supplies - Sommerer		\$39.99
Amazon Capital Services		1V3L-4G1J-W3V1	01-2-01100-610-001	Supplies - Sommerer		\$53.48
Amazon Capital Services		1VXM-FLTL-J6DQ	01-2-01100-610-001	Supplies - Sommerer		\$378.98
Amazon Capital Services		1XYR-3NQ6-RG9R	01-2-01100-610-001	Supplies - Sommerer		\$66.08
Amazon Capital Services		1YNC-DVHJ-3KK7	01-2-01100-610-001	Supplies - Sommerer		\$147.60
Amazon Capital Services		1VKY-PGRW-NNTJ - B	01-2-01100-610-006	Supplies - Art Room - Behling		\$0.30
Amazon Capital Services		1H73-LWCH-WCM3	01-2-01100-610-006	Supplies - Brockman		\$111.84
Amazon Capital Services		1KY1-YPWC-4GM6	01-2-01100-610-006	Supplies - Burr		\$24.99
Amazon Capital Services		1DJ3-Y461-W1VY	01-2-01100-610-006	Supplies - Chavanu		\$164.49
Amazon Capital Services		1DK7-HN13-GPFX	01-2-01100-610-006	Supplies - McIntosh		\$18.99
Amazon Capital Services		1JLQ-VFR4-3QRQ	01-2-01100-610-006	Supplies - McIntosh		\$4.89
Amazon Capital Services		1HHX-G3JD-QT97	01-2-01100-610-006	Supplies - Meyer		\$29.99
Amazon Capital Services		1XWR-J93Y-PT9T	01-2-01100-640-006	Books - 4th Grade		\$93.61
Amazon Capital Services		1H73-LWCH-WCM3	01-2-01100-640-006	Books - Brockman		\$135.80
Amazon Capital Services		1K6H-CMWL-VXD9	01-2-01100-733-001	Equip - Sommerer		\$659.47
Amazon Capital Services		17D4-HJDP-KLDJ	01-2-01100-733-001	Supplies - Sommerer		\$478.49
Amazon Capital Services		1XFM-CG41-1YJX	01-2-01100-890-001	Credit Memo #19N6-3HPQ-9R7D was applied.		(\$17.99)
Amazon Capital Services		1XFM-CG41-1YJX	01-2-01100-890-001	Supplies - Ja.Royal		\$17.99
Amazon Capital Services		11ML-W3G3-WJYH	01-2-01200-610-001	Supplies - SPED - S.Johnson		\$89.99
Amazon Capital Services		13WQ-339L-WCN3	01-2-01200-610-001	Supplies - Zoller		\$139.75
Amazon Capital Services		1WX7-Q7HT-1RTJ	01-2-01200-610-006	SPED Books - Halouska		\$7.49
Amazon Capital Services		11ML-W3G3-WTQM	01-2-01200-610-006	Supplies - Richards		\$65.79
Amazon Capital Services		1PX7-KYPH-6XCV	01-2-01200-610-006	Supplies - Richards		\$33.47
Amazon Capital Services		1XRK-PG3R-FYDC	01-2-01200-610-006	Supplies - Richards		\$14.99
Amazon Capital Services		1NXH-NTHC-NJHF	01-2-01200-610-006	Supplies - Umland		\$23.88
Amazon Capital Services		1HHX-G3JD-QT97	01-2-01200-610-006	Supplies - Zoller		\$13.57
Amazon Capital Services		1LJ7-6FDY-197Q	01-2-01200-640-006	SPED Books - Schroeder		\$44.26
Amazon Capital Services		1YRR-J1CH-1VX9	01-2-02120-610-003	Supplies - Pellatz		\$17.98
Amazon Capital Services		1H73-LWCH-3HMM	01-2-02130-610-001	Supplies - HS		\$21.90
Amazon Capital Services		1H73-LWCH-3HMM	01-2-02130-610-003	Supplies - EL		\$25.34
Amazon Capital Services		1V9Q-N3N7-3JC9	01-2-02130-610-003	Supplies - EL - Sears		\$26.79
Amazon Capital Services		193W-HW7J-747M	01-2-02130-610-006	Supplies - MS - Sears		\$52.92
Amazon Capital Services		1H73-LWCH-3HMM	01-2-02130-610-006	Supplies - MS - Sears		\$32.80
Amazon Capital Services		1LJ7-6FDY-197Q	01-2-02130-610-006	Supplies - Sears		\$18.45
Amazon Capital Services		1WX7-Q7HT-1RTJ	01-2-02130-610-006	Supplies - Sears		\$7.98
Amazon Capital Services		1XNY-MLGD-37LP	01-2-02220-733-003	Supplies - B.Royal		\$148.50
Amazon Capital Services		1VFR-17PD-WFCD	01-2-02410-610-001	Credit Memo #19N6-3HPQ-9R7D was applied.		(\$10.16)
Amazon Capital Services		1VFR-17PD-WFCD	01-2-02410-610-001	Supplies - Ja.Royal		\$904.82

Amazon Capital Services		1NN4-MKJM-HKMC	01-2-02410-610-006	Supplies - McIntosh		\$9.99
Amazon Capital Services		11CM-TMRD-XV9R	01-2-02410-733-001	Equip - Ja.Royal		\$178.00
Amazon Capital Services		1RWH-LPWY-17TQ	01-2-02410-890-006	Supplies - McIntosh		\$32.65
Amazon Capital Services		1Q1J-NKGL-HMJH	01-2-02610-610-001	Supplies - HS - Vodicka		\$52.90
Amazon Capital Services		1CJ1-6HTJ-RJCM	01-2-03535-610-006	Supplies - HAL - Bakan		\$35.64
Sub Total						\$5,408.71

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003		Magic-Wrighter, Inc.	\$34.95	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Magic-Wrighter, Inc.		1535776	01-2-02510-351-001	Annual Compliance Fees		\$11.65
Magic-Wrighter, Inc.		1535776	01-2-02510-351-003	Annual Compliance Fees		\$11.65
Magic-Wrighter, Inc.		1535776	01-2-02510-351-006	Annual Compliance Fees		\$11.65
Sub Total						\$34.95

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8089	Antes Family Hardware	\$377.28	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Antes Family Hardware		137862	01-2-02610-610-001	Supplies - Grounds - Schmidt		\$3.66
Antes Family Hardware		137862	01-2-02610-610-003	Supplies - Grounds - Schmidt		\$3.66
Antes Family Hardware		137862	01-2-02610-610-006	Supplies - Grounds - Schmidt		\$3.67
Antes Family Hardware		137215	01-2-02620-431-001	Supplies - ALL - Vodicka		\$14.49
Antes Family Hardware		137669	01-2-02620-431-001	Supplies - ALL - Vodicka		\$11.31
Antes Family Hardware		136658	01-2-02620-431-001	Supplies - HS - Vodicka		\$7.92
Antes Family Hardware		137344	01-2-02620-431-001	Supplies - HS - Vodicka		\$12.34
Antes Family Hardware		137215	01-2-02620-431-003	Supplies - ALL - Vodicka		\$14.50
Antes Family Hardware		137669	01-2-02620-431-003	Supplies - ALL - Vodicka		\$11.32
Antes Family Hardware		137354	01-2-02620-431-003	Supplies - EL - Vodicka		\$12.98
Antes Family Hardware		137433	01-2-02620-431-003	Supplies - EL - Vodicka		\$25.99
Antes Family Hardware		137788	01-2-02620-431-003	Supplies - EL - Vodicka		\$69.98
Antes Family Hardware		1378378	01-2-02620-431-003	Supplies - EL - Vodicka		\$55.57
Antes Family Hardware		138387	01-2-02620-431-003	Supplies - EL - Vodicka		\$2.79
Antes Family Hardware		137215	01-2-02620-431-006	Supplies - ALL - Vodicka		\$14.49
Antes Family Hardware		137669	01-2-02620-431-006	Supplies - ALL - Vodicka		\$11.32
Antes Family Hardware		136823	01-2-02620-431-006	Supplies - MS - Vodicka		\$25.76
Antes Family Hardware		137676	01-2-02620-431-006	Supplies - MS - Vodicka		\$5.98
Antes Family Hardware		137746	01-2-02620-431-006	Supplies - MS - Vodicka		\$65.65
Antes Family Hardware		137062	01-2-02730-431-001	Supplies - BUS - Schmidt		\$1.30
Antes Family Hardware		137062	01-2-02730-431-003	Supplies - BUS - Schmidt		\$1.30
Antes Family Hardware		137062	01-2-02730-431-006	Supplies - BUS - Schmidt		\$1.30
Sub Total						\$377.28

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8090	ATS, LLC	\$29,397.00	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
ATS, LLC		3280	01-2-02610-420-001	Custodial Services		\$9,799.00
ATS, LLC		3280	01-2-02610-420-003	Custodial Services		\$9,799.00
ATS, LLC		3280	01-2-02610-420-006	Custodial Services		\$9,799.00
Sub Total						\$29,397.00

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8091	AUL Special Pay Trust	\$19,848.72	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
AUL Special Pay Trust		September 2025	01-2-02510-239-001	Health Incentive - B.Buller		\$9,924.36

AUL Special Pay Trust		September 2025	01-2-02510-239-003	Health Incentive - C.Moore		\$9,924.36
Sub Total						\$19,848.72
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8092	Boldt Tire Supply & Service LLC	\$1,066.67	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Boldt Tire Supply & Service LLC		3494	01-2-02730-431-001	Bus Maintenance - REG		\$143.15
Boldt Tire Supply & Service LLC		3517	01-2-02730-431-001	Bus Maintenance - REG		\$90.87
Boldt Tire Supply & Service LLC		3526	01-2-02730-431-001	Bus Maintenance - REG		\$25.00
Boldt Tire Supply & Service LLC		4231	01-2-02730-431-001	Bus Maintenance - REG		\$96.53
Boldt Tire Supply & Service LLC		3494	01-2-02730-431-003	Bus Maintenance - REG		\$143.15
Boldt Tire Supply & Service LLC		3517	01-2-02730-431-003	Bus Maintenance - REG		\$90.88
Boldt Tire Supply & Service LLC		3526	01-2-02730-431-003	Bus Maintenance - REG		\$25.00
Boldt Tire Supply & Service LLC		4231	01-2-02730-431-003	Bus Maintenance - REG		\$96.53
Boldt Tire Supply & Service LLC		3494	01-2-02730-431-006	Bus Maintenance - REG		\$143.14
Boldt Tire Supply & Service LLC		3517	01-2-02730-431-006	Bus Maintenance - REG		\$90.88
Boldt Tire Supply & Service LLC		3526	01-2-02730-431-006	Bus Maintenance - REG		\$25.00
Boldt Tire Supply & Service LLC		4231	01-2-02730-431-006	Bus Maintenance - REG		\$96.54
Sub Total						\$1,066.67
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8093	Brianna Tickle	\$7,205.72	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Brianna Tickle		September 2025	01-2-02151-340-001	Speech - HS		\$122.18
Brianna Tickle		September 2025	01-2-02151-340-003	Speech - EL		\$4,581.34
Brianna Tickle		September 2025	01-2-02151-580-003	Mileage - EL		\$470.40
Brianna Tickle		September 2025	01-2-02151-580-003	Travel - EL		\$984.00
Brianna Tickle		September 2025	01-2-02152-340-003	Speech - 3-5		\$926.60
Brianna Tickle		September 2025	01-2-02152-580-003	Mileage - 3-5		\$39.20
Brianna Tickle		September 2025	01-2-02152-580-003	Travel - 3-5		\$82.00
Sub Total						\$7,205.72
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8094	Buss Pest Control	\$115.00	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Buss Pest Control		September 2025	01-2-02610-890-001	Pest Control		\$38.33
Buss Pest Control		September 2025	01-2-02610-890-003	Pest Control		\$38.33
Buss Pest Control		September 2025	01-2-02610-890-006	Pest Control		\$38.34
Sub Total						\$115.00
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8095	BVH Architecture	\$1,092.86	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
BVH Architecture		46887	01-2-02310-890-001	Consulting Services		\$364.29
BVH Architecture		46887	01-2-02310-890-003	Consulting Services		\$364.29
BVH Architecture		46887	01-2-02310-890-006	Consulting Services		\$364.28
Sub Total						\$1,092.86
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8096	Capital Business Systems, Inc.	\$695.51	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Capital Business Systems, Inc.		1545669	01-2-01100-352-001	Copier - HS		\$85.56
Capital Business Systems, Inc.		1545669	01-2-01100-352-001	Shipping		\$2.56
Capital Business Systems, Inc.		1545669	01-2-01100-352-003	Copier - EL		\$193.74

Capital Business Systems, Inc.		1545669	01-2-01100-352-003	Copier - Sup - Black		\$2.60
Capital Business Systems, Inc.		1545669	01-2-01100-352-003	Copier - Sup - Color		\$19.50
Capital Business Systems, Inc.		1545669	01-2-01100-352-003	Shipping		\$6.48
Capital Business Systems, Inc.		1545669	01-2-01100-352-006	Copier - MS		\$373.85
Capital Business Systems, Inc.		1545669	01-2-01100-352-006	Shipping		\$11.22
Sub Total						\$695.51

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8097	CDW Government, Inc.	\$311.64	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
CDW Government, Inc.		AF6IQ2Y	01-2-02220-610-003	Supplies - B.Royal		\$311.64
Sub Total						\$311.64

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8098	Cengage Learning	\$770.00	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Cengage Learning		999100867716	01-2-01100-640-001	Books - Drake		\$770.00
Sub Total						\$770.00

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8099	CherryRoad Media, Inc.	\$321.50	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
CherryRoad Media, Inc.		8905	01-2-02220-890-001	Syracuse JD Subscr. Renewal		\$71.50
CherryRoad Media, Inc.		0003790040	01-2-02510-540-001	Advertising		\$83.33
CherryRoad Media, Inc.		0003790040	01-2-02510-540-003	Advertising		\$83.33
CherryRoad Media, Inc.		0003790040	01-2-02510-540-006	Advertising		\$83.34
Sub Total						\$321.50

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8100	City Of Syracuse	\$22,807.21	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
City Of Syracuse		September 2025	01-2-02610-410-001	Water - HS		\$1,167.29
City Of Syracuse		September 2025	01-2-02610-410-003	Water - EL		\$378.45
City Of Syracuse		September 2025	01-2-02610-410-006	Water - MS		\$2,706.38
City Of Syracuse		September 2025	01-2-02610-622-001	Electricity - HS		\$4,916.23
City Of Syracuse		September 2025	01-2-02610-622-003	Electricity - EL		\$5,516.34
City Of Syracuse		September 2025	01-2-02610-622-006	Electricity - MS		\$8,122.52
Sub Total						\$22,807.21

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8101	Column Software, PBC	\$100.92	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Column Software, PBC		7B3ADB78-0053	01-2-02310-540-001	Budget Hearing		\$19.40
Column Software, PBC		7B3ADB78-0054	01-2-02310-540-001	Special Hearing		\$14.23
Column Software, PBC		7B3ADB78-0053	01-2-02310-540-003	Budget Hearing		\$19.40
Column Software, PBC		7B3ADB78-0054	01-2-02310-540-003	Special Hearing		\$14.23
Column Software, PBC		7B3ADB78-0053	01-2-02310-540-006	Budget Hearing		\$19.42
Column Software, PBC		7B3ADB78-0054	01-2-02310-540-006	Special Hearing		\$14.24
Sub Total						\$100.92

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8102	Complete Chiropractic & Wellness Center	\$160.00	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Complete Chiropractic & Wellness		September 2025	01-2-02710-890-001	DOT Physical - Scheef/Ju.Royal		\$53.33

Complete Chiropractic & Wellness		September 2025	01-2-02710-890-003	DOT Physical - Scheef/Ju.Royal		\$53.33
Complete Chiropractic & Wellness		September 2025	01-2-02710-890-006	DOT Physical - Scheef/Ju.Royal		\$53.34
Sub Total						\$160.00
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8103	Cubby's Inc.		\$3,213.98
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Cubby's Inc.		September 2025	01-2-02710-626-001	Fuel - REG		\$883.04
Cubby's Inc.		September 2025	01-2-02710-626-003	Fuel - REG		\$883.04
Cubby's Inc.		September 2025	01-2-02710-626-006	Fuel - REG		\$883.04
Cubby's Inc.		September 2025	01-2-02712-626-001	Fuel - SPED		\$188.29
Cubby's Inc.		September 2025	01-2-02712-626-003	Fuel - SPED		\$188.29
Cubby's Inc.		September 2025	01-2-02712-626-006	Fuel - SPED		\$188.28
Sub Total						\$3,213.98
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8104	Curriculum Associates		\$134.40
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Curriculum Associates		90915519	01-2-01100-640-006	Phonics - Conradi		\$134.40
Sub Total						\$134.40
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8105	Danielson Tech Supply		\$300.40
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Danielson Tech Supply		143821	01-2-01100-733-001	Automotive Lift Inspection - Sommerer		\$300.40
Sub Total						\$300.40
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8106	Eakes Office Solutions		\$805.84
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Eakes Office Solutions		9193980-0	01-2-02610-610-001	Supplies - ALL - Vodicka		\$268.61
Eakes Office Solutions		9193980-0	01-2-02610-610-003	Supplies - ALL - Vodicka		\$268.61
Eakes Office Solutions		9193980-0	01-2-02610-610-006	Supplies - ALL - Vodicka		\$268.62
Sub Total						\$805.84
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8107	Esu #4		\$3,821.25
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Esu #4		7931	01-2-01100-382-001	DVLG Services - Stearley		\$6.25
Esu #4		8621T	01-2-01100-382-001	Firewall Issues - Stearley		\$12.50
Esu #4		7584	01-2-01100-382-001	Migrate DOMOTZ - Stearley		\$25.00
Esu #4		11270	01-2-01100-382-001	Yearly Support - Stearley		\$1,200.00
Esu #4		7931	01-2-01100-382-003	DVLG Services - Stearley		\$6.25
Esu #4		8621T	01-2-01100-382-003	Firewall Issues - Stearley		\$12.50
Esu #4		7584	01-2-01100-382-003	Migrate DOMOTZ - Stearley		\$25.00
Esu #4		11270	01-2-01100-382-003	Yearly Support - Stearley		\$1,200.00
Esu #4		7931	01-2-01100-382-006	DVLG Services - Stearley		\$6.25
Esu #4		8621T	01-2-01100-382-006	Firewall Issues - Stearley		\$12.50
Esu #4		7584	01-2-01100-382-006	Migrate DOMOTZ - Stearley		\$25.00
Esu #4		11270	01-2-01100-382-006	Yearly Support - Stearley		\$1,200.00
Esu #4		11260	01-2-02213-330-001	MTSS Wkshop - Simon/Mohr/Ja.Royal		\$90.00
Sub Total						\$3,821.25
Voucher Number	Bank	Account Number	Check Number	Payee		Amount

September 2025	First Bank	67175003	8108	ESU #6		\$465.05
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
ESU #6		22503	01-2-01100-382-001	Tech Hosted Services		\$155.02
ESU #6		22503	01-2-01100-382-003	Tech Hosted Services		\$155.02
ESU #6		22503	01-2-01100-382-006	Tech Hosted Services		\$155.01
Sub Total						\$465.05
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8109	First Concord Group		\$325.50
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
First Concord Group		September 2025	01-2-02310-890-001	Flexible Spending - Admin Fees		\$108.50
First Concord Group		September 2025	01-2-02310-890-003	Flexible Spending - Admin Fees		\$108.50
First Concord Group		September 2025	01-2-02310-890-006	Flexible Spending - Admin Fees		\$108.50
Sub Total						\$325.50
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8110	First Wireless, Inc.		\$245.00
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
First Wireless, Inc.		WT72946	01-2-02410-733-001	Program 2-way Radios - HS		\$245.00
Sub Total						\$245.00
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8111	Flinn Scientific Inc.		\$20.40
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Flinn Scientific Inc.		3181419	01-2-01100-610-001	Supplies - Mosel		\$20.40
Sub Total						\$20.40
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8112	Frontier Cooperative		\$131.84
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Frontier Cooperative		010567	01-2-02710-626-001	DEF - Bus - Schmidt		\$14.60
Frontier Cooperative		010568	01-2-02710-626-001	Roadmaster - Bus - Schmidt		\$29.35
Frontier Cooperative		010567	01-2-02710-626-003	DEF - Bus - Schmidt		\$14.60
Frontier Cooperative		010568	01-2-02710-626-003	Roadmaster - Bus - Schmidt		\$29.35
Frontier Cooperative		010567	01-2-02710-626-006	DEF - Bus - Schmidt		\$14.59
Frontier Cooperative		010568	01-2-02710-626-006	Roadmaster - Bus - Schmidt		\$29.35
Sub Total						\$131.84
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8113	Hayes Mechanical		\$26,524.21
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Hayes Mechanical		60743	01-2-02620-431-001	Quarterly Prevent. Maintenance		\$2,208.00
Hayes Mechanical		60590	01-2-02620-431-003	Boiler Repair - EL		\$3,676.24
Hayes Mechanical		60743	01-2-02620-431-003	Quarterly Prevent. Maintenance		\$2,208.00
Hayes Mechanical		60591	01-2-02620-431-006	Boiler Repair - MS		\$6,560.31
Hayes Mechanical		60592	01-2-02620-431-006	HVAC Repair - MS		\$9,663.66
Hayes Mechanical		60743	01-2-02620-431-006	Quarterly Prevent. Maintenance		\$2,208.00
Sub Total						\$26,524.21
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8114	Heritage Water Services, Inc.		\$200.00
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Heritage Water Services, Inc.		22047	01-2-02610-610-001	Boiler Mngmt - MS		\$66.67
Heritage Water Services, Inc.		22047	01-2-02610-610-003	Boiler Mngmt - MS		\$66.67

Heritage Water Services, Inc.		22047	01-2-02610-610-006	Boiler Mngmt - MS		\$66.66
Sub Total						\$200.00
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8115	McGraw-Hill Education, Inc.	\$87.48	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
McGraw-Hill Education, Inc.		138106978001	01-2-01100-643-006	Books - P.Janssen		\$87.48
Sub Total						\$87.48
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8116	Menards - Lincoln South	\$300.53	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Menards - Lincoln South		60969	01-2-02610-610-001	Rebate cards applied		(\$22.99)
Menards - Lincoln South		60969	01-2-02610-610-001	Supplies - BLDG ALL - Vodicka		\$43.40
Menards - Lincoln South		60969	01-2-02610-610-001	Supplies - BLDG HS - Vodicka		\$53.91
Menards - Lincoln South		60969	01-2-02610-610-001	Supplies - Grounds - Vodicka		\$25.87
Menards - Lincoln South		60969	01-2-02610-610-003	Rebate cards applied		(\$22.99)
Menards - Lincoln South		60969	01-2-02610-610-003	Supplies - BLDG ALL - Vodicka		\$43.40
Menards - Lincoln South		60969	01-2-02610-610-003	Supplies - BLDG HS - Vodicka		\$53.91
Menards - Lincoln South		60969	01-2-02610-610-003	Supplies - Grounds - Vodicka		\$25.87
Menards - Lincoln South		60969	01-2-02610-610-006	Rebate cards applied		(\$22.99)
Menards - Lincoln South		60969	01-2-02610-610-006	Supplies - BLDG ALL - Vodicka		\$43.40
Menards - Lincoln South		60969	01-2-02610-610-006	Supplies - BLDG HS - Vodicka		\$53.88
Menards - Lincoln South		60969	01-2-02610-610-006	Supplies - Grounds - Vodicka		\$25.86
Sub Total						\$300.53
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8117	Midwest Alarm Services	\$401.42	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Midwest Alarm Services		514785	01-2-02610-431-003	Alarm Repair - EL		\$401.42
Sub Total						\$401.42
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8118	Nasco	\$113.85	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Nasco		861636	01-2-01100-610-006	Supplies - Bakan		\$113.85
Sub Total						\$113.85
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8119	National Art & School Supplies	\$44.05	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
National Art & School Supplies		44981	01-2-01100-610-001	Supplies - Hall		\$44.05
Sub Total						\$44.05
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8120	National Business Furniture LLC	\$677.25	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
National Business Furniture LLC		ZK272237	01-2-01100-733-001	Desk - Sommerer		\$677.25
Sub Total						\$677.25
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8121	NC Utilities	\$492.54	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
NC Utilities		September 2025	01-2-02610-621-001	Meter #11546 - Left off August Pymt		\$7.67

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8128	Papillion Sanitation	\$1,145.02	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Papillion Sanitation		7363231T050	01-2-02610-490-001	Garbage - HS		\$333.29
Papillion Sanitation		7363278T050	01-2-02610-490-001	Garbage - HS		\$21.97
Papillion Sanitation		7363254T050	01-2-02610-490-003	Garbage - EL		\$417.39
Papillion Sanitation		7363231T050	01-2-02610-490-006	Garbage - MS		\$372.37
Sub Total						\$1,145.02
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8129	Perry, Guthery, Haase & Gessford, P.C., L.L.O.	\$2,820.60	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Perry, Guthery, Haase & Gessford,		276	01-2-02330-317-001	Legal Services		\$940.20
Perry, Guthery, Haase & Gessford,		276	01-2-02330-317-003	Legal Services		\$940.20
Perry, Guthery, Haase & Gessford,		276	01-2-02330-317-006	Legal Services		\$940.20
Sub Total						\$2,820.60
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8130	Principal Life Insurance Company	\$1,718.00	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Principal Life Insurance Company		September 2025	01-2-01100-211-001	Life Insurance		\$572.67
Principal Life Insurance Company		September 2025	01-2-01100-211-003	Life Insurance		\$572.67
Principal Life Insurance Company		September 2025	01-2-01100-211-006	Life Insurance		\$572.66
Sub Total						\$1,718.00
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8131	Schindler Elevator Corporation	\$660.67	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Schindler Elevator Corporation		4607238082	01-2-02610-431-001	Elevator Maintenance		\$270.09
Schindler Elevator Corporation		4607237905	01-2-02610-431-003	Elevator Maintenance		\$390.58
Sub Total						\$660.67
Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8132	SDA Revolving	\$8,999.85	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
SDA Revolving		September 2025	01-2-01100-610-003	Miscellaneous		\$172.44
SDA Revolving		September 2025	01-2-01100-610-006	Miscellaneous		\$19.95
SDA Revolving		September 2025	01-2-01100-643-001	Miscellaneous		\$313.79
SDA Revolving		September 2025	01-2-01100-643-003	Miscellaneous		\$169.80
SDA Revolving		September 2025	01-2-01100-643-006	Miscellaneous		\$169.80
SDA Revolving		September 2025	01-2-01100-733-001	Miscellaneous		\$649.00
SDA Revolving		September 2025	01-2-01100-890-001	Miscellaneous		\$199.65
SDA Revolving		September 2025	01-2-01200-580-006	Miscellaneous		\$610.00
SDA Revolving		September 2025	01-2-02120-610-001	Miscellaneous		\$2,220.00
SDA Revolving		September 2025	01-2-02320-580-001	Miscellaneous		\$248.89
SDA Revolving		September 2025	01-2-02320-580-003	Miscellaneous		\$248.91
SDA Revolving		September 2025	01-2-02320-580-006	Miscellaneous		\$248.91
SDA Revolving		September 2025	01-2-02320-890-001	Miscellaneous		\$20.00
SDA Revolving		September 2025	01-2-02320-890-003	Miscellaneous		\$20.00
SDA Revolving		September 2025	01-2-02320-890-006	Miscellaneous		\$20.00
SDA Revolving		September 2025	01-2-02410-580-001	Miscellaneous		\$200.29
SDA Revolving		September 2025	01-2-02410-890-001	Miscellaneous		\$89.95
SDA Revolving		September 2025	01-2-02510-531-001	Miscellaneous		\$730.00

SDA Revolving		September 2025	01-2-02510-531-003	Miscellaneous		\$786.00
SDA Revolving		September 2025	01-2-02510-531-006	Miscellaneous		\$786.00
SDA Revolving		September 2025	01-2-02710-890-001	Miscellaneous		\$358.82
SDA Revolving		September 2025	01-2-02710-890-003	Miscellaneous		\$358.82
SDA Revolving		September 2025	01-2-02710-890-006	Miscellaneous		\$358.83
Sub Total						\$8,999.85

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8133	Sports Facility Maintenance, LLC	\$2,995.46	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Sports Facility Maintenance, LLC		1542	01-2-02620-431-001	Gym Repairs - HS/MS		\$1,497.73
Sports Facility Maintenance, LLC		1542	01-2-02620-431-006	Gym Repairs - HS/MS		\$1,497.73
Sub Total						\$2,995.46

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8134	Surnali LLC	\$270.00	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Surnali LLC		000954DQ	01-2-02710-890-001	Driver Qualification Monitoring		\$90.00
Surnali LLC		000954DQ	01-2-02710-890-003	Driver Qualification Monitoring		\$90.00
Surnali LLC		000954DQ	01-2-02710-890-006	Driver Qualification Monitoring		\$90.00
Sub Total						\$270.00

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8135	Syracuse Area Health	\$5,073.80	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Syracuse Area Health		1-0142	01-2-02161-340-001	OT - HS		\$307.50
Syracuse Area Health		1-0142	01-2-02161-340-003	OT - EL		\$502.66
Syracuse Area Health		1-0142	01-2-02161-340-006	OT - MS		\$1,157.84
Syracuse Area Health		1-0142	01-2-02161-580-006	OT - Mileage		\$30.80
Syracuse Area Health		1-0142	01-2-02162-340-003	OT - 3-5		\$717.50
Syracuse Area Health		1-0142	01-2-02163-340-003	OT - 0-2		\$61.50
Syracuse Area Health		1-0142	01-2-02171-340-001	PT - HS		\$396.06
Syracuse Area Health		1-0142	01-2-02171-340-003	PT - EL		\$1,278.38
Syracuse Area Health		1-0142	01-2-02171-340-006	PT - MS		\$293.56
Syracuse Area Health		1-0142	01-2-02172-340-003	PT - 3-5		\$143.50
Syracuse Area Health		1-0142	01-2-02173-340-003	PT - 0-2		\$184.50
Sub Total						\$5,073.80

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8136	Syracuse Fresh Market	\$99.29	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Syracuse Fresh Market		7314	01-2-01100-610-001	Supplies - Lemmer		\$39.08
Syracuse Fresh Market		7516	01-2-01100-610-001	Supplies - Lemmer		\$13.96
Syracuse Fresh Market		7855	01-2-01100-610-001	Supplies - Lemmer		\$46.25
Sub Total						\$99.29

Voucher Number	Bank	Account Number	Check Number	Payee	Amount	
September 2025	First Bank	67175003	8137	Syracuse Iron Works	\$2,227.60	
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Syracuse Iron Works		202530998	01-2-01100-610-001	Supplies - Sommerer		\$2,169.73
Syracuse Iron Works		202531030	01-2-01100-610-001	Supplies - Sommerer		\$57.87
Sub Total						\$2,227.60

Voucher Number	Bank	Account Number	Check Number	Payee	Amount
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September 2025	First Bank	67175003	8138	Syracuse Lumber Co		\$94.33
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Syracuse Lumber Co		56530	01-2-02610-610-001	Supplies - HS - Vodicka		\$14.38
Syracuse Lumber Co		56541	01-2-02610-610-001	Supplies - HS - Vodicka		\$67.95
Syracuse Lumber Co		56543	01-2-02610-610-001	Supplies - HS - Vodicka		\$12.00
Sub Total						\$94.33
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8139	Syracuse Motor Supply		\$293.32
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Syracuse Motor Supply		574838	01-2-02610-610-001	BLDG - ALL		\$95.95
Syracuse Motor Supply		574526	01-2-02610-610-001	BLDG - ALL - REG		\$0.50
Syracuse Motor Supply		574838	01-2-02610-610-003	BLDG - ALL		\$95.95
Syracuse Motor Supply		574526	01-2-02610-610-003	BLDG - ALL - REG		\$0.50
Syracuse Motor Supply		574838	01-2-02610-610-006	BLDG - ALL		\$95.94
Syracuse Motor Supply		574526	01-2-02610-610-006	BLDG - ALL - REG		\$0.49
Syracuse Motor Supply		575058	01-2-02730-431-001	Bus Parts - REG		\$1.33
Syracuse Motor Supply		575058	01-2-02730-431-003	Bus Parts - REG		\$1.33
Syracuse Motor Supply		575058	01-2-02730-431-006	Bus Parts - REG		\$1.33
Sub Total						\$293.32
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8140	Voss Lighting		\$454.40
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
Voss Lighting		10223245-00	01-2-02610-610-001	Supplies - EL/HS		\$227.20
Voss Lighting		10223245-00	01-2-02610-610-003	Supplies - EL/HS		\$227.20
Sub Total						\$454.40
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8141	W.W. Norton & Company, Inc.		\$3,770.00
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
W.W. Norton & Company, Inc.		2971026	01-2-01100-640-001	Books & Digital Access - Zastera		\$3,770.00
Sub Total						\$3,770.00
Voucher Number	Bank	Account Number	Check Number	Payee		Amount
September 2025	First Bank	67175003	8142	West Music		\$1,049.00
Vendor	PO	Invoice #	Account Code	Description	Issue Date	Amount
West Music		S12556193	01-2-01100-643-001	Supplies - Chavanu		\$1,049.00
Sub Total						\$1,049.00
Grand Total						\$162,341.24

Syracuse Public School

Check Report

Begin Date: 09/01/2025; End Date: 09/30/2025; Accounting Cycle: FY 25-26; Check Type: Accounts Payable; Payee: [All]; Bank: First Bank of Nebraska; Account Expression: [All]; Show Detail by Voucher: Yes; Created On: 9/13/2025 10:37:18 AM

Check Date	Check Number	Payee	Type	Amount
09/15/2025	EFT	Amazon Capital Services	Accounts Payable	\$5,408.71
09/15/2025	EFT	Magic-Wrighter, Inc.	Accounts Payable	\$34.95
09/15/2025	8089	Antes Family Hardware	Accounts Payable	\$377.28
09/15/2025	8090	ATS, LLC	Accounts Payable	\$29,397.00
09/15/2025	8091	AUL Special Pay Trust	Accounts Payable	\$19,848.72
09/15/2025	8092	Boldt Tire Supply & Service LLC	Accounts Payable	\$1,066.67
09/15/2025	8093	Brianna Tickle	Accounts Payable	\$7,205.72
09/15/2025	8094	Buss Pest Control	Accounts Payable	\$115.00
09/15/2025	8095	BVH Architecture	Accounts Payable	\$1,092.86
09/15/2025	8096	Capital Business Systems, Inc.	Accounts Payable	\$695.51
09/15/2025	8097	CDW Government, Inc.	Accounts Payable	\$311.64
09/15/2025	8098	Cengage Learning	Accounts Payable	\$770.00
09/15/2025	8099	CherryRoad Media, Inc.	Accounts Payable	\$321.50
09/15/2025	8100	City Of Syracuse	Accounts Payable	\$22,807.21
09/15/2025	8101	Column Software, PBC	Accounts Payable	\$100.92
09/15/2025	8102	Complete Chiropractic & Wellness Center	Accounts Payable	\$160.00
09/15/2025	8103	Cubby's Inc.	Accounts Payable	\$3,213.98
09/15/2025	8104	Curriculum Associates	Accounts Payable	\$134.40
09/15/2025	8105	Danielson Tech Supply	Accounts Payable	\$300.40
09/15/2025	8106	Eakes Office Solutions	Accounts Payable	\$805.84
09/15/2025	8107	Esu #4	Accounts Payable	\$3,821.25
09/15/2025	8108	ESU #6	Accounts Payable	\$465.05
09/15/2025	8109	First Concord Group	Accounts Payable	\$325.50
09/15/2025	8110	First Wireless, Inc.	Accounts Payable	\$245.00
09/15/2025	8111	Flinn Scientific Inc.	Accounts Payable	\$20.40
09/15/2025	8112	Frontier Cooperative	Accounts Payable	\$131.84
09/15/2025	8113	Hayes Mechanical	Accounts Payable	\$26,524.21
09/15/2025	8114	Heritage Water Services, Inc.	Accounts Payable	\$200.00
09/15/2025	8115	McGraw-Hill Education, Inc.	Accounts Payable	\$87.48
09/15/2025	8116	Menards - Lincoln South	Accounts Payable	\$300.53
09/15/2025	8117	Midwest Alarm Services	Accounts Payable	\$401.42
09/15/2025	8118	Nasco	Accounts Payable	\$113.85
09/15/2025	8119	National Art & School Supplies	Accounts Payable	\$44.05
09/15/2025	8120	National Business Furniture LLC	Accounts Payable	\$677.25
09/15/2025	8121	NC Utilities	Accounts Payable	\$492.54
09/15/2025	8122	NCS Pearson/Certiport	Accounts Payable	\$114.10
09/15/2025	8123	NCSA	Accounts Payable	\$435.00
09/15/2025	8124	Nebraska Safety Center	Accounts Payable	\$230.00
09/15/2025	8125	NRCSA - NE Rural Comm. School Assn.	Accounts Payable	\$850.00
09/15/2025	8126	Omaha Truck Center Companies	Accounts Payable	\$745.12
09/15/2025	8127	One Source	Accounts Payable	\$277.00
09/15/2025	8128	Papillion Sanitation	Accounts Payable	\$1,145.02
09/15/2025	8129	Perry, Guthery, Haase & Gessford, P.C., L.L.O.	Accounts Payable	\$2,820.60
09/15/2025	8130	Principal Life Insurance Company	Accounts Payable	\$1,718.00
09/15/2025	8131	Schindler Elevator Corporation	Accounts Payable	\$660.67
09/15/2025	8132	SDA Revolving	Accounts Payable	\$8,999.85
09/15/2025	8133	Sports Facility Maintenance, LLC	Accounts Payable	\$2,995.46
09/15/2025	8134	Surnali LLC	Accounts Payable	\$270.00
09/15/2025	8135	Syracuse Area Health	Accounts Payable	\$5,073.80
09/15/2025	8136	Syracuse Fresh Market	Accounts Payable	\$99.29
09/15/2025	8137	Syracuse Iron Works	Accounts Payable	\$2,227.60
09/15/2025	8138	Syracuse Lumber Co	Accounts Payable	\$94.33
09/15/2025	8139	Syracuse Motor Supply	Accounts Payable	\$293.32
09/15/2025	8140	Voss Lighting	Accounts Payable	\$454.40
09/15/2025	8141	W.W. Norton & Company, Inc.	Accounts Payable	\$3,770.00
09/15/2025	8142	West Music	Accounts Payable	\$1,049.00

Sub Total

\$162,341.24

Board of Education Meeting
Monday, August 18, 2025 7:30 PM Central

Elementary School Conference Room
550 7th Street
Syracuse, NE 68446-0520

Barry Janssen: Present
Tyler Kreifels: Present
Justin Stark: Present
Amy Wemhoff: Absent
Brienne Wilhelm: Absent
Ed Zastera: Present

1. Call to Order and Roll Call

2. Notice of Open Meeting Act- Posted

3. Publication of Meeting

4. Excuse Absent Board Members

Excuse Brienne Wilhelm and Amy Wemhoff. This motion, made by Justin Stark and seconded by Tyler Kreifels, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Absent, Brienne Wilhelm: Absent, Ed Zastera: Yea Yea: 4, Nay: 0, Absent: 2

5. Approval of Agenda

Motion to approve the agenda. This motion, made by Ed Zastera and seconded by Justin Stark, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Absent, Brienne Wilhelm: Absent, Ed Zastera: Yea Yea: 4, Nay: 0, Absent: 2

6. Consent Agenda

Motion to approve the consent agenda. This motion, made by Tyler Kreifels and seconded by Ed Zastera, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Absent, Brienne Wilhelm: Absent, Ed Zastera: Yea Yea: 4, Nay: 0, Absent: 2

6.1. Treasurer's report

6.2. Secretary report

6.3. Expenditures

6.4. Claims for payment

6.5. Minutes of prior meeting(s)

7. Communications from the Public

8. Reports

8.1. Superintendent

Mr. Kraus shared information regarding NASB strategic planning, girls wrestling coop deadline, budget working meeting for Aug. 25th, upcoming NASB meetings and a meeting scheduled with DA Davidson.

8.2. Principal Reports

All three principals reported that the school year had started off successfully. Enrollment numbers and teaching positions updates were shared as well as facility upgrades such as carpet, cabinets and paint.

8.3. Baseball Committee

The board shared committee notes from the meeting that occurred at Elmwood Murdock.

9. Discussion Items

9.1. Establish Hearing Date and Time for the 2025-2026 School Budgets and the Property Tax Rate

The board will set the budget and tax hearing dates for Sept. 15th, 2025 at 7:10pm and immediately following the budget hearing.

9.2. Policies for Review

9.3. Addition of high school baseball.

With two board members gone, the board will wait until a full board is in session to discuss further.

10. Action Items

10.1. Discuss, consider, and take action on updating policies

Approve policies as presented. This motion, made by Ed Zastera and seconded by Justin Stark, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Absent, Brianne Wilhelm: Absent, Ed Zastera: Yea Yea: 4, Nay: 0, Absent: 2

10.2. Discuss, consider, and take action on approving policy 4144 Early Retirement.

Approve to table policy 4144 as presented which implements a phased discontinuation of the VERB program, concluding on August 31, 2030. This motion, made by Justin Stark and seconded by Ed Zastera, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Absent, Brianne Wilhelm: Absent, Ed Zastera: Yea Yea: 4, Nay: 0, Absent: 2
With two board members absent, the board will wait until a full board is present to discuss as an action item.

10.3. Discuss, consider, and take action to increase the school district's property tax request authority.

Approve to table the additional property tax request authority of 6% in the amount of \$710,376. This motion, made by Tyler Kreifels and seconded by Justin Stark, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Absent, Brianne Wilhelm: Absent, Ed Zastera: Yea Yea: 4, Nay: 0, Absent: 2

Because less than 70% of the full board was present, the board was unable to take a vote on approving the additional property tax authority

11. Adjourn

Motion to adjourn. This motion, made by Ed Zastera and seconded by Tyler Kreifels, Carried. Barry Janssen: Yea, Tyler Kreifels: Yea, Justin Stark: Yea, Amy Wemhoff: Absent, Brianne Wilhelm: Absent, Ed Zastera: Yea Yea: 4, Nay: 0, Absent: 2

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: August 2023

Personnel - Non-Certificated Employees"At Will" Employees

All non-certificated employees and non-certificated assignments shall be employed on an "at will" basis. Non-certificated employees shall have no property right in continued employment and need not be accorded a hearing or any other procedural or substantive due process, prior to termination of their employment.

Nothing in board policy, administrative regulations or practices, employee handbooks, or in any evaluation instrument or in the appraisal process or program for non-certificated employees shall be or is intended to create or be a contract or part of a contract with a non-certificated employee which shall in any way be construed to be contrary to the "at will" employment of non-certificated employees. No administrator or other employee of the school district has any authority to enter into any agreement of employment with a non-certificated employee for any specific period of time or to make any agreement contrary to an at-will employment relationship.

Date of Adoption: August 2023

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 Syracuse Dunbar Avoca Public Schools. Such authority shall be exercised in compliance with the policies of the Board of Education. The Board of Education reserves the authority to modify or reverse any such action taken by the Superintendent.

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: August 2023

Personnel - Non-Certificated Employees

Contract

All non-certificated employees shall be required to sign an "at will" employment contract with the school district as a condition precedent to employment or continued employment with the school district. The non-certificated "at will" employee contract shall be in the form as proposed by the Superintendent and approved by resolution of the Board of Education.

Date of Adoption: August 2023

CLASSIFIED EMPLOYEE'S EMPLOYMENT AGREEMENT

This Employment Agreement is entered into between Syracuse-Dunbar-Avoca Public Schools (the "District") and _____, (the "Employee").

WITNESSETH: The District hereby agrees to employ the Employee and the Employee hereby agrees to accept such employment on the following terms and conditions:

Section 1. Term of Contract. The term of this contract shall be indefinite and employment is on an "at will" basis. Duties shall commence effective on the _____ day of _____, 20____, and unless earlier terminated pursuant to Section 4, shall terminate on the _____ day of _____, 20____. The contract may be extended by written agreement.

Section 2. Compensation and Benefits.

- a. Salary Worksheet. Employee shall be paid a salary and benefits in accordance with the Salary Worksheet attached hereto as Exhibit "1." Salary shall be payable on the 15th day of each month.
- b. Leaves. Leaves available to the Employee are subject to the conditions set forth in Board Policy and the Employee Handbook.
- c. Deductions. The Employee authorizes the District to deduct or withhold from each and every salary payment any amounts necessary to offset any damages caused by the Employee or the value of property or money entrusted to the Employee or owed by the Employee to the District during the course of the Employee's employment. Such deductions shall be made to the extent permitted by law and, if Employee is FLSA-exempt, only in a manner that will not affect the exempt status.
- d. State Retirement. This employment is subject to the School Employees Retirement Act.
- e. FLSA Exemption: Employee is Exempt ___ Not Exempt X (check as applicable) under the FLSA guidelines. Employee agrees that this determination is valid. If Employee is not FLSA-exempt, it is understood that Employee shall not work beyond 40 hours in a workweek absent supervisor approval.
- f. Compensatory Time: If Employee is not FLSA-exempt, it is agreed that the District may provide the Employee compensatory time in lieu of overtime pay for time worked in excess of 40 hours in any workweek. Compensatory time will be granted on a one and one-half basis. The maximum number of hours permitted to be accrued is 240 hours of comp time (which equals 160 hours of actual overtime worked). Employee is permitted to use comp time within a reasonable period after request, provided the time Employee wants off does not unduly disrupt Employer's operations. For example, a request by the Employee to use comp time during the first week of the semester would not ordinarily be granted. The District or administration may require the Employee to use comp time in place of requested personal leave. Unused comp time will be paid when employment ends. The provision of comp time may be subject to such other policies which the Board or administration may establish from time to time.

Section 3. Duties of Employee.

- a. Position. Employee is employed in the position of _____ .

- b. Duties. The duties of the Employee shall include such duties as may be set forth in the applicable job description for the position, the policies of the Board, and as are assigned by the Superintendent and by the Employee's supervisor. The Employee agrees to perform the duties faithfully and to the best of the Employee's ability.
- c. Board Policies. The Employee shall comply with the policies of the Board, the rules and regulations of the Board and the directives of supervisors. The Employee agrees that the policies and rules and regulations of the Board may be changed at any time, with or without notice to the Employee.
- d. Duty Hours. The days and hours of employment shall be as assigned by the Superintendent or the Employee's supervisor. Regular, dependable attendance is an essential function of the Employee's position.
- e. Assignment. The Employee may be assigned to different positions and duties and in such event the District shall retain the discretion to adjust the salary and benefits commensurate with such changed position or duties.

Section 4. Termination of Employment.

- a. Termination by District. This agreement creates no property right in continued employment. It may be terminated by the Board or the Superintendent, with or without cause or hearing, upon giving 2 calendar weeks' notice or pay in lieu of notice. In the event there is good cause for termination as determined in the sole discretion of the Board or the Superintendent, no advance notice or pay in lieu of notice shall be required.
- b. Termination by Employee. Employee may resign upon giving 2 calendar weeks' notice.
- c. Compensation upon Termination. In the event Employee is employed on a salaried basis, salary to be paid for the contract year shall be determined based on the days worked multiplied by the effective daily rate specified in the section on leaves. Whether hourly or salaried, any portion of compensation paid or provided but not earned prior to termination, shall be refunded to the District by the Employee upon termination. The Employee authorizes a set-off from compensation for any damages due the District from the Employee for reason of liquidated damages or otherwise.

Section 5. Applicable Law. This agreement shall be governed by and construed in accordance with the laws of the State of Nebraska.

Section 6. Entirety of Agreement and Amendments. This Employment Agreement constitutes the entire agreement and no representations, promises, agreements or undertakings made by or on behalf of the District, written or oral, not herein contained shall be of any force or effect. It is specifically agreed that this Employment Agreement shall be subject to modification only by a written instrument signed by the Employee and the Board or the Superintendent.

<p>Executed this ____ day of _____, 20__.</p> <p>_____</p> <p>Employee</p>	<p>Executed this ____ day of _____, 20__.</p> <p>Board of Education of Syracuse-Dunbar-Avoca Public Schools</p> <p>By: _____</p> <p>Board Officer, Administrator or other Authorized Official</p>
------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

SALARY WORKSHEET
20__-20__

Employee Name: _____	Position: _____
----------------------	-----------------

Salary & Fringe Benefits

Salary	Step ____ \$_____ per hour
Insurance	<p>Please check one of the following:</p> <p>_____ I would like to purchase the EHA group health insurance.</p> <p>_____ I do not want to purchase the EHA group health insurance.</p> <p>Signed _____ Date _____</p>

Annual Paid Leaves

Sick	10 days/year	Accumulation maximum: 50 days.
Vacation	None	No accumulation
Bereavement	3 days	No accumulation
Personal	2 days/year	No accumulation
Emergency	1 day/year	No accumulation

Date of Adoption: August 2023

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: August 2023

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.

Date of Adoption: August 2023

Personnel - Non-Certificated Employees

Complaint Form

This complaint form is to be used when a non-certificated employee of Syracuse Dunbar Avoca 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: _____

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: August 2023

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: August 2023



PO Box 841393
 Dallas, TX 75284-1393
 Phone: 800-527-7510 Fax: 800-899-0149
 Visit us at www.bsnsports.com

Order Summary	
Cart #:	13322716
Purchase Order #:	2025PV
Cart Name:	Pole Vault System
Order Date:	05/12/2025
Estimated Delivery:	05/14/2025
Payment Terms:	NT30
Ship Via:	
Ordered By:	Grant Mollring

Contact Your Rep

Grant Mollring Email: gmollring@bsnsports.com | Phone: 308-627-2574

Sold to
1001269
SYRACUSE HIGH SCHOOL
 ACCOUNTS PAYABLE
 1500 Education Dr Box P
 SYRACUSE NE 68446-0520

Ship To
1001269
SYRACUSE HIGH SCHOOL
 ACCOUNTS PAYABLE
 1500 Education Dr Box P
 SYRACUSE NE 68446-0520

Payer
1001269
SYRACUSE HIGH SCHOOL
 ACCOUNTS PAYABLE
 1500 Education Dr Box P
 SYRACUSE NE 68446-0520

Item Description	Qty	Unit Price	Total
Sky Flight Pole Vault Pit Item # - NSPHG	1 EA	\$ 24,000.00	\$ 24,000.00
Max PV Standard Basse pad Item # - NSPHG	1 EA	\$ 0.00	\$ 0.00
Custom screen charge Item # - NSPHG	131 EA	\$ 0.00	\$ 0.00

Subtotal:	\$24,000.00
Other:	\$0.00
Freight:	\$0.00
Sales Tax:	\$0.00
Order Total:	\$24,000.00
Payment/Credit Applied:	\$0.00
Order Total:	\$24,000.00

Numbers: May need to reevaluate if the number of girls would bump into a larger classification.

-2 Year Coop Agreement

-Would wrestle under the name Weeping Water.

-Practices currently begin at 4:00 at Weeping Water HS.

Potential issues would arise if morning practices would be needed. Could also host practices at Syracuse HS at times if needed.

-We could provide an assistant coach. SHS would take on that expense. We could look for one if approved. That would help eliminate the need for transportation to practices.

- We would keep track of all fees then your district would be responsible for the percentage of students involved. So if you bring 2 wrestlers and we have 5, Syracuse could be responsible for 25% of the total cost. This is something we do for our other co-ops. This can be negotiated as I'm sure there are other ways to approach it, but wanted to give an example.

-Possibly could figure out the Avoca bus route to transport athletes.

Personnel - Certificated Employees

VOLUNTARY EARLY RETIREMENT BENEFIT (CERTIFIED STAFF ONLY, NOT TO INCLUDE ADMINISTRATORS)

Policy Statement:

The Syracuse-Dunbar-Avoca Public School District recognizes the contributions of its certified staff and has historically offered a Voluntary Early Retirement Benefit (VERB) to eligible employees. To align with evolving fiscal responsibilities and strategic staffing objectives, the District will implement a phased discontinuation of the VERB program, concluding on August 31, 2030.

I. Eligibility Criteria:

To qualify for the VERB, an employee must:

1. Be a certified staff member (excluding administrators).
2. Be eligible to receive unreduced benefits from the Nebraska School Employee Retirement System.
3. Have completed a minimum of 15 years of continuous service with the Syracuse-Dunbar-Avoca Public School District.

II. Phased Reduction Schedule:

1. **Full Benefit Period (September 1, 2025 – August 31, 2028):**
 - Eligible employees may apply for the VERB under existing terms and conditions.
 - Applications must be submitted by January 15 of the intended retirement year.
2. **Reduced Benefit Period (September 1, 2028 – August 31, 2030):**
 - For retirements effective during the 2028–2029 school year, the VERB will be reduced by 25% from the full benefit amount.
 - For retirements effective during the 2029–2030 school year, the VERB will be reduced by 50% from the full benefit amount.
 - All other terms and conditions remain consistent with the existing policy.

III. Program Conclusion:

- Effective September 1, 2030, the VERB program will be discontinued.
- No applications for early retirement benefits under this program will be accepted for retirements effective after August 31, 2030.

IV. Communication and Administration:

- The Superintendent is responsible for communicating these changes to all certified staff and ensuring understanding of the revised timelines and benefits.
- Individual consultations will be available for employees approaching retirement eligibility to assist in planning.

V. Policy Review:

- This policy will be reviewed periodically to ensure alignment with District goals and compliance with applicable laws and regulations.

Business OperationsInternal Controls

The District will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Generally: If the District receives federal awards, grants, or other funds, the District will:

- 1) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District manages the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. The District will endeavor to develop and align these internal controls consistent with the “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework” issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- 2) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal award;
- 3) Evaluate and monitor the District's compliance with statutes, regulations and the terms and conditions of federal award;
- 4) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
- 5) Take reasonable cybersecurity and other measures to safeguard protected personally identifiable information and other information the federal awarding agency, or pass-through entity, designates as “sensitive” or the District considers sensitive, consistent with applicable federal, state, and local laws regarding privacy and responsibility over confidentiality.

Legal Reference: 2 C.F.R. § 200.303.

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;
- 3) Implement a control system to ensure safeguards for preventing property loss, damage, or theft;
- 4) Implement adequate maintenance procedures for the equipment; and
- 5) Implement sales and disposition procedures for the equipment to ensure the highest possible return.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value of \$10,000 or less (per unit) may be retained, sold, or otherwise disposed of in accordance with the Board's Sale and Disposal of Property Policy.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value in excess of \$10,000 (per unit), may only be sold or otherwise disposed of in accordance with the provisions of 2 C.F.R. § 200.313(e)(2)-(3).

Legal Reference: 2 C.F.R. §§ 200.313 & 200.303.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable federal law and the requirement standards imposed by law, including:

- 1) A procedure for micro-purchases (Under \$10,000);
- 2) A procedure for simplified acquisition thresholds (between \$10,000 to \$250,000);
- 3) A procedure for sealed bids (over \$250,000);
- 4) A procedure for competitive proposals (with an explanation for why sealed bids were not accepted if over \$250,000); and
- 5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.

Cross-Reference: Policies 3130 & 3131.

Contract Terms: All contracts funded (in whole or in part) by federal funds and/or federal awards must contain the following terms or, via this Policy, the following terms are required and incorporated into any such contracts:

- 1) An assurance that minority business enterprises and labor surplus area firms are used, when possible;
- 2) An Anti-Lobbying clause for all contracts, including an Anti-Lobbying Certification, for contracts exceeding \$100,000;
- 3) A Suspension and Debarment clause;
- 4) A provision for termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement;
- 5) A clause that addresses administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and a provision for sanctions and penalties;
- 6) For contracts in excess of \$150,000, a clause addressing the Clean Air Act and the Federal Water Pollution Control Act;
- 7) A provision maintaining contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders;
- 8) A provision addressing the District's conflict of interest policies; and
- 9) A requirement that the contractor maintains records related to the contracted work.

Legal Reference: 2 CFR § 200.319(d); 2 CFR § 200.321; 2 CFR § 200, Appendix II(I); 2 CFR § 200, Appendix II(H); 2 CFR § 200, Appendix II(B); 2 CFR § 200, Appendix II(A); 2 CFR § 200, Appendix II(G); 2 CFR § 200.318(b); 2 CFR § 200.318(c)(1); 2 CFR § 200.318(i); 2 CFR § 200.324(a); 2 CFR § 200.324(b).

Federal Interest Reporting: The District will follow the required federal interest reporting and recording requirements, if applicable, for any real property or improvement interest financed, in whole or in part, with federal funds.

Legal Reference: 2 CFR §§ 200.310-200.313.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three (3) years from the date of submission of the final expenditure report or, for federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient, or as otherwise specified by the federal award or federal law.

For all other records, the District will retain such records for the length of time as required by law.

Legal Reference: 2 C.F.R. § 200.333, 2 C.F.R. § 200.34 & 34 C.F.R. § 81.31.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will either: (1) verify that a vendor has not been debarred, suspended or otherwise excluded via SAM.gov, (2) collect a verification from that vendor; or (3) add a clause to the contract with the vendor. The District will maintain a copy of said verification or documentation.

Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the federal statutes, regulations, and the terms and conditions of the federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;
- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) Maintaining records and documentation that sufficiently identify the amount, source, and expenditure of funds for federally funded activities;
- 4) Ensuring effective controls over accountability and safeguards for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another federal award, except where the federal statute authorizing a program specifically provides that federal funds made available for such program can be applied to matching or cost sharing requirements of other federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both federal and non-federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally assisted, and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one (1) federal award; a federal award and non-federal award; an indirect cost activity and a direct cost activity; two (2) or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Any leave and/or fringe benefits charged to a federal award must satisfy all criteria set forth in 2 C.F.R. § 200.431(b) and/or (c).

Budget estimates will generally not be used to support charges to federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Federal Funds for Construction Projects: If the District is granted the authority to use federal funds for a construction project, the District will follow the Davis-Bacon and Related Acts, including the payment of “prevailing wages” to those who work on the job site, as well as the contractor bonding requirements.

Legal Reference: 40 U.S.C. § 3141, et seq; 2 C.F.R. § 200.326.

Capitalization and Depreciation: The District will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, District staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

- 1) Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- 2) Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$10,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- 3) Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.
- 4) Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.
- 5) When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the federal awarding agency.
- 6) If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.

- 7) Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference: 2 C.F.R. §§200.436 & 200.439.

Conflict of Interest: No District employee, agent, or Board Member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by or with federal funds. A “conflict of interest” includes, but is not limited to, a financial or other interest in or a tangible personal benefit from federal funds that would directly or indirectly benefit either (1) the employee, agent, or board member; (2) any member of their immediate family; or their spouse or partner, or (3) an organization that employs or is about to employ those individuals. District employees, agents, and Board Members may only accept gratuities, favors, or anything of monetary value from federally funded contractors in accordance with the District’s Conflict of Interest Policy. Any District employee, agent, or Board Member who knowingly violates these terms may be subject to discipline, up to and including termination of employment and/or referral for possible criminal prosecution.

Legal Reference: 2 C.F.R. §§ 200.112 & 200.318.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference: 2 C.F.R. § 200, et seq.

Travel Costs: Travel costs (including transportation, lodging, subsistence, and related items) incurred by an employee who travels on official business for a federal award may only be charged to the federal award on an actual cost basis, a per diem or mileage basis, or on a combination of the two, provided the method used is applied to an entire trip and not to selected days of the trip. The District will ensure that the method used will be consistent with the method normally allowed in similar circumstances in the District’s other travel and Board Policies. Any travel costs charged directly to a federal award must be documented to justify that (1) the individual’s participation is necessary for the federal award and (2) the costs are reasonable and consistent with the District’s travel costs and expectations. All travel costs must be reasonable and not in excess of what the District typically allows for other travel. All reasonable rates and amounts will be consistent with the rates and amounts established under 5 U.S.C. 5701-11.

Legal Reference: 2 C.F.R. § 200.475

Date of Adoption: June 2025

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 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. Sec. 79-801 et. seq.

Date of Adoption: August 2023

Personnel - Certificated Employees

Qualifications 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 and supervisory 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. Sec. 79-801 et. seq.

Date of Adoption: August 2023

Personnel - Certificated EmployeesContract

Certificated employees shall be recommended for hiring by the Superintendent with the final approval by the Board of Education prior to hiring. Final approval must be made by formal motion of the Board of Education. The final approval by the Board of Education should generally follow closely the recommendation of the Superintendent whenever possible, but such approval of recommendation is not mandatory on the Board of Education.

All contracts for employment of a teacher or administrator to be effective must meet the following conditions:

1. The contract must be in writing and contain such provisions as are required by law.
2. The employed person must hold a valid teaching or administrative certificate at all times.
3. The employed person must not be under contract to another district in this state.
4. The contract must be approved by at least four (4) school Board members and signed by a designated member of the Board.

No member of the Board of Education may cast a vote in favor of the election of any teacher when such member of the Board is related to him or her or to the majority of the Board by blood or marriage.

Legal Reference: Neb. Rev. Stat. Sec. 79-817
 Neb. Rev. Stat. Sec. 79-818
 Neb. Rev. Stat. Sec. 79-819

Date of Adoption: August 2023

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: August 2023

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: August 2023

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: August 2023

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 supervision of pupils in halls, study halls, playgrounds, 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: August 2023

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: August 2023

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: August 2023

Personnel

Substitute Teachers

The superintendent is granted the authority to appoint temporary and part-time personnel as necessary for the personnel needs of the district. This shall include the appointment of replacement teachers, selected to fill a vacancy occurring during the school year; substitute teachers, employed to provide instruction during the temporary absence of a permanent employee; and teachers employed on a part-time basis or for additional duties during the school year or during summer school programs offered by the district. The superintendent's authority to appoint temporary and part-time personnel shall include the right to approve the replacement of student teachers within the school district.

Temporary and part-time professional personnel shall be selected in accordance with requirements which are or may be stated by statute and within guidelines established by board policies or by negotiated agreements between the board and its professional employees.

Substitute teachers shall be hired at a daily rate of .004 times the base salary as negotiated. When the substitute teacher is employed more than five (5) consecutive days in any one assignment, the daily rate of pay shall be increased to an amount equal to the base salary of a teacher with a bachelor's degree with no experience.

When temporary or part-time personnel are employed by the superintendent, the board shall be informed; the right of review of such placements by the board is reserved.

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

Adopted 10-17-83
Revised 3-20-95
Revised 3-20-00
Reviewed: August 2023

SYRACUSE-DUNBAR-AVOCA PUBLIC SCHOOLS

PROFESSIONAL GROWTH POLICY

PROFESSIONAL GROWTH POLICY UPDATES APPROVED: 5/16/2022

SYRACUSE-DUNBAR-AVOCA PUBLIC SCHOOLS
Professional Growth Credit Policy Statement

PROFESSIONAL DEVELOPMENT ACTIVITIES

A. Professional Growth Period

Professional Growth Period refers to the six-year period during which permanent (tenured), certified employees are required by law to give evidence of professional growth. A teacher, upon employment on September 1, may begin their initial six-year growth period at that time, and end it on August 31, six years later. Probationary teachers may choose to commence their six-year obligation any time during the probationary period, but are not obligated to do so. Work completed during the summer between growth periods may be counted toward either the period just closed or the period which starts in September of the same year.

B. Professional Growth Activities

Professional Growth Activities shall refer to the kinds of professional work or activities herein listed which contribute to professional growth. The conditions and limitations under which such activities are performed and accepted may be reviewed and changed by resolution of the Board of Education from time to time. Each activity of professional growth has its own criteria for acceptance and evaluation (page 4).

Point System for Professional Growth Activities

Evidence of completed professional growth activities totaling 24 points must be recorded on the Professional Growth Point Form in the Superintendent's office. It is the individual teacher's responsibility to show that the professional development activity did actually contribute to their increased effectiveness in the capacity in which they are employed. The requirement of proof as to how professional activities can be related to the improvement of instruction rests with the individual teacher.

Professional Growth Committee

A committee known as the Professional Growth Committee will be composed of one principal, and a minimum of four teachers with at least one elementary, one middle school and one high school teacher. Teachers will be elected for two-year, staggered terms at the first meeting of the Syracuse-Dunbar-AvoCa Education Association in the fall. The Superintendent of Schools will appoint the principal to serve on the committee. After the committee has been selected, it will be the responsibility of the committee to meet and select a chairperson. It will be the duty and responsibility of the chairperson to call and preside at all meetings. If a vacancy occurs on the committee, the remaining members of the committee shall submit nominees to the chairperson. The chairperson shall appoint one of the nominees to serve until the next regular election.

Procedure for Applying for Growth Credit and Reimbursement

Application for College Credit earned in accredited colleges will be submitted for approval to the Superintendent of Schools during the registration process. Actual application for accreditation of professional growth activities and college credit shall be made on forms prescribed by the Superintendent. The Chairperson will be responsible for distributing to teachers the application forms. A separate application shall be submitted for each activity. The person requesting credit shall initiate the application. The committee will meet at their discretion to review applications for professional growth. Requests that receive approval by three of the five members (or majority in attendance) are assigned the appropriate allotment for points. Points may be applied to previous years as long as it is during the individual's

Professional Growth Period (six years). Reimbursements are approved for the current school year only. The Superintendent of Schools will receive the approved application from the committee chairperson, together with substantiating evidence that the work has been completed.

The Reimbursement Request Form must also be submitted when applying for professional growth reimbursement. The request form for reimbursement must have evidence of expenditures attached. Reimbursement requests must be attached to a point request form. The SDA Administration recommends faculty utilize school transportation for staff development activities. Registration, mileage, and lodging will receive no reimbursement for those that receive credit hours. The committee keeps reimbursement request forms until the 4th quarter meeting.

Registration fees are reimbursable but membership dues are the individual's responsibility. Meals are only reimbursable if part of the registration fee for the workshop. A copy of the registration application must be attached to the reimbursement form upon returning from the conference along with other receipts as required.

Reimbursement for conference hotel or lodging accommodations will be reimbursed in full not to exceed the single rate. In an effort to economize, staff members should attempt to room with other employees attending the same meeting, if possible.

District-Sponsored Professional Growth Activities

§ Attendance at District-Sponsored Growth Activities will be done via a check-in. Building principals may be asked to verify check-in lists.

§ The Professional Growth Committee will review attendance sheets and submit them to the Superintendent's office.

§ As District-Sponsored Growth Activities are determined by the SIP committee or administration the Professional Growth committee will meet and confer with administration to determine if any of the District-Sponsored Growth Activities will be awarded points. Staff will be notified at the activity or via an email when points will be awarded.

§ Staff must attend the entire time of the District-Sponsored Growth Activity in which the committee has determined will be awarded points.

§ The committee will meet at the end of the school year to determine if any other additional points need to be awarded for school improvement or other in-district activities.

Follow-up Procedures

Once the Professional Growth Committee has met, the chairperson will distribute a list of all approved activities to certified staff. This list will allow staff members to collaborate their efforts in similar curriculum areas.

Payment Procedure

The dollar amount allocated for professional growth will be budgeted annually by the Superintendent. The Professional Growth Committee will divide the dollars allocated to professional growth into two pools annually. One pool will be designated "Teacher Requested" for discretionary use by teachers. The second pool will be the "Administrator Assigned" money to be spent when teachers are asked to attend an activity by an administrator. The two pools of money are not exclusive and funds may be shifted from one pool to another at the discretion of the professional growth committee.

The SDA Athletic Department shall pay a maximum of \$50 registration fee per year for each coach attending coaches' clinics. Once the registration total accumulates to \$50, coaches are reimbursed from the professional growth funds.

The professional growth committee, at the end of each school year, will determine payments from the "Teacher Requested" money. The payment for one school year to any individual will not exceed 10 percent

of the total dollars budgeted for Professional Growth. The payment period for “Teacher Requested” funds will be from the last day of one school year to the last day of the following period (May to May). Checks will be mailed to teachers during the summer.

The “Administrator Assigned” pool of funds will be spent to pay expenses for teachers asked to attend a meeting or workshop by an administrator. The administrator will reimburse teachers incurring these expenses quarterly.

All remaining money in the professional growth fund will be brought together into one “general pool” for professional growth purposes. This fund will be considered separate from the regular Profession Growth Funds and will allow staff to exceed the 10 percent limitation. The money may be allocated to staff members submitting curriculum development plans to the Professional Growth Committee. The Building Principal will receive the “Curriculum Development Form” by May 1 of the current school year. The Principal will review the plan with the staff member prior to submission to the Committee. The Professional Growth Committee must receive the log of hours and curriculum materials by the first day of school (Teacher Workday) in August. Staff will be compensated for approved projects based upon an eight-hour day, not to exceed four days.

Right of Appeal

Staff members have the right to appeal the decision of the Professional Growth Committee. Within seven calendar days after receiving the decision of the Professional Growth Committee, any applicant may request, in writing, a review of the decision with the Committee and the Superintendent of Schools. This written appeal must be submitted to the chairperson of the committee. All such reviews will be acted upon within five calendar days and the Superintendent will notify the staff member of the decision.

Classification of Activities

On page 4 and 5 of this policy are the activities for which growth points may be obtained and the maximum number of points allowed. The required 24 points may be earned in a single year or over a period of 6 years. Points earned during one growth period may not be counted towards the succeeding professional growth period, even though excessive points may have been earned.

DESCRIPTION OF PROFESSIONAL GROWTH ACTIVITY	MAX. PTS YEARLY	MAX. PTS. 6-YEARS
Accreditation of Other Activities - Activities worthy of professional growth which do not come within the scope of listed activities and descriptions - must be pre-approved by a building principal or superintendent (Points to be determined by Professional Growth Committee)	6	12
Coaches Clinics (one point per day)	4	8
College Credit Earned in Accredited Colleges (One semester hour equals 4 pts)	24	24
Curriculum Development (Must have preapproval from building principal or superintendent) [Must be the planning and development of curriculum guide or activities designed for betterment of the instructional program] (Points to be determined by Professional Growth Committee)	4	8
District Committees District appointed committees such as professional growth, SIP. <u>Member list for this will be distributed to committee chair by administration. Committee chair will complete and submit the member list to the professional growth committee for points</u> (1 point per semester)	2	6
District-Sponsored Workshops[Specific Building In-Services] (Points to be determined by Professional Growth Committee)	4	8
Practicum Supervision (One point per semester)	2	4
Presenting at a Workshop, Conference, Convention (One additional point per workshop - to be added to workshop points below)	6	12
Professional Publications [Publication of any piece of professional writing] (Points to be determined by Professional Growth Committee)	6	12
Professional Travel(Must have preapproval from building principal or superintendent)/Attendance at Professional Conferences or Conventions-Related to Area of Assignment. If pre-approval is unavailable, proof of connection to curriculum or lesson must be attached. (Points to be determined by Professional Growth Committee)	4	8
School Visitation (one point per day)	1	4
Serving as a Cooperating Teacher (Two points per semester)	4	8
Summer Employment - teaching of summer classes (summer school, tutoring, Summer Blast) (Points to be determined by Professional Growth Committee)	2	4

Virtual Trainings - Webinars, Virtual workshops or conferences, Zoom (one point for 3 hours or less; 2 points for 4 or more hours - multiple day workshops will count as number of points per day - 2 day 7 hour workshop = 4 points)	8	24
In-Person Workshops, Conferences, Conventions (one point for 3 hours or less; 2 points for 4 hours or more - multiple day workshops will count as number of points per day - 2 day 7 hour workshop = 4 points)	8	24

1 Teacher Name _____ Today's Date _____
 Specific Title/Name of Activity _____
 Teacher Requested Administrator Requested

2 Location: Virtual In-person Location _____
 Month/Date/Year Attended ____/____/____ Number of Days Attended _____
 Brief Description of Activity _____
ATTACHED PROOF OF ATTENDANCE

3 **Check Specific Category of Activity:**
 *College or University Course (completed *section 5 below as well)
 Virtual Training In-Person Workshop, Conference or Convention
 Coaches Clinic ***Curriculum Development
 School Visit/Cooperating Teacher/Practicum Supervision/Summer Employment
 Presenter at Conference/Workshop Professional Publication
 **Professional Travel **Other Activities

 **Must have pre-approval form attached in addition to evidence
 ***Application for Curriculum Development Points/Funds Form must be completed & attached along with evidence of the curriculum development

4 **Reimbursement Requested** _____ (Recommendation: use school vehicle)
***Complete additional reimbursement form and attach proof of attendance and expenses to the reimbursement form.**
 *Please calculate total expenditures

5 ***College Credit Course:**
 Graduate Level: Yes No
 Course Number/Title _____
 Credit Hours _____ College/University _____

Professional Growth Committee/Administrator Approval

- Not Approved:** Reason for Disapproval: _____
- Approved by Professional Growth Committee** _____ **Points Allowed** _____
- Approved by the Office of the Superintendent** _____ **Points Allowed** _____

APPLICATION FOR PROFESSIONAL GROWTH FUNDS
REIMBURSEMENT REQUEST FORM

Teacher: _____ Today's Date ___ / ___ / ___

Specific Activity Attended : _____

Mo./Day/Year Attended: ___ / ___ / ___ Days Attended : # _____

Teacher Requested : Administrator Requested:

***SUBMIT ONE REQUEST FOR EACH ACTIVITY**

Explanation of Expenses	Requested Amount
* RECOMMENDATION: Use School Vehicle Mileage Rate: _____ cents x _____ miles	\$
Registration Fees:(Not Membership Dues)	\$
Lodging Expense:(Not to Exceed Single Rate)	\$
Other:	\$
<u>TOTAL EXPENSES</u>	\$

Professional Growth Committee Signature Area

Expenses Not Allowed: \$ _____

Request Denied: Reason for Denial: _____

Request Granted Expenses Allowed: \$ _____

Reviewed by Professional Growth Committee: _____

Today's Date: ____ / ____ / ____

Year: 2023-2024

Travel or Other Activities Pre-Approval Form

Applicant's Name _____	Position: _____
Date(s) of Planned Activity: _____	

Travel Plan Pre-Approval:

Description of planned travel activities: (when, where, length of travel or activities)

Description of how planned travel activities will be used in class(es), connect to or benefit current curriculum: (be specific)

Other Activities Pre-Approval:

Description of other activity: (when, where, description of activity)

Description of how planned activities will be used in class(es), connect to or benefit current curriculum, or provide a professional growth opportunity: (be specific)

As principal/superintendent of Syracuse-Dunbar-Avoca Public Schools, I have reviewed the plans described above and approve them for professional growth points. Recommended point(s) earned upon completion_____.

Principal/Superintendent Signature _____

Date _____

**SYRACUSE-DUNBAR-AVOCA PUBLIC SCHOOLS
APPLICATION FOR CURRICULUM DEVELOPMENT POINTS/FUNDS**

Applicant's Name _____	Position _____
Curriculum Project: _____	
Number of Students Involved: _____	Grade Level(s) Involved: _____

Student Benefit: What are your project's goals and objectives? Explain how your project will supplement and enhance your curriculum.

Outcome: What do you hope your students will achieve from this experience?

MUST SUBMIT BY: 1st day of May-Current School Year

Points/Funds: The applicant must complete a log of hours. Curriculum improvements will be submitted to assess whether stated goals were accomplished.

FINAL RETURN DATE: First Day of School (Teacher Workday) In August

Log of Dates/Hours

Date	Hours	Date	Hours	Date	Hours	Date	Hours

PLAN MUST BE SUBMITTED TO BUILDING PRINCIPAL FOR REVIEW PRIOR TO SUBMISSION TO PROFESSIONAL GROWTH COMMITTEE.

As Principal of Syracuse-Dunbar-AvoCa Public Schools, I have reviewed _____
Project proposed by _____.

Staff will be compensated for approved projects based upon an eight-hour day, not to exceed four days.

Principal's Signature _____

*The administrator overseeing the committee will distribute this form to the committee chairperson. The Committee Chairperson will complete and submit this form to the Professional Growth Committee by the final meeting of the committee for the school year. Each individual listed will receive up to one point per semester.

RESOLUTION APPROVING CERTAIN STAFF TRAININGS

WHEREAS, during the 2024 legislative session, the Legislature enacted LB 1329; and,

WHEREAS, LB 1329 defers to each Board of Education to determine the reasonable length of time for certain staff training requirements; and

WHEREAS, to ensure that the District’s planned training requirements for the 2024-2025 school year comply with these statutory requirements, the Board of Education adopts this Resolution to find and determine that the following training requirements are reasonable in scope and length.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education hereby determines as follows:

1. The following trainings are reasonable in both length and scope and the Superintendent or designee shall identify the District staff who shall be trained as follows:

Subject	Required by	Source of Training	Approximate Length of Training
Behavioral Awareness	Neb. Rev. Stat. § 79-3603	On-line Vector Training	30 Minutes
Dating Violence Prevention	Neb. Rev. Stat. § 79-2,141	On-line Vector Training	20 Minutes
Suicide Prevention	Neb. Rev. Stat. § 79-2,146	On-line Vector Training	45 Minutes

2. The Superintendent or designee is authorized to implement additional training requirements for staff if the Superintendent or designee determines that additional training would be in the best interest of the District and/or is otherwise required by law.

3. The Superintendent or designee is further authorized to deviate from the source of these training requirements if any unexpected circumstances arise and the Superintendent or designee determines that it is in the best interests of the District to require a different training(s).

4. All District staff who are directed to attend or participate in any training requirement(s) must complete such training(s) in good faith and in accordance with this Resolution and the directives of the Superintendent or designee.

This Resolution shall continue until or unless modified by a vote of the majority of a quorum of the Board of Education.

DATED this 15 day of July, 2024.

_____ PUBLIC SCHOOLS

BY: 
President

ATTEST:

Secretary

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: August 2023

Revised: June 2024

Personnel - Certificated EmployeesEvaluation of Teachers

These evaluation procedures are applicable to certificated staff (teachers). Administrators are not covered by this evaluation policy.

1. Communication of Evaluation Process.

Annual written communication of the evaluation process to those being evaluated shall be made by distributing a copy of the evaluation instrument to the certificated staff at the beginning of each school year.

2. Duration and frequency of observations and written evaluations

The duration and frequency of observations and written evaluations for probationary and permanent (tenured) teachers are to be as follows:

a. Probationary Teachers.

- i. Formal observations of probationary teachers shall be based upon actual classroom observations for an entire instructional period.
- ii. Probationary teachers shall be formally observed and evaluated at least once each semester.
- iii. The responsible evaluator is expected to complete the second semester evaluations of probationary teachers prior to April 15 of each year.

b. Permanent Teachers.

- i. Formal observations and evaluations of permanent teachers are to be based upon actual classroom observations for an entire instructional period.
- ii. Permanent teachers are to be formally observed and evaluated at least once every three years.

c. Teachers' Responsibility. Teachers are expected to inform the responsible evaluator of instructional periods that would be conducive to an evaluation and to make themselves readily available for evaluations. In the event the responsible evaluator has not initiated the evaluation process nearing the time within which an evaluation is required to be completed, the teacher has the responsibility to notify the responsible evaluator such that the evaluation can be completed when due.

d. Failure to Complete Evaluations. For permanent teachers, a failure to complete evaluations with the designated duration and frequency shall not give the permanent teacher rights, but is to be considered in evaluating the responsible evaluator's performance.

e. Informal Observations and Evaluations. Informal observations and evaluations may be conducted as the administration determines to be appropriate.

- f. Additional Observations and Evaluations. The duration and frequency of observations and written evaluations is specified as a minimum. Observations and evaluations of greater frequency or number than required may be conducted and made at the request of the teacher or in the discretion of the evaluator.
- g. Conferences. The evaluator is expected to meet with each teacher within five school days of the formal observation to address the observation and any concerns observed during said observation. The evaluator may need to meet with a teacher more frequently if the evaluator determines that follow-up conferences would benefit the teacher.

3. Evaluation Criteria

Teachers shall be evaluated based upon the following district-defined evaluation criteria:

- Instruction, which includes:
 - Instructional Process
 - Instructional Climate, which includes Classroom Organization and Management
- Professionalism, which includes:
 - Professional Conduct
 - Personal Conduct
- Improvement, which includes:
 - Teaching Improvement
 - School Improvement

The descriptors set forth in the evaluation instrument approved by the board of education set forth the specific district-defined criterion within each of the foregoing criteria areas.

In preparing summative evaluations, evaluators are to consider not only the formal observations conducted, but also informal observations and other relevant information concerning the performance of the teacher in each of the evaluation criteria.

4. Communication of Deficiencies

The evaluation process shall include written communication and documentation to the evaluated teacher specifying all noted deficiencies, specific means for the correction of the noted deficiency, and an adequate timeline for implementing the concrete suggestions for improvement.

As professionals, teachers may be assigned responsibility to provide suggestions for improvement plans or job growth strategies and shall have the duty of complying with such requests. Further, in the event improvement plans or other similar performance measures are implemented, teachers shall have the duty to comply with such plans. Teachers are expected to be cooperative, professional, and to exhibit a willingness to improve performance and to accept the constructive criticisms and suggestions of the evaluator.

5. Teacher Responses to Evaluations

Teachers shall be provided seven calendar days from receipt of an evaluation in which to give a written response to the evaluation.

6. Plan for Training Evaluators

All evaluators shall possess a valid Nebraska Administrator's Certificate and be trained to use the evaluation system used in the District. Training sessions in the use of the District's teacher evaluation system will be provided by the Superintendent or designee to all evaluators prior to their participation in teacher evaluations. Refresher training is to be conducted as the Superintendent determines to be needed.

Legal Reference: Neb. Rev. Stat. Sec. 79-828 (Evaluation of Probationary Teachers)
NDE Rule 10

Date of Adoption: August 2023

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: August 2023

Personnel - Certificated EmployeesLeave of Absence

After a minimum of five years of employment in Syracuse Dunbar Avoca Public Schools, a teacher may apply for a one time, one-year leave of absence. Criteria to be considered by the superintendent in recommending approval or denial of a request include:

- no more than one teacher grades Pre K-6 and one teacher grades 7-12 may be on leave during the same year. If more than one request is received from the Elementary or Secondary, the administration shall decide based on factors including the date of application, the reason for requesting leave, the subsequent value to the school district, and seniority;
- requests for the one-year leave of absence 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 by the teacher in advance. 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 March 1. If no such notice is received by March 1, the teacher is considered to have resigned. The school 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.

Date of Adoption: August 2023

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: August 2023

Personnel - Certificated EmployeesStandards 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: August 2023

RESOLUTION

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

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

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

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

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

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

The above Resolution, having been read in its entirety, member _____ moved for its passage and adoption, member _____ seconded the same. After discussion and on roll call vote, the following members voted in favor of passage and adoption of the above Resolution: _____.
The following members voted against the same: _____.
The following members were absent or not voting: _____. The Resolution having been consented to and approved by a majority of the members of the School Board, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this

SYRACUSE DUNBAR AVOCA PUBLIC SCHOOLS

Attest: _____
Secretary

By: _____
President

Appendix “1” to Option Enrollment Policy

The following is Appendix “1” to Policy 5006 for the 2026-2027 school year. The Board of Education hereby sets forth the maximum number of option students for the current school year in any program, class, grade level or school building or in any special education programs operated by this school district, based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this school district will contract based on existing contractual arrangements, and availability of appropriate special education programs. Any program, class, grade level, or school building which has “0” as the No. of Option Students is hereby declared unavailable to option students due to lack of capacity.

PROGRAM	PROGRAM CAPACITY	PROJECTED ENROLLMENT	NO. OF OPTION STUDENTS
Kindergarten	60	52	8
First	60	50	10
Second	60	47	13
Third	60	66	0
Building Capacity, Elementary	240	215	25
Fourth	60	62	0
Fifth	60	66	0
Sixth	60	51	9
Seventh	60	54	6
Eighth	60	65	0
Building Capacity, Middle School Attendance Center	300	298	15
Ninth	70	64	6
Tenth	70	52	18
Eleventh	70	70	0
Twelfth	70	55	15
Building Capacity, Sr. High School Attendance Center	280	241	39

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

Date of Adoption: August 2023

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Syracuse-Dunbar-Avooca Public Schools (66-0027) in Otoe County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 15th day of September, 2025 at 7:10 o'clock, PM, at Syracuse Elementary Board Room for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours. For more information on statewide receipts and expenditures, and to compare cost per pupil and performance to other school districts, go to: <https://nep.education.ne.gov>

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2023-2024 (1)	2024-2025 (2)	2025-2026 (3)			
General	\$ 10,981,811.00	\$ 12,268,075.00	\$ 14,536,998.00	\$ 3,240,613.00	\$ 9,960,025.00	\$ 7,896,551.00
Depreciation	\$ 160,699.00	\$ 80,525.00	\$ 1,078,192.00		\$ 1,078,192.00	
Employee Benefit	\$ -	\$ -	\$ 12,402.00	\$ -	\$ 12,402.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 395,045.00	\$ 364,482.00	\$ 450,000.00	\$ -	\$ 450,000.00	
School Nutrition	\$ 456,532.00	\$ 533,433.00	\$ 669,998.00	\$ -	\$ 669,998.00	
Bond	\$ 684,779.00	\$ 685,000.00	\$ 1,661,018.00	\$ -	\$ 961,018.00	\$ 707,071.00
Special Building	\$ -	\$ 370,967.00	\$ 2,745,994.00		\$ 1,956,362.00	\$ 797,608.00
Qualified Capital Purpose Undertaking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cooperative	\$ -	\$ -	\$ -	\$ -	\$ -	
Student Fee	\$ 6,660.00	\$ -	\$ 9,440.00	\$ -	\$ 9,440.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 12,685,526.00	\$ 14,302,482.00	\$ 21,164,042.00	\$ 3,240,613.00	\$ 15,097,437.00	\$ 9,401,230.00

	Bond Purposes	Non-Bond Purposes	Total
Breakdown of Property Tax	\$ 707,071.00	\$ 8,694,159.00	\$ 9,401,230.00

Notice of Special Hearing To Set Final Tax Request

Syracuse-Dunbar-Avooca Public Schools (66-0027) in Otoe County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1632, that the governing body will meet on the 15th day of, September 2025 at immediately following Budget Hearing o'clock , at Syracuse Elementary Board Room for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2024-2025	2025-2026	Change
Property Valuations	1,101,732,093	1,252,696,506	14%

2024-2025 Budget Information

2025-2026 Budget Information

Fund	2024-2025 Operating Budget	2024-2025 Property Tax Request	2024 Tax Rate	Property Tax Rate (2023-2024 Request Divided By 2024 Valuation)	2025-2026 Operating Budget	2025-2026 Proposed Property Tax Request	Proposed 2025 Tax Rate	Chang e in Tax Rate	Change in Operating Budget
General Fund	14,012,327.00	7,977,360.00	0.724074	0.636815	14,536,998.00	7,896,551.00	0.630364	-13%	4%
Bond Fund(s) K - 12	1,623,207.00	707,071.00	0.064178	0.056444	1,661,018.00	707,071.00	0.056444	-12%	2%
Special Building Fund	1,844,815.00	468,687.00	0.042541	0.037414	2,745,994.00	797,608.00	0.063671	50%	49%
Total	17,480,349.00	9,153,118.00	0.830793	0.730673	18,944,010.00	9,401,230.00	0.750479	-10%	8%

RESOLUTION SETTING THE PROPERTY TAX REQUEST

RESOLUTION NO. _____

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

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

NOW, THEREFORE, the Governing Body of Syracuse-Dunbar-Avoca Public Schools resolves that:

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

General Fund:	\$	7,896,551.00
Bond Fund:	\$	707,071.00
Special Building Fund:	\$	797,608.00
Qualified Capital Purpose	\$	-
Undertaking Fund:		

2. The total assessed value of property differs from last year’s total assessed value by 13.7 percent.

3. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be 0.730673 per \$100 of assessed value.

4. Syracuse-Dunbar-Avoca Public Schools proposes to adopt a property tax request that will cause its tax rate to be 0.750479 per \$100 of assessed value.

5. Based on the proposed property tax request and changes in other revenue, the total operating budget of Syracuse-Dunbar-Avoca Public Schools will increase (decrease) last year’s budget by 6.58 percent.

6. A copy of this resolution be certified and forwarded to the County Clerk on or before October 15, 2025.

Motion by Wilhelm, seconded by Stark to adopt Resolution # _____.

Voting yes were:

Voting no were:

Stark

Kreifels

Wemhoff

Zastera

Janssen

Wilhelm

Dated this 15th day of September, 2025