

BOARD OF EDUCATIONAL SERVICE UNIT NO. 13 (ESU 13)

Our Mission

Serve, support, and empower

Our Vision and Beliefs

Achieving educational excellence for all learners through strong partnerships,
service, and leadership by...

Collaborating with schools, families, and communities

Serving with equity, efficiency, and integrity

Communicating effectively

Leading with innovation

Agenda

Monday, November 17, 2025

Location - ESU 13 Main Office, 4215 Avenue I, Scottsbluff, NE 69361

Dinner - 6:30 PM

Regular Meeting - 7:00 PM

{{Name: Agenda Item Name}}

A. Call to Order

1. Meeting is governed by the Nebraska Open Meetings Act as posted.
2. The ESU 13 Board reserves the right to rearrange the order of the agenda.
3. The ESU 13 Board reserves the right to convene an executive session in accordance with § 84-1410.

B. Excuse Absent Board Member(s)

C. Approval of Agenda

1. Consent Action Items
 - a. Minutes of meeting (October regular meeting)
 - b. Treasurer's Report
 - c. Fund Balance
 - d. Budget Report

e. Claims for Disbursement

D. Calendar

- **November 19-21, 2025 - State Education Conference, CHI Health Center - Omaha (Jones, Plog, Winchester)**
- **November 26-28, 2025 - Thanksgiving Break, Offices Closed**
- **December 3-5, 2025 - AESA Annual Conference - Colorado Springs (Coon, Kinsey, Marsh, Plog, Richards, Sinner)**
- **December 12, 2025 - Meridian Christmas Concert**
- **December 16, 2025 - Regular Board Meeting**
- **December 17, 2025 - VALTS Graduation - HARMS Center-11:45 AM**
- **December 22, 2025 - January 2, 2026 - Winter Break**

E.

F. Public Forum:

Time limit for each person is three (3) minutes; no response or action taken by the Board.

G. Reports

1. Head Start Director's Report, Policy Council, and Financial Reports
2. Head Start Annual Governance Training
3. Federal Program Desk Audit
Last week, we had our exit meeting with the NDE Office of Budget & Grants Management.
4. Administrator's Report
5. Board Committee Reports
6. Board Member Comments

H. Business

1. NASB Delegate Assembly
The NASB Delegate Assembly will be held on November 21, 2025, at 8:00 AM (CST) at the NASB State Education Conference. One representative is needed for ESU 13. Board members attending the State Education Conference are Jones, Plog, and Winchester.
2. CliftonStrengths
At the October Board meeting, members discussed participating in the CliftonStrengths assessment. NASB is able to facilitate this training at a cost of \$1,000, plus an additional assessment fee of \$25 per participating Board member.
3. Proposed Amendment to Article 4, Section 12A (Substitute Teachers - Rate of Pay (First Reading)
The Administrator requests an amendment to Board Policy Article 4, Section 12A regarding substitute teachers' rate of pay. A comparison of rates can be seen in the attachment. The Personnel Committee met prior to this meeting.

I. Adjournment

Nebraska Open Meetings Act

84-1407. Act, how cited. Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

84-1408. Declaration of intent; meetings open to public. It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret.

Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

84-1409. Terms, defined. For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

- Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;
- Discussion regarding deployment of security personnel or devices;
- Investigative proceedings regarding allegations of criminal misconduct;
- Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;
- For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or
- For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.

(1)(a) Except as provided in subsection (9) of this section, each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committees, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper.

(ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper;

(B)(I) Posting to the newspaper's website, if available, and (II) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be

finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or (C) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (1)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) request the newspaper submit a post on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting pursuant to subdivision (1)(b)(iv)(A) and (C) of this section and a written record of the request to the newspaper pursuant to subdivision (1)(b)(iv)(B) of this section. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(c) In addition to a method of notice required by subdivision (1)(b)(i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met:

- A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;
- An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;
- The governing body of a public power district having a chartered territory of more than one county in this state;
- The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;
- An educational service unit;
- The Educational Service Unit Coordinating Council;
- An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;
- A community college board of governors;
- The Nebraska Brand Committee;
- A local public health department;
- A metropolitan utilities district;
- A regional metropolitan transit authority; and
- A natural resources district.

(b) The requirements for holding a meeting by means of virtual conferencing are as follows:

(i) Reasonable advance publicized notice is given as provided in subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

(iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (a) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (b) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, or (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, such organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing.

(3) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(4) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(5) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(6) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing.

(7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings.

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section 84-1413.

(8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(a) of this section may hold a meeting by virtual conferencing if:

- The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;
- No action is taken by the public body at the virtual meeting; and
- The public body complies with subdivisions (2)(b)(i) and (ii) of this section.

84-1412. Meetings of public body; rights of public; public body; powers and duties.

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

- A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;
- All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;
- Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;
- No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;
- Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and
- The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting.

(8) Public bodies shall make available at the meeting or the in-state location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

84-1413. Meetings; minutes; roll call vote; secret ballot; when; agenda and minutes; required on website; when.

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written or kept as an electronic record and shall be available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Revised 06/2025

OFFICIAL MINUTES, BOARD OF EDUCATIONAL SERVICE UNIT NO. 13

Tuesday, October 21, 2025

The regular meeting of the Board of Educational Service Unit No. 13 (ESU 13) was called to order by President Mark Sinner on Tuesday, October 21, 2025 at 7:00 PM at the ESU 13 Main Office, 4215 Avenue I, Scottsbluff, NE 69361. The meeting notice was published in the Star-Herald on Tuesday, October 14, 2025.

Present: Diane Coon, Stephen Diemoz, Patricia Jones, Ronda Kinsey, Kim Marx, Tom Millette, Eric Packer, Mrs Mandy Plog, Ray Richards, Mark Sinner, Dr. Caroline Winchester, **Absent:** Scott Marsh.

President Sinner referenced the Nebraska Open Meetings Act as posted and noted that the Board reserves the right to rearrange the order of the agenda and to convene an executive session in accordance with § 84-1410.

Moved by Millette, seconded by Marx that absent Board member Scott Marsh be excused. Coon: Aye, Diemoz: Aye, Jones: Aye, Kinsey: Aye, Marsh: Absent, Marx: Aye, Millette: Aye, Packer: Aye, Plog: Aye, Richards: Aye, Sinner: Aye, Winchester: Aye. Motion passed.

Moved by Coon, seconded by Richards that the agenda be approved as listed. Coon: Aye, Diemoz: Aye, Jones: Aye, Kinsey: Aye, Marsh: Absent, Marx: Aye, Millette: Aye, Packer: Aye, Plog: Aye, Richards: Aye, Sinner: Aye, Winchester: Aye. Motion passed.

Moved by Kinsey, seconded by Plog that consent action items be approved as listed (minutes of Budget Hearing, minutes of Tax Request Hearing, minutes of September Regular Meeting, Treasurer's Report, Fund Balance Report, Budget Report, and Claims for Disbursement) with the exception of the TNTP Contract. Coon: Aye, Diemoz: Aye, Jones: Aye, Kinsey: Aye, Marsh: Absent, Marx: Aye, Millette: Aye, Packer: Aye, Plog: Aye, Richards: Aye, Sinner: Aye, Winchester: Aye. Motion passed. Moved by Winchester, seconded by Marx that the TNTP contract be approved. Coon: Aye, Diemoz: Aye, Jones: Aye, Kinsey: Aye, Marsh: Absent, Marx: Aye, Millette: Aye, Packer: Aye, Plog: Aye, Richards: Aye, Sinner: Aye, Winchester: Aye. Motion passed.

October 21, 2025 Approved Claims	
Salaries, Benefits,	\$1,033,840.90
Prof. & Tech. Services; Mileage	\$ 157,446.85
Leases, Utilities & Maintenance	\$ 22,943.50
Copies, Postage, Telephone & Travel	\$ 58,696.93
Supplies, Materials, Software & other Util.	\$ 103,051.62
Bldg. Improvements, Furn., Equipment, Hardware, Vehicle Acquisition	\$ 25,408.00
Dues, Fees & Ind. Costs	\$ 8,156.82
Total	\$1,409,544.62

Calendar:

- October 24, 2025 - Fall Break, Offices Closed
- October 29, 2025 - ESU 13 Administrative Advisory Council - Scottsbluff Public Schools Education Center - 10:00 AM
- November 17, 2025 - Regular Board Meeting (Note: This is a Monday meeting)
- November 19-21, 2025 - State Education Conference, CHI Health Center - Omaha (Jones, Plog, Winchester)
- November 26-28, 2025 - Thanksgiving Break, Offices Closed

- December 3-5, 2025 - AESA Annual Conference - Colorado Springs (Coon, Kinsey, Marsh, Plog, Richards, Sinner)

No Public Forum.

Reports:

Head Start Director's Report, Policy Council Minutes, and Financial Reports: Krystie Hohnstein, Head Start Director, informed the Board that despite the current federal government shutdown, Head Start services will continue uninterrupted. She reported that funding is secured through March 31, 2026. Additionally, a letter has been sent to all Head Start parents to communicate this information.

Administrator's Report:

- An update was given on the status and implications of the Head Start Rule 11 waiver.
- The Board was informed of the recent onsite safety visit conducted by ALICAP.
- Planning continues for the Meridian addition project in collaboration with JEO Consultants.
- Dr. Barrett presented the ESUCC Sales & Savings Reports for the 2024-25 period.
- Current state and federal legislative developments relevant to ESU 13 were reviewed.

Board Committee Reports: none.

Board Member Comments: Diane Coon commended all those involved in organizing the ESU 13 Inservice held on October 17th. She shared her positive experience attending the breakout session on Strengths and suggested that the Board consider participating in the CliftonStrengths assessment tool. Dr. Barrett will contact NASB to explore the possibility of arranging a group session for the Board.

Business:

Moved by Jones, seconded by Coon that the Board approve the ESU 13 Emergency Operations Plan. Coon: Aye, Diemoz: Aye, Jones: Aye, Kinsey: Aye, Marsh: Absent, Marx: Aye, Millette: Aye, Packer: Aye, Plog: Aye, Richards: Aye, Sinner: Aye, Winchester: Aye. Motion passed.

President Sinner declared the meeting adjourned at 7:27 PM. The next regular meeting of the ESU 13 Board of Education will be held on Monday, November 17, 2025, at 7:00 PM at the ESU 13 Main Office, 4215 Avenue I, Scottsbluff, NE 69361.

President

Secretary

CHECK REGISTER OCTOBER 2025

Check #	Check Date	Entity Name	Amount
24249	10/02/2025	ADRIAN LOZOYA- SEPT EXPENSE, ACH RETURNED. CHECK ISSUED FOR \$135.00	\$0.00
24250	10/03/2025	ALLO COMMUNICATIONS	\$1,632.11
24251	10/03/2025	ALLO COMMUNICATIONS	\$550.44
24252	10/03/2025	CITY OF SCOTTSBLUFF	\$222.96
24253	10/03/2025	ED SERVICE UNIT NO 13	\$1,033,840.90
24254	10/03/2025	NEBRASKA PUBLIC POWER DISTRICT	\$1,361.85
24255	10/03/2025	VERIZON WIRELESS	\$410.64
24256	10/09/2025	VISA	\$5,422.99
24257	10/13/2025	ALLO COMMUNICATIONS	\$867.12
24258	10/13/2025	CHARTER COMMUNICATIONS	\$2,104.17
24259	10/13/2025	CITY OF SCOTTSBLUFF	\$1,126.08
24260	10/13/2025	CITY OF SIDNEY	\$2,691.44
24261	10/13/2025	NPPD	\$3,140.37
24262	10/13/2025	VERIZON WIRELESS	\$910.52
24263	10/13/2025	VERIZON WIRELESS	\$164.85
24264	10/21/2025	VOID	\$0.00
24265	10/21/2025	VOID	\$0.00
24266	10/21/2025	VOID	\$0.00
24267	10/21/2025	ALPHA CARD SYSTEMS LLC	\$461.93
24268	10/21/2025	APPLE INC	\$1,407.00
24269	10/21/2025	AUTOZONE, INC	\$454.97
24270	10/21/2025	BAYARD PUBLIC SCHOOLS	\$3,039.00
24271	10/21/2025	BENZEL PEST CONTROL	\$80.00
24272	10/21/2025	BENZEL PEST CONTROL	\$104.50
24273	10/21/2025	BOX BUTTE GENERAL HOSPITAL	\$120.00
24274	10/21/2025	BRIDGEPORT PUBLIC SCHOOLS	\$777.00
24275	10/21/2025	BURGER WERX	\$127.70
24276	10/21/2025	CASH-WA DISTRIBUTING	\$10,479.49
24277	10/21/2025	CENTURYLINK COMMUNICATIONS	\$262.03
24278	10/21/2025	CHRISTINE RIPPE	\$30.00
24279	10/21/2025	CITY OF GERING LANDFILL	\$10.62
24280	10/21/2025	CITY OF SCOTTSBLUFF	\$635.08
24281	10/21/2025	COLUMN SOFTWARE, PBC (STAR-HERALD NOTICES)	\$10.36
24282	10/21/2025	COMFORT INN - KEARNEY	\$330.00
24283	10/21/2025	COMPLETE CARE FAMILY PRACTICE, LLC	\$202.00
24284	10/21/2025	CREEK VALLEY PUBLIC SCHOOLS	\$10,763.50
24285	10/21/2025	CROWNE PLAZA - KEARNEY	\$611.80
24286	10/21/2025	CULLIGAN	\$64.10
24287	10/21/2025	CULLIGAN OF SCOTTSBLUFF	\$17.00
24288	10/21/2025	DENNIS SUPPLY CO	\$161.52
24289	10/21/2025	ED SERVICE UNIT NO 10	\$4,040.00
24290	10/21/2025	ED SERVICE UNIT NO 6	\$45.00
24291	10/21/2025	EMBASSY SUITES-LINCOLN	\$149.00
24292	10/21/2025	ESU COORDINATE COUNCIL	\$17,966.30
24293	10/21/2025	FASTENAL COMPANY	\$51.06
24294	10/21/2025	FINNEYS INC	\$18.99
24295	10/21/2025	FRENCHMAN VALLEY COOP	\$820.33
24296	10/21/2025	NANCY GARNER	\$145.60
24297	10/21/2025	GERING PUBLIC SCHOOLS	\$11,340.00
24298	10/21/2025	GRADUATE - LINCOLN	\$595.00
24299	10/21/2025	HAMPTON INN - KEARNEY	\$3,265.90
24300	10/21/2025	HAMPTON INN & SUITES	\$110.00
24301	10/21/2025	HEARTLAND CENTER FOR LEADERSHIP DEV. INC.	\$27,000.00
24302	10/21/2025	HOLIDAY INN EXPRESS & SUITES CHADRON	\$670.00
24303	10/21/2025	HOLIDAY INN EXPRESS & SUITES SCOTTSBLUFF	\$440.00

24304	10/21/2025	HOLIDAY INN EXPRESS - ALLIANCE	\$1,210.00
24305	10/21/2025	HOLIDAY INN EXPRESS - KEARNEY	\$135.00
24306	10/21/2025	HOME DEPOT CREDIT SERVICES	\$347.88
24307	10/21/2025	HULLINGER GLASS AND LOCKS	\$8.75
24308	10/21/2025	INNOVATIVE OFFICE SOLUTIONS, LLC	\$5.88
24309	10/21/2025	JESSIE JAMES	\$737.50
24310	10/21/2025	JEO CONSULTING GROUP, INC.	\$800.00
24311	10/21/2025	KSB SCHOOL LAW, PC LLO	\$4,000.00
24312	10/21/2025	LEADERSHIP SCOTTS BLUFF, INC.	\$600.00
24313	10/21/2025	LEYTON PUBLIC SCHOOLS	\$1,036.00
24314	10/21/2025	LIFE FIRST LEARNING LLC	\$1,120.00
24315	10/21/2025	DEBRA MASON	\$804.60
24316	10/21/2025	MENARDS	\$239.31
24317	10/21/2025	MIDWEST AUTO SUPPLY, INC	\$225.00
24318	10/21/2025	MINATARE PUBLIC SCHOOLS	\$2,590.00
24319	10/21/2025	MITCHELL PUBLIC SCHOOLS	\$4,001.76
24320	10/21/2025	MORRILL PUBLIC SCHOOLS	\$3,472.00
24321	10/21/2025	MOUNTAIN VISION PIZZA DBA DOMINO'S	\$107.50
24322	10/21/2025	NCS PEARSON, INC.	\$4,259.30
24323	10/21/2025	NCSA	\$625.00
24324	10/21/2025	NEBRASKA HEAD START ASSOCIATION	\$3,000.00
24325	10/21/2025	NEBRASKA RURAL RADIO ASSOCIATION	\$175.00
24326	10/21/2025	NEBRASKA SAFETY CENTER	\$665.00
24327	10/21/2025	NEBRASKA SCHOOL PUBLIC RELATIONS ASSOC.	\$35.00
24328	10/21/2025	NKC TIRE GROUP (NEBRASKALAND TIRE)	\$32.10
24329	10/21/2025	SARAH OCHOA	\$605.50
24330	10/21/2025	O'REILLY AUTOMOTIVE	\$54.00
24331	10/21/2025	OUTPATIENT RADIOLOGY LLC	\$163.38
24332	10/21/2025	PANHANDLE AUTOMOTIVE GROUP LLC	\$611.96
24333	10/21/2025	PANHANDLE PARTNERHIP, INC.	\$1,600.00
24334	10/21/2025	PEPSI COLA OF WESTERN NEBRASKA	\$144.48
24335	10/21/2025	PLATTE VALLEY CREAMERY	\$1,143.53
24336	10/21/2025	PRINT EXPRESS OF SCOTTSBLUFF	\$45.99
24337	10/21/2025	QUICK CARE MEDICAL SERVICES, INC.	\$125.00
24338	10/21/2025	RAPID FIRE PROTECTION INC	\$483.50
24339	10/21/2025	RED RIVER PRESS, INC.	\$250.00
24340	10/21/2025	SAUDER'S AUTOMOTIVED	\$104.79
24341	10/21/2025	KAYCEE SCHMIDT	\$61.74
24342	10/21/2025	SCOTTSBLUFF FAMILY YMCA	\$555.00
24343	10/21/2025	SCOTTSBLUFF PUBLIC SCHOOLS	\$20,075.00
24344	10/21/2025	SCOTTSBLUFF PUBLIC SCHOOLS	\$2,207.25
24345	10/21/2025	SONNY'S SUPER FOODS/BRIDGEPORT	\$2,130.84
24346	10/21/2025	JENISE STAMAN	\$200.00
24347	10/21/2025	STAPLES ADVANTAGE	\$1,011.00
24348	10/21/2025	STRATEGIC ED RESEARCH PARTNERSHIP SERP	\$1,961.94
24349	10/21/2025	SYCAMORE LEAF SOLUTIONS	\$1,995.00
24350	10/21/2025	TEAM CHEVROLET	\$645.10
24351	10/21/2025	EMILY THOMAS	\$170.80
24352	10/21/2025	PAULA THOMPSON	\$1,500.00
24353	10/21/2025	VOID TWIN CITY AUTO, INC.10/31/25 FOR \$137.04	\$0.00
24354	10/21/2025	THE UNIVERSITY OF NEBRASKA - LINCOLN	\$3,042.00
24355	10/21/2025	WASH-IT LLC DBA HI PERFORMANCE CAR WASH	\$148.15
24356	10/21/2025	WASTE CONNECTIONS OF NEBRASKA, INC.	\$24.94
24357	10/21/2025	WESTERN COOPERATIVE COMPANY	\$104.62
24358	10/21/2025	WESTERN NEBRASKA ADMINISTRATORS	\$150.00
24359	10/21/2025	WNCC	\$26,538.00
24360	10/21/2025	WNCC 7	\$1,164.50
24361	10/21/2025	WNCC, TREASURER	\$3,365.00

24362	10/21/2025	ACR PROPERTIES, LLC	\$520.00
24363	10/21/2025	AESA	\$890.00
24364	10/21/2025	AHLERS BAKING, INC	\$65.98
24365	10/21/2025	ESU COORDINATE COUNCIL	\$540.00
24366	10/21/2025	MENARDS	\$827.58
24367	10/21/2025	NATIONAL ART & SCHOOL SUPPLIES INC.	\$761.04
24368	10/21/2025	SCOTTSBLUFF PUBLIC SCHOOLS	\$27,786.00
24369	10/28/2025	VISA	\$20,578.79
24370	10/31/2025	ALLO COMMUNICATIONS	\$550.79
24371	10/31/2025	BLACK HILLS ENERGY	\$435.26
24372	10/31/2025	CITY OF BRIDGEPORT	\$415.51
24373	10/31/2025	NEBRASKA PUBLIC POWER DISTRICT	\$1,064.67
DIRECT DEPOSIT			
2284	10/03/2025	CENTURYLINK	\$739.43
2285	10/03/2025	GREAT PLAINS COMMUNICATIONS	\$1,301.82
2286	10/21/2025	CRISIS PREVENTION INSTITUTE, INC.	\$2,349.00
2287	10/21/2025	LORI KOUBA	\$120.00
2288	10/21/2025	SNELL SERVICES	\$1,708.49
2289	10/21/2025	BROCK MANLEY	\$225.00
2290	10/21/2025	DEIRDRE AMUNDSEN	\$50.00
2291	10/21/2025	AMANDA ANDERSON	\$1,129.80
2292	10/21/2025	ANITA'S GREENSCAPING, INC	\$555.00
2293	10/21/2025	LAURA BARRETT	\$100.00
2294	10/21/2025	TAYLOR BEN	\$36.26
2295	10/21/2025	PAMELA BREZENSKI	\$112.56
2296	10/21/2025	JESSICA BRODERICK	\$50.00
2297	10/21/2025	CAPITAL BUSINESS	\$2,889.97
2298	10/21/2025	CAPITAL BUSINESS SYSTEMS	\$1,906.66
2299	10/21/2025	CARPENTER CENTER	\$5,200.00
2300	10/21/2025	CHUCK ELLEY PRESENTATIONS	\$800.00
2301	10/21/2025	COMMUNITY CHRISTIAN SCHOOL	\$120.00
2302	10/21/2025	JADEN CRISWELL	\$287.00
2303	10/21/2025	DAS STATE ACCOUNTING	\$1,778.61
2304	10/21/2025	DOUGLAS, KELLY, OSTDIEK & OSSIAN, P.C.	\$223.25
2305	10/21/2025	FBG SERVICE CORPORATION	\$2,316.00
2306	10/21/2025	TESSA FRAASS	\$906.64
2307	10/21/2025	MEGGIN FUNK	\$404.60
2308	10/21/2025	AMY GARZA	\$237.88
2309	10/21/2025	ANNA GAMBOA	\$4,622.00
2310	10/21/2025	HOBBY LOBBY	\$52.13
2311	10/21/2025	KRYSTIE HOHNSTEIN	\$50.00
2312	10/21/2025	ROXANE HUMPHREY	\$45.71
2313	10/21/2025	IDEAL LINEN SUPPLY	\$85.15
2314	10/21/2025	IDEAL LINEN/BLUFFS	\$832.85
2315	10/21/2025	IDEAL LINEN/BLUFFS	\$1,495.99
2316	10/21/2025	INFOBASE HOLDINGS, INC.	\$1,240.56
2317	10/21/2025	LYNNDEE JACOBSON	\$159.32
2318	10/21/2025	DENITA JULIUS	\$443.80
2319	10/21/2025	MEGAN LANTIS	\$355.04
2320	10/21/2025	LEGACY COOPERATIVE	\$2,362.30
2321	10/21/2025	KATHY WEBER	\$60.00
2322	10/21/2025	JENNIFER LOPEZ	\$499.80
2323	10/21/2025	LR4, LLC	\$600.00
2324	10/21/2025	RENEE MILLER	\$136.50
2325	10/21/2025	BOBBIE MOSEMAN	\$973.70
2326	10/21/2025	NICOLE MURPHY	\$400.68
2327	10/21/2025	ONE SOURCE 8	\$244.00
2328	10/21/2025	POWERSCHOOL GROUP, LLC	\$9,249.62

2329	10/21/2025	LEAH REED	\$546.00
2330	10/21/2025	SAMANTHA RUST	\$1,160.90
2331	10/21/2025	JAMIE SATO	\$11.90
2332	10/21/2025	BETTY SCHUBAUER	\$754.67
2333	10/21/2025	RUSSELL SMITH	\$2,250.00
2334	10/21/2025	STERLING COMPUTERS CORPORATION	\$3,089.03
2335	10/21/2025	DAWN TERRELL	\$244.16
2336	10/21/2025	KALYN TISUE	\$182.00
2337	10/21/2025	ALLISON TRAMP	\$935.20
2338	10/21/2025	TWO SMOKIN GRILLS	\$864.00
2339	10/21/2025	ANGELA LUPPEN	\$90.00
2340	10/21/2025	LEGACY COOPERATIVE	\$3,803.15
2341	10/21/2025	MICHELLE WEIMER	\$5,617.31
TOTAL			\$1,377,309.87

TREASURER'S REPORT

October 2025

GENERAL FUND: Platte Valley Bank		
Balance - Balance September 30, 2025	\$604,706.43	
Revenue - October	\$1,393,258.94	
Checks/ACH Payments - October (includes HS Sept. Indirect Costs)	\$1,478,314.41	
HS Rent: (\$2,835.00); Indirect Costs: \$3,382.95; HS Indirect Costs: \$101,004.54; In-house registrations: \$175.00; Interest (NLAF): \$1,457.01	\$98,824.58	
Voided ACH pmt to Great Plains Communication in the amount of \$3,537.49 dated 9/2/25	\$3,537.49	
BALANCE GENERAL FUND - October 31, 2025		\$622,013.03
PETTY CASH FUND (Scottsbluff site): Riverstone Bank		
Cash on hand - September 30, 2025	\$500.00	
Cash received - October	<u>\$0.00</u>	
Cash available - October	\$500.00	
Cash paid out - October	<u>\$25.00</u>	
Cash on hand - October 31, 2025	\$475.00	
TOTAL ACCOUNTED FOR IN PETTY CASH (Scottsbluff site)	\$500.00	
PETTY CASH FUND (Sidney site): Security First Bank		
Cash on Hand - September 30, 2025	\$300.00	
Cash received - October	<u>\$0.00</u>	
Cash available - October	\$300.00	
Cash paid out - October	<u>\$0.00</u>	
Cash on hand - October 31, 2025	\$300.00	
TOTAL ACCOUNTED FOR IN PETTY CASH (Sidney site)	\$300.00	
GENERAL FUND INVESTMENTS		
First National Bank (FNBO) (Scottsbluff)		
Money Market Checking #...1011	\$343,371.13	
Nebraska Liquid Asset Fund (NLAF):		
CD-West Pointe Bank, Oshkosh, WI	\$231,000.00	
CD-First Bank of Ohio, Tiffin, OH	\$232,000.00	
CD-First Security Bank and Trust Co., Oklahoma City, OK	\$239,000.00	
CD-First State Bank of Dequeen, Dequeen, AR	\$239,000.00	
CD-Bank of China, New York, NY	\$241,000.00	
CD-Gbank, Las Vegas, NV	\$242,000.00	
CD-Flagstar Bank, Fsb, Troy, MI	\$234,000.00	
CD-Mission National Bank, San Francisco, CA	\$239,000.00	
CD-First Capital Bank, Charleston, SC	\$226,000.00	
CD-Cornerstone Bank, Nebraska, York, NE	\$234,000.00	
CD-Solera National Bank, Lakewood, CO	\$239,000.00	
CD-Royal Business Bank, Los Angeles, CA	\$239,000.00	
CD-First Priority Bank, Pryor, OK	\$230,000.00	
CD-Farmers & Merchants Union Bank, Columbus, WI	\$234,000.00	
CD-Financial Federal Savings Bank, Memphis, TN	\$235,000.00	
CD-American Commercial Bank & Trust, Ottawa, IL	\$200,000.00	

CD-Nano Banc, Irvine, CA	\$230,000.00	
NLAF General Fund	\$444,733.49	
Security First Bank (Sidney): CD# 10050664	\$173,785.58	
BALANCE GENERAL FUND INVESTMENTS - October 31, 2025		\$4,925,890.20
COUNTY FUNDS - October 31, 2025 (Figures not yet available)		\$0.00
TOTAL FUNDS AVAILABLE GENERAL FUND - October 31, 2025		\$5,547,903.23
PAYROLL CHECKING: Platte Valley Bank		
Balance - September 30, 2025	\$7,283.61	
Deposits (includes Interest) - October	\$1,033,897.87	
Expense - (Includes transfer of Interest to General Fund) - October	\$1,033,897.87	
BALANCE PAYROLL CHECKING - October 31, 2025		\$7,283.61
SECTION 125 FUND		
Balance - September 30, 2025	\$3,101.87	
Deposits - October	\$3,797.52	
Payments - October	<u>\$5,128.75</u>	
BALANCE SECTION 125 FUND, First National Bank of Omaha	\$1,770.64	
Balance at BanCorp for Benecards	\$1,476.15	
TOTAL BALANCE OF FUNDS FOR SECTION 125 - October 31, 2025	\$3,246.79	
TOTAL FUNDS AVAILABLE PAYROLL FUND - October 31, 2025		\$7,283.61
REVENUE SOURCES	THIS MONTH	YEAR TO DATE
Property Taxes	\$143,806.03	\$643,997.54
School Contacts	\$355,637.64	\$394,739.96
Professional Learning	\$2,434.49	\$14,220.54
Production	\$2.50	\$6.61
State/Federal Sources	\$574,237.47	\$938,855.56
Interest on Investments	\$2,150.70	\$15,586.52
Core Services/Technology Infrastructure	\$173,795.50	\$173,795.50
Insurance Adjustments/Other Non-Revenue Receipts	\$141,194.61	\$381,465.94
TOTAL	\$1,393,258.94	\$2,562,668.17

FUND BALANCE: October 31, 2025	
Board Meeting: November 17, 2025	
	GENERAL FUND
Total Fund Balance, 9/1/2025	\$6,005,361.62
Revenue YTD (includes HS Indirects Cost)	\$2,562,668.17
County Treasurers' Balances	\$0.00
Available Funds	\$8,568,029.79
Expenses YTD include Oct. adjustments: HS Rent (\$2,835.00); Indirect Costs: \$3,382.95; HS Indirect Costs (Sept): \$101,004.54; in-house registrations: \$175.00; voided ACH: \$3,537.49 to Great Plains Communications	\$3,020,126.56
TOTAL FUND BALANCE October 31, 2025	\$5,547,903.23
General Fund Checking	\$622,013.03
County Treasurers' Balances	\$0.00
Money Market Checking (FNBO)	\$343,371.13
Certificates of Deposit	\$4,582,519.07
TOTAL FUND BALANCE October 31, 2025	\$5,547,903.23

Board of Education Summary

October 2025

Function #	Sub Account	Program	Adopted Budget	Expended During October 2025	YTD Total for 2025-2026
1100	1100	VALTS	293,043	28,055.34	53,215.21
1100	1110	NEVA - NE ED VIRTUAL ACADEMY	183,218	14,962.48	30,305.04
1190	3544	SIXPENCE CCP GERING JULY-AUG 2026	66,409	0.00	0.00
1190	3545	SIXPENCE CCP GERING SEPT. 2025-JUNE 2026	332,050	28,432.77	58,469.37
1200	1212	TRANSITION PROGRAM	69,675	5,310.51	11,779.72
1200	1217	EARLY CHILDHOOD EDUCATOR SCHOOL AGE	213,196	(0.75)	0.00
1296	1217	EARLY CHILDHOOD EDUCATOR BELOW AGE 5		17,644.37	35,578.97
1200	1232	MERIDIAN	1,231,027	85,540.59	183,169.89
1200	1234	LIFELINK	286,743	23,201.45	48,047.63
1200	3402	PANHANDLE BEGINNINGS	678,820	52,497.83	105,044.41
2120	1241	SUPERVISION PROGRAM	298,839	25,640.62	50,036.38
2120	2160	IOP	4,723	1,510.29	1,776.27
2141	2140	PSYCHOLOGICAL SERVICES SCHOOL AGE	1,010,454	86,241.75	167,730.15
2146	2140	PSYCHOLOGICAL SERVICES BELOW AGE 5	49,237	4,085.90	7,828.02
2151	1216	SPEECH/LANGUAGE PROGRAM SCHOOL AGE	636,818	47,820.50	97,791.46
2156	1216	SPEECH/LANGUAGE PROGRAM BELOW AGE 5	258,086	19,054.19	39,120.67
2151	1218	DEAF EDUCATION SCHOOL AGE	146,825	10,787.72	22,728.65
2156	1218	DEAF EDUCATION BELOW AGE 5	49,736	3,659.69	7,658.74
2161	1214	OCCUPATIONAL THERAPY SCHOOL AGE	208,099	16,774.58	34,458.54
2166	1214	OCCUPATIONAL THERAPY BELOW AGE 5	12,900	883.96	1,770.86
2171	1215	PHYSICAL THERAPY SCHOOL AGE	49,000	2,478.54	2,478.54
2176	1215	PHYSICAL THERAPY BELOW AGE 5	11,000	3,138.77	3,138.77
2181	1211	VISUALLY IMPAIRED SCHOOL AGE	135,175	16,296.27	24,493.75
2186	1211	VISUALLY IMPAIRED BELOW AGE 5	29,980	4,634.33	6,347.26
2190	1232	MERIDIAN ACTIVITY ACCOUNT	5,700	0.00	0.00
2190	1234	LIFELINK ACTIVITY ACCOUNT	2,484	185.08	185.08
2190	2501	HS/EHS NON GRANT EXPENDITURES	14,281	0.00	0.00
2190	2502	BUFFINGTON MEM HS SCHOLARSHIP	2,870	40.00	247.50
2190	2550	MEDICAID IN PUBLIC SCHOOLS	32,721	12.84	53.46
2213	1970	STAFF TRAINING FLOW THROUGH	1,500	0.00	0.00
2213	2192	ASD TRAININGS	13,412	0.00	0.00
2213	2193	Transition Trainings	2,000	0.00	0.00
2213	2200	Literacy Project	101,818	7,771.56	14,858.55
2213	3551	CORE Professional Learning	1,189,044	93,249.96	183,264.03
2290	2230	SCHOOL SPECIAL EDUCATION INSERVICE	24,449	1,148.18	2,669.19
2310	2310	BOARD OF EDUCATION	154,242	6,950.94	50,080.97
2320	2320	EXECUTIVE ADMINISTRATION	263,534	24,328.39	43,694.47
2320	2321	ADMINISTRATION - SATELLITE OFFICES	82,367	5,976.42	12,834.39
2510	2508	GRANT ADMINISTRATION	465,000	27,943.15	53,214.35
2510	2510	GENERAL BUSINESS	165,450	9,511.91	19,061.95
2520	2223	PURCHASING, WAREHOUSING AND DIST.	18,824	6,019.02	14,876.07
2560	2560	Public Information	67,768	5,251.12	11,002.96
2570	2570	PERSONNEL SERVICES	43,866	12,035.27	16,657.87
2580	2226	DL INTERLOCAL SCHOOL CONSORTIUM	137,319	10,403.91	32,082.78
2580	2227	DL EQUIPMENT REPLACEMENT	299,220	(250.00)	337.89
2580	2228	E-RATE CONSORTIUM	307,758	7,824.45	38,997.19
2580	2231	SCHOOL TECHNOLOGY INSERVICE (SRS)	44,000	6,000.00	6,000.00
2590	2509	CENTRAL SUPPORT	160,819	7,820.84	18,051.75
2590	5614	Staff Fund	2,962	219.48	304.77
2590	5615	Sidney Vending	428	0.00	0.00
2590	5617	SB Vending	936	0.00	258.23
2610	2610	OPERATION OF SCOTTSBLUFF BUILDING	112,000	4,218.89	68,688.98
2610	2611	OPERATION OF SIDNEY BUILDING	55,000	5,007.44	8,944.85
2610	2612	OPERATION OF HATC BUILDING	40,000	0.00	0.00
2620	2620	MAINTENANCE OF FACILITY	197,634	16,996.52	37,635.27
2630	2610	CARE AND UPKEEP OF GROUNDS	13,200	695.06	1,660.36
2650	2525	UNIT TRANSPORTATION	244,702	(8,800.31)	21,228.79
2670	2125	ELLEY PRESENTATION CONSORTIUM	16,311	800.00	800.00
2712	2760	SCHOOL AGE TRANSPORTATION	23,261	583.28	4,337.90

Function #	Sub Account	Program	Adopted Budget	Expended During October 2025	YTD Total for 2025-2026
3100	2190	LUNCH PROGRAM	42,151	3,371.75	5,822.50
3300	2191	PELC TRAININGS	9,310	563.64	702.43
3300	2194	ELC Coach Consultant Trainings	3,230	0.00	0.00
3300	2210	PANHANDLE PARTNERSHIP Systems of Care	4,000	349.08	706.02
3400	3400	ROOTED IN RELATIONS JULY-AUGUST 2026	23,340	0.00	0.00
3400	3401	ROOTED IN RELATIONSHIP SEPT. 2025-JUNE 2026	126,660	7,971.86	16,736.30
3400	3402	PANHANDLE BEGINNINGS	0	(148.93)	30.00
3400	3403	United Healthcare Transition Grant	5,203	0.00	0.00
3400	3404	Healthy Snacks For Schools Funds	1,689	0.00	0.00
3512	0000	DL INCENTIVES	27,169	2,550.95	5,101.90
3599	0005	Step Up To Quality	23,250	0.00	0.00
3599	3500	EARLY DEVELOPMENT NETWORK	357,083	29,244.52	54,107.44
3599	3552	CORE TECHNOLOGY	378,701	30,325.76	56,983.50
3599	3553	EIHFT	100,000	5,430.44	12,813.38
3599	3900	NDE SCHOOL MENTAL HEALTH GRANT	104,908	12,352.47	25,190.10
3599	3905	Region I Grant	9,900	0.00	0.00
3599	3908	TRANSITION SUMMER PROGRAM 2026-VR	13,000	0.00	0.00
3599	3910	TRANSITION SUMMER PROGRAM 2025-VR	5,703	676.05	676.05
3599	3995	STATE FUNDED GRANTS	500,000	0.00	0.00
4500	4500	Building Construction	3,200,000	0.00	0.00
4700	4700	Building Improvements	50,000	26,208.00	34,347.00
5000	2515	TECH CENTER-WNCC LEASE PURCHASE	113,361	0.00	110,914.38
6301	6301	Comprehensive Literacy State Development	880,000	0.00	0.00
6415	4403	ELC Coach Consultant September 2025-May 2026	96,000	9,030.60	17,460.66
6415	4404	ELC Coach Consultant June-August 2026	32,000	1,477.90	1,477.90
6415	4414	NeMTSS Regional Grant 2025-2026	162,000	11,968.04	22,581.55
6415	4415	NeMTSS Regional Grant 2024-2025	31,742	0.00	1,779.28
6415	4520	Teacher Retention Grant 2025-2026	138,800	8,553.84	24,008.09
6415	4521	Teacher Retention Grant 2024-2025	21,987	0.00	10,352.02
6415	4950	WEST REGION ASD PROJECT 2025-2026	219,490	17,045.21	33,042.54
6415	4951	WEST REGION ASD PROJECT 2024-2025	21,209	(228.42)	5,569.26
6415	4955	WESTERN REGION ASD Part C 2024-2025	2,356	(25.38)	618.86
6416	4905	SPED PRT #13 2025-2026	22,000	1,404.10	1,970.46
6416	4906	SPED PRT #13 2024-2025	10,839	0.00	24.00
6416	4907	SPED PRT #14 2025-2026	15,250	586.57	944.89
6416	4908	SPED PRT #14 2024-2025	4,995	0.00	6.00
6417	4830	WEST REGION TRANSITION SEPT. 2025-JULY 2026	120,640	8,807.77	17,761.65
6417	4832	WEST REG TRANSITION AUGUST 2026	10,053	1,229.00	1,229.00
6418	4980	PEAK PROJECT/JOURNEY TO INCLUSION AUG. 26	7,919	0.00	0.00
6418	4981	PEAK/JOURNEY TO INCLUSION SEPT. 25-JULY 26	95,025	2,120.02	4,029.66
6690	4940	EARLY LRNG CONNECT SEPT. 2025-MAY 2026	152,901	10,282.31	18,256.86
6690	4942	EARLY LRNG CONNECT JUNE-AUGUST 2026	42,182	0.00	0.00
6700	4705	CARL PERKINS JULY-AUGUST 2026	16,886	0.00	(273.65)
6700	4706	CARL PERKINS 2025-2026	101,316	27,139.00	27,139.00
6915	4915	TITLE I, PART C-MIGRANT ED OCT. 2025-AUG. 2026	700,000	317.56	195.56
6915	4916	TITLE I, PART C-SEPT. 2025	322,970	39,295.76	82,570.60
6925	4925	TITLE III LEP 2025-2026	67,784	0.00	0.00
6925	4927	TITLE III LEP 2024-2025	32,083	27,359.94	29,318.80
6926	4928	Title III Immigrant Education	2,500	2,638.00	2,638.00
6940	4941	HEAD START SEPTEMBER 2025-MARCH 2026	1,381,170	158,099.38	336,362.52
6940	4943	EARLY HEAD START SEPT. 2025-MARCH 2026	1,136,518	148,336.69	349,636.33
6940	4944	HEAD START APRIL-AUGUST 2026	683,947	0.00	0.00
6940	4945	HEAD START T&TA SEPT. 2025-MARCH 2026	22,443	1,330.50	5,734.10
6940	4946	EARLY HEAD START T&TA SEPT. 2025-MARCH 2026	19,463	1,811.50	7,329.04
6940	4947	EARLY HS APRIL-AUGUST 2026	569,119	0.00	0.00
6940	4948	HEAD START T&TA APRIL-AUGUST 2026	8,977	0.00	0.00
6940	4949	EARLY HS T&TA APRIL-AUGUST 2026	7,785	0.00	0.00
6940	4957	Head Start One Time Funds	124,277	0.00	0.00
6945	4803	FEDERAL NUTRITION PROGRAMS	154,335	16,561.35	20,255.61
6969	4966	TITLE IV PART A ESEA/ESSA OCT 2025-AUG 2026	160,000	7,265.68	7,385.68
6969	4967	TITLE IV PART A SEPTEMBER 2025	20,000	278.20	6,333.48
6990	3500	TCMO FOR EARLY DEVELOPMENT NETWORK ARPA	199,521	2,319.52	5,199.10

	Sub		Adopted	Expended During	YTD Total for
Function #	Account	Program	Budget	October 2025	2025-2026
6990	3558	USDA Rural Utility Grant	973,345	0.00	0.00
6990	3901	Stronger Connections	153,000	0.00	0.00
6990	4455	NEBMAC	34,370	0.00	60.81
6990	4999	FEDERAL FUNDED GRANTS	1,000,000	0.00	0.00
TOTAL			25,639,788	1,374,495.33	3,020,126.56
2 of 12 months are complete					
The budget should be at 17%. Without grants the budget is at 13%.					

CHECK LISTING NOVEMBER 17, 2025

CHECK #	Check Date	Entity Name	DESCRIPTION	Amount
24369	10/28/2025	VISA	MULTIPLE TRANSATIONS	20,578.79
24370	10/31/2025	ALLO COMMUNICATIONS	TELECOMMUNICATION	550.79
24371	10/31/2025	BLACK HILLS ENERGY	UTILITIES	435.26
24372	10/31/2025	CITY OF BRIDGEPORT	UTILITIES	415.51
24373	10/31/2025	NEBRASKA PUBLIC POWER DISTRICT	UTILITIES	1,064.67
24374	11/05/2025	ED SERVICE UNIT NO 13	PAYROLL	1,018,276.22
24375	11/07/2025	VISA	MULTIPLE TRANSATIONS	3,883.48
24376	11/05/2025	VOID	VOID	0.00
24377	11/12/2025	BLACK HILLS ENERGY	UTILITIES	242.44
24378	11/12/2025	CITY OF SCOTTSBLUFF	UTILITIES	1,360.99
24379	11/12/2025	NPPD	UTILITIES	2,474.54
24380	11/12/2025	VIAERO WIRELESS	TELECOMMUNICATION	185.23
24381	11/13/2025	WESTERN STATES BANK	REDEEMED CD	256,679.82
24382	11/17/2025	VOID	VOID	0.00
24383	11/17/2025	308 EMBROIDERY	PROFESSIONAL SERVICES	91.72
24384	11/17/2025	ACR Properties LLC	RENT - RPAD APT	520.00
24385	11/17/2025	AHLERS BAKING, INC	PROFESSIONAL SERVICES	75.96
24386	11/17/2025	Xavier Arellano	MILEAGE REIMBURSEMENT	147.00
24387	11/17/2025	AUTOZONE, INC	PROFESSIONAL SERVICES	60.68
24388	11/17/2025	Sue Bainter	PROFESSIONAL SERVICES	112.50
24389	11/17/2025	BAYARD PUBLIC SCHOOLS	JOURNEY TO INCLUSION REIMBURSE	1,558.90
24390	11/17/2025	BAYARD PUBLIC SCHOOLS	HS TUITION	3,039.00
24391	11/17/2025	Cassandra Behnke	MILEAGE REIMBURSEMENT	106.40
24392	11/17/2025	BENZEL PEST CONTROL	PROFESSIONAL SERVICES	96.80
24393	11/17/2025	BENZEL PEST CONTROL	ROF	104.50
24394	11/17/2025	BOK FINANCIAL	BOND	83.75
24395	11/17/2025	BOMGAARS	HS SUPPLIES	33.97
24396	11/17/2025	BRIDGEPORT PUBLIC SCHOOLS	HS TUITION	777.00
24397	11/17/2025	Jon Paul Burden	PROFESSIONAL SERVICES	1,500.00
24398	11/17/2025	Burger Werx	PROFESSIONAL SERVICES	184.74
24399	11/17/2025	CASH-WA DISTRIBUTING	HS SUPPLIES	10,701.02
24400	11/17/2025	Christine Rippe	SIXPENCE REIMBURSEMENT	30.00
24401	11/17/2025	CITY OF SCOTTSBLUFF	UTILITIES	238.28
24402	11/17/2025	COMPLETE CARE FAMILY PRACTICE, LLC	PROFESSIONAL SERVICES	202.00
24403	11/17/2025	CREEK VALLEY PUBLIC SCHOOLS	JOURNEY TO INCLUSION REIMBURSE	1,337.64
24404	11/17/2025	CULLIGAN	PROFESSIONAL SERVICES	59.34
24405	11/17/2025	CULLIGAN OF SCOTTSBLUFF	PROFESSIONAL SERVICES	86.00
24406	11/17/2025	CYTEK MEDIA SYSTEMS, INC	SUPPLIES	558.00
24407	11/17/2025	D. MARTIN-ESU #13	PETTY CASH	25.00
24408	11/17/2025	DOCU-SHRED, LLC	PROFESSIONAL SERVICES	90.00
24409	11/17/2025	ED Service Unit 8	PROFESSIONAL SERVICES	45.00
24410	11/17/2025	ED SERVICE UNIT NO 10	PROFESSIONAL SERVICES	300.00
24411	11/17/2025	Embassy Suites Old Market	LODGING	160.65
24412	11/17/2025	ESU COORDINATE COUNCIL	PROFESSIONAL SERVICES	16,401.53
24413	11/17/2025	FRENCHMAN VALLEY COOP	FUEL	847.16
24414	11/17/2025	Nancy Garner	PROFESSIONAL SERVICES	280.00
24415	11/17/2025	GERING PUBLIC SCHOOLS	JOURNEY TO INCLUSION REIMBURSE	6,025.00
24416	11/17/2025	GERING PUBLIC SCHOOLS	HS TUITION	11,664.00
24417	11/17/2025	Hay Springs Public Schools	JOURNEY TO INCLUSION REIMBURSE	966.06
24418	11/17/2025	High Plains Psycholog Internship Consortium	PROFESSIONAL SERVICES	1,500.00
24419	11/17/2025	Holiday Inn Express - McCook	LODGING	220.00
24420	11/17/2025	HOLIDAY INN EXPRESS & SUITES CHADRON	LODGING	753.00
24421	11/17/2025	Holiday Inn Express & Suites Scottsbluff	LODGING	550.00
24422	11/17/2025	Holiday Inn Express Alliance	LODGING	440.00
24423	11/17/2025	HOLIDAY INN EXPRESS-KEARNEY	LODGING	270.00
24424	11/17/2025	HOLIDAY INN OF KEARNEY	LODGING	119.00
24425	11/17/2025	HULLINGER GLASS AND LOCKS	PROFESSIONAL SERVICES	64.00
24426	11/17/2025	JEO Consulting Group, Inc.	PROFESSIONAL SERVICES	8,677.50
24427	11/17/2025	LEYTON PUBLIC SCHOOLS	HS TUITION	1,295.00
24428	11/17/2025	Marketing Consultants	PROFESSIONAL SERVICES	1,359.00
24429	11/17/2025	DEBRA MASON	PROFESSIONAL SERVICES	750.00
24430	11/17/2025	MENARDS	SUPPLIES	477.88
24431	11/17/2025	Menards	SUPPLIES	111.46
24432	11/17/2025	REBECCA MILLER	SIXPENCE REIMBURSEMENT	345.00
24433	11/17/2025	MINATARE PUBLIC SCHOOLS	HS TUITION	2,590.00
24434	11/17/2025	MITCHELL PUBLIC SCHOOLS	HS TUITION	4,183.00
24435	11/17/2025	MITCHELL PUBLIC SCHOOLS	JOURNEY TO INCLUSION REIMBURSE	2,650.16
24436	11/17/2025	MORRILL PUBLIC SCHOOLS	HS TUITION	3,122.00

24437	11/17/2025	MOUNTAIN VISION PIZZA dba DOMINO'S	PROFESSIONAL SERVICES	56.25
24438	11/17/2025	NATIONAL HEAD START ASSOCIATION	DUES & FEES	625.00
24439	11/17/2025	NEBRASKA COUNCIL OF SCHOOL	CONFERENCE REGISTRATION	120.00
24440	11/17/2025	NEBRASKA DEPARTMENT OF EDUCATION	CONFERENCE REGISTRATION	125.00
24441	11/17/2025	Nebraska School Public Relations Assoc.	DUES & FEES	50.00
24442	11/17/2025	NKC Tire Group (NebraskaLand Tire & Service)	PROFESSIONAL SERVICES	32.10
24443	11/17/2025	Jaden Nyberg	MILEAGE REIMBURSEMENT	70.70
24444	11/17/2025	SARAH OCHOA	PROFESSIONAL SERVICES	1,816.50
24445	11/17/2025	OPTK Networks	PROFESSIONAL SERVICES	6,104.30
24446	11/17/2025	O'REILLY AUTOMOTIVE	SUPPLIES	532.73
24447	11/17/2025	Outlaws Meat Co LLC	PROFESSIONAL SERVICES	1,039.50
24448	11/17/2025	Platte River Glass	PROFESSIONAL SERVICES	861.00
24449	11/17/2025	PLATTE VALLEY CREAMERY	HS SUPPLIES	886.15
24450	11/17/2025	PRAIRIE WINDS COMMUNITY CENTER	PROFESSIONAL SERVICES	70.00
24451	11/17/2025	PRINT EXPRESS OF SCOTTSBLUFF	PROFESSIONAL SERVICES	46.53
24452	11/17/2025	QUICK CARE MEDICAL SERVICES, INC.	PROFESSIONAL SERVICES	60.00
24453	11/17/2025	Quill LLC	SUPPLIES	97.80
24454	11/17/2025	SHAWNA REISH	SIXPENCE REIMBURSEMENT	390.00
24455	11/17/2025	ROSETTA STONE	PROFESSIONAL SERVICES	250.00
24456	11/17/2025	KERI RUFF	SIXPENCE REIMBURSEMENT	345.00
24457	11/17/2025	SANDBERG IMPLEMENT, INC	PROFESSIONAL SERVICES	117.74
24458	11/17/2025	Sauder's Automotive	SUPPLIES	152.47
24459	11/17/2025	SCOTTSBLUFF FAMILY YMCA	FACILITY RENT	505.00
24460	11/17/2025	SCOTTSBLUFF PUBLIC SCHOOLS	PROFESSIONAL SERVICES	2,056.25
24461	11/17/2025	SCOTTSBLUFF PUBLIC SCHOOLS	HS TUITION	20,075.00
24462	11/17/2025	SONNY'S SUPER FOODS/BRIDGEPORT	HS SUPPLIES	1,663.56
24463	11/17/2025	TEAM CHEVROLET	PROFESSIONAL SERVICES	1,432.14
24464	11/17/2025	THE UNIVERSITY OF NEBRASKA - LINCOLN	RENT	3,042.00
24465	11/17/2025	VERIZON WIRELESS	TELECOMMUNICATION	972.44
24466	11/17/2025	VERIZON WIRELESS	TELECOMMUNICATION	164.85
24467	11/17/2025	Wash-It LLC DBA Hi Performance Car Wash	PROFESSIONAL SERVICES	64.51
24468	11/17/2025	WESTERN NEBRASKA COMMUNITY COLLEGE	PROFESSIONAL SERVICES	1,694.25
24469	11/17/2025	Western Pathology Consultants, Inc	PROFESSIONAL SERVICES	65.00
24470	11/17/2025	WNCC, Treasurer	RENT	3,365.00

DIRECT DEPOSIT

2342	11/17/2025	Lacee James	SIXPENCE REIMBURSEMENT	345.00
2343	11/17/2025	BRITTANY KOUBA	SIXPENCE REIMBURSEMENT	345.00
2344	11/17/2025	LORI KOUBA	SIXPENCE REIMBURSEMENT	495.00
2345	11/17/2025	ADRIAN LOZOYA	SIXPENCE REIMBURSEMENT	345.00
2346	11/17/2025	PAULA PANDURO	SIXPENCE REIMBURSEMENT	345.00
2347	11/17/2025	LILLIAN RALSTON	SIXPENCE REIMBURSEMENT	345.00
2348	11/17/2025	Rachel Rasmussen	SIXPENCE REIMBURSEMENT	345.00
2349	11/17/2025	Totally Tots LLC	SIXPENCE REIMBURSEMENT	150.00
2350	11/17/2025	Aha! Process, Inc.	PROFESSIONAL SERVICES	4,150.44
2351	11/17/2025	Deirdre Amundsen	MILEAGE REIMBURSEMENT	72.82
2352	11/17/2025	Amanda Anderson	MILEAGE REIMBURSEMENT	1,190.00
2353	11/17/2025	ANITA'S GREENSCAPING, INC	PROFESSIONAL SERVICES	555.00
2354	11/17/2025	Laura Barrett	CELL REIMBURSEMENT	50.00
2355	11/17/2025	Bayard Tiger Cub Childcare Center	SIXPENCE REIMBURSEMENT	90.00
2356	11/17/2025	Angela Borgmann	SIXPENCE REIMBURSEMENT	345.00
2357	11/17/2025	Pamela Brezenski	MILEAGE REIMBURSEMENT	298.83
2358	11/17/2025	Jessica Broderick	CELL REIMBURSEMENT	50.00
2359	11/17/2025	CAPITAL BUSINESS	PROFESSIONAL SERVICES	2,502.38
2360	11/17/2025	CAPITAL BUSINESS SYSTEMS	SUPPLIES	303.94
2361	11/17/2025	Carpenter Center	RENT - PANHANDLE BEGINNINGS	5,200.00
2362	11/17/2025	CHUCK ELLEY PRESENTATIONS	PROFESSIONAL SERVICES	1,016.00
2363	11/17/2025	Jaden Criswell	MILEAGE REIMBURSEMENT	420.00
2364	11/17/2025	DAS STATE ACCOUNTING - CENTRAL	PROFESSIONAL SERVICES	592.87
2365	11/17/2025	EMBASSY SUITES HOTELS La Vista	LODGING	384.30
2366	11/17/2025	FBG SERVICE CORPORATION	PROFESSIONAL SERVICES	1,441.65
2367	11/17/2025	Anna Gamboa	PROFESSIONAL SERVICES	4,622.00
2368	11/17/2025	Krystie Hohnstein	CELL REIMBURSEMENT	50.00
2369	11/17/2025	Roxane Humphrey	CELL REIMBURSEMENT	45.71
2370	11/17/2025	IDEAL LINEN SUPPLY	SUPPLIES	85.15
2371	11/17/2025	Ideal Linen/Bluffs	HS SUPPLIES	1,106.46
2372	11/17/2025	Ideal Linen/Bluffs	SUPPLIES	772.56
2373	11/17/2025	Lynndee Jacobson	MILEAGE REIMBURSEMENT	149.66
2374	11/17/2025	JOE JOE OZUNA	SIXPENCE REIMBURSEMENT	390.00
2375	11/17/2025	JOURNEYED.COM INC.	PROFESSIONAL SERVICES	9,326.74
2376	11/17/2025	Denita Julius	MILEAGE REIMBURSEMENT	443.80
2377	11/17/2025	Language Tree Online Inc	PROFESSIONAL SERVICES	1,500.00
2378	11/17/2025	Megan Lantis	MILEAGE REIMBURSEMENT	423.36

2379	11/17/2025	LEGACY COOPERATIVE	HS SUPPLIES	5,362.82
2380	11/17/2025	Kathy Weber	SIXPENCE REIMBURSEMENT	80.00
2381	11/17/2025	Jennifer Lopez	MILEAGE REIMBURSEMENT	749.00
2382	11/17/2025	LR4, LLC	RENT	600.00
2383	11/17/2025	Bobbie Moseman	MILEAGE REIMBURSEMENT	1,238.98
2384	11/17/2025	Nicole Murphy	MILEAGE REIMBURSEMENT	452.90
2385	11/17/2025	The New Teachers Project Inv	PROFESSIONAL SERVICES	29,250.00
2386	11/17/2025	ONE SOURCE	PROFESSIONAL SERVICES	249.50
2387	11/17/2025	Danielle Parker	MILEAGE REIMBURSEMENT	37.80
2388	11/17/2025	JENNIFER BAUMANN	PROFESSIONAL SERVICES	886.22
2389	11/17/2025	Leah Reed	MILEAGE REIMBURSEMENT	413.00
2390	11/17/2025	Samantha Rust	MILEAGE REIMBURSEMENT	692.34
2391	11/17/2025	Kaycee Schmidt	MILEAGE REIMBURSEMENT	41.30
2392	11/17/2025	RUSSELL SMITH	RENT	2,250.00
2393	11/17/2025	MICHELLE WEIMER	PROFESSIONAL SERVICES	7,166.77
2394	11/17/2025	STAPLES ADVANTAGE	SUPPLIES	173.90
2395	11/17/2025	Sterling Computers Corporation	SUPPLIES	5,439.72
2396	11/17/2025	Dawn Terrell	MILEAGE REIMBURSEMENT	325.22
2397	11/17/2025	Bilsy Thomas	MILEAGE REIMBURSEMENT	20.12
2398	11/17/2025	Kalyn Tisue	MILEAGE REIMBURSEMENT	296.10
2399	11/17/2025	Allison Tramp	MILEAGE REIMBURSEMENT	886.20
2400	11/17/2025	Brittain Trave	MILEAGE REIMBURSEMENT	1,276.40
2401	11/17/2025	Two Smokin Grills	PROFESSIONAL SERVICES	912.00
2402	11/17/2025	Angela Luppen	SIXPENCE REIMBURSEMENT	200.00
Checking Account Total:				1,542,377.07

HEAD START DIRECTOR PERFORMANCE REPORT

MONTH OF: October 2025

PREPARED BY: Krystie Hohnstein, Director

Program	Funding Source	Funding Period	Performance Required	Performance Indicators																																																																																																				
Early Head Start *3 current openings counting accepted children in EHS 1 over 30 days, slots are for toddler age.	HHS	4/1/25-3/31/26	72 children 55% income eligible 35% mid-over-income 10% over-income 10% disabilities 85% attendance	69 Children* 91% income eligible 8% mid-over-income 1% over-income disabilities 90% attendance																																																																																																				
Head Start *We currently have 5 open slots in partnerships with the accepted children with two of those being over 30 days but will be filled soon.	HHS	4/1/25-3/31/26	202 children 55% income eligible 35% mid-over-income 10% over-income 10% disabilities 85% attendance	197 Children 85% income eligible 10% mid-over-income 13% over-income (less than 10% program wide) 20% disabilities 95% attendance																																																																																																				
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Capacity Development

Current issues impacting work:

Grants Submitted:

Policy Council/Policy & Procedure Approval: None in September. Members received information on upcoming Policy Council Training and 5-Year Grant process.

Staff Development & Accomplishments:

In-House Training Provided: ESU 13 Unit Improvement Day on Friday, October 17, Circle of Security Parenting continues with 7 attendees.

Training Attended: Western Nebraska Early Childhood Conference, October 11, Mental Health Specialist completed a series of webinars “In the Mind of a Child” from Brazelton Touchpoints, and has also begun FAN (Facilitating Attuned Interactions) for reflective practice (ongoing throughout the next several months).

Intensive Coaching:

Number of Coaches: 8 **Number of Coachees:** 1 **Goals Completed:** 18

CLASS Observations Completed: 13/29 Partnership CLASS completed

Behavioral Health Observations Completed: 16/40 completed.

Partnerships & Collaborations

Program Coordination:

Public Schools –

Intra-Agency –

Inter-Agency –Other – October 4 - Molina Healthcare partnership event, fun family event with bounce house, winter coat giveaways, door prizes, and other fun treats. November 4 - Head Start vision screening in partnership with Dr. Mahoney will be held.

Community Involvement:

Parent Community Projects – In planning at this time.

Parent Meetings – Parent meetings and Family Gatherings were held at all centers in August and September. Topics that were covered were Policy Council, educational topics and being active with your children.

Father/Mother Engagement: Minatare held a father engagement event with education on the importance of the male presence in the family unit. Bayard had a mother event where the topic of reading to children was discussed. They also held a Grandparents day breakfast and attendees enjoyed a showcase of student projects.

Recruitment-Social Media posts are being disbursed to encourage families with toddlers to apply for EHS. Holiday events and parade are being researched for future participation.

HEAD START DIRECTOR PERFORMANCE REPORT

MONTH OF: October 2025

PREPARED BY: Krystie Hohnstein, Director

In-kind

Classroom/Site Name	April	May	June	July	August	September	Goal
Bayard	\$32.62	\$32.62	\$32.62	\$149.39	\$382.95	\$703.20	\$31,440
Gering	\$402.14	\$402.14	\$402.14	\$697.00	\$3,310.93	\$4,265.29	\$94,320
Minatare	\$0.00	\$0.00	\$0.00	\$0.00	\$1,853.87	\$1,857.87	\$31,440
Mitchell	\$103.19	\$103.19	\$103.19	\$190.82	\$264.28	\$1,273.03	\$53,448
Scottsbluff	\$84.99	\$84.99	\$84.99	\$84.99	\$1,164.17	\$2,694.90	\$144,624
Morrill	\$0.00	\$0.00	\$0.00	\$0.00	\$178.58	\$451.12	\$62,880
CDC 101	\$3,620.82	\$9,504.65	\$14,136.69	\$15,555.66	\$22,226.45	\$28,266.01	\$25,152
CDC 102	\$2,850.19	\$5,932.78	\$9,284.50	\$10,210.10	\$11,205.02	\$12,334.49	\$25,152
CDC 103	\$169.98	\$169.98	\$283.30	\$339.96	\$1,207.63	\$2,564.16	\$25,152
CDC 104	\$3,297.89	\$10,486.59	\$15,026.38	\$19,295.56	\$21,346.13	\$27,242.23	\$25,152
CDC 105	\$0.00	\$5,064.28	\$7,796.23	\$8,583.19	\$9,928.77	\$12,624.01	\$25,152
CDC 108	\$248.73	\$248.73	\$248.73	\$248.73	\$1,023.46	\$2,556.61	\$53,448
ELC Combo 1	\$5,325.25	\$9,058.70	\$13,658.16	\$16,333.04	\$18,163.86	\$24,451.38	\$25,152
ELC Combo 2	\$8,644.33	\$13,794.22	\$22,650.57	\$26,887.10	\$30,581.60	\$35,095.40	\$25,152
ELC Combo 3	\$2,210.02	\$2,210.02	\$5,504.01	\$7,897.10	\$10,355.42	\$14,857.01	\$25,152
ELC Preschool	\$104.06	\$104.06	\$6,993.79	\$7,083.68	\$7,159.41	\$8,482.85	\$59,736
Bridgeport HS	\$113.32	\$537.39	\$1,267.78	\$1,267.78	\$1,267.78	\$2,462.19	\$56,592
Bridgeport EHS	\$1,092.78	\$1,661.02	\$7,846.62	\$11,324.73	\$11,961.35	\$18,346.77	\$25,152
Leyton	\$280.67	\$280.67	\$280.67	\$680.42	\$872.51	\$872.51	\$18,864
Bridgeport Public Schools	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,432
Policy Council In-Kind	\$1,440.49	\$1,440.49	\$1,775.64	\$3,660.07	\$6,707.47	\$7,808.21	
Total	\$30,021.47	\$61,116.52	\$107,376.01	\$130,489.32	\$161,161.64	\$209,209.24	
Needed	\$930,794.00	\$930,794.00	\$930,794.00	\$930,794.00	\$930,794.00	\$930,794.00	
% Complete	3%	7%	12%	14%	17%	22%	
At this time last year:	\$42,675.14	\$85,451.90	\$117,519.59	\$133,804.39	\$162,980.04	\$206,522.64	

Policy Council Meeting
10-28-25

Submitted by: Brandy Klinessmith and Teena Branson

Members Present: Sydni Closson, Brandy Klinessmith, Char Zander, Natalia Cervantes, Trevor Cecil, Brittian Reinmuth, Jessica Brenizer, Ericka Medina, Emily Mannon, Emilio Medina, Raul Fernandez, Jissel Diaz, Tiah Alvizar, Robert White, Danielle Parker, Brianna Blanco, [Makenna Sempek](#), Stephanie Gonzalez, Kayleigh Busse

Guests Present:

Staff Present: Kerry Mehling, Krystie Hohnstein, Joan DeWitt, Teena Branson, [Lauren Starke](#)

Board Members Present:

Policy Council Meeting called to order by Tiah Alvizar, at 6:06 pm. New members were introduced. Members reviewed the minutes from the September meeting. **Jessica Brenizer moved to approve the September minutes. Brittian Reinmuth seconded the motion. Motion carried by roll call vote.**

Director's Report:

All members received a copy of the Director's report. Krystie Hohnstein discussed the report step by step with explanations for the new members. EHS has 3 openings including those already accepted. Enrollment percentages are meeting performance requirements. Numbers will adjust after final enrollments are complete. HS has 5 open spots with 2 in the process of being filled. HS is over the percentage over-income, but the program as a whole is still under the required 10%. 1 HS bus evacuation has been completed. Health screenings have begun and are currently in progress. Dental exams, well-child checks, and lead screenings are sitting at a lower percentage as we wait for that documentation to come in. Data entry is in progress for family needs and development referrals. There were multiple training sessions attended. Lauren shared the in Kind reports from April to September.

Finance Report:

All members received a copy of the Finance Report. Lauren Starke, Fiscal Officer, presented the reports. She explained the four different subsets and how each column breaks down. HS operating has used 35.8% of the 50% of the budget period. Insurance for the cars was paid in September and she explained why this might look different as it only happens once a year. There was a question over the teachers' salary and Lauren explained that the salary expense includes only the teachers employed by ESU 13. Lauren also explained how payments are given to the partner schools. HS TTA is currently under where we are at in the current budget period, but this will catch up as training comes about. EHS has used 45.2% of the budget and is 50% through. There was a quarterly indirect cost payment that came out and Lauren explained to new members what those indirect costs include. There was a question about if the funds roll over into the next year. Lauren explained that there is a 3-month liquidation period after the grant year ends. EHS TTA is at 24.5% of the 50%. The biggest expense was tuition. The administrative percentage is at 12.81% which is well below the allotted 15%. Questions were answered about some food expenses. **Sydni Closson moved to approve the finance report. Robert White seconded the motion. Motion carried by roll call vote.**

Board Report: Krystie Hohnstein presented the overview of what was discussed at the board meeting. They discussed the current government shutdown. ESU will continue to operate uninterrupted as we have funds throughout March already secured. Dr. Barret shared information on Rule 11. Meridian, the school for children with more severe disabilities is going through expansion with more children being enrolled. Diane Coon attended and presented at the unit improvement day.

Old Business: None at this time.

New Business:

Meeting Date/Times/Committee Elections: Teena Branson, Family & Community Partnerships Manager presented information covering the overall schedule for Policy Council for the 25/26 year and that Committee and officer elections will take place next month. She explained the different positions and committees available and the importance of meeting a quorum.

Approval of HS Philosophy (Tab 1): Head Start Director Krystie Hohnstein discussed the philosophy of Head Start which refers to the work that the program does to support all aspects of the family and child's health, education and development.

Sydni Closson moved to approve the HS Philosophy. Erick Medina seconded the motion. Motion carried by roll call vote.

Approval of the By-Laws (Tab 5): Teena Branson, Family & Community Partnerships Manager and Head Start Director Krystie Hohnstein presented information on the Articles including expectations of members of the Policy Council and the aspects of the Officers and meeting procedures that will be followed.

Robert White moved to approve the written By-Laws. Ericka Medina seconded the motion. Motion carried by roll call vote.

Continuation Grant (Due in December): Krystie Hohnstein, Director, presented on this. This is just getting started and there are not a lot of updates, but this will be finalized next month and voted on.

Strategic Priorities (Tab 7): Krystie Hohnstein, Director, shared the information about the 4 pillars of the Head Start Strategic Priorities. These are, ESU13 Head Start will invest in family education and engagement with the purpose of establishing a strong foundation for family relationships and success, will promote a positive program culture for all stakeholders, will Invest in the Expansion of Program Systems and Supports to Address the Mental Health Needs of Children, Families, and Staff, and will Enhance Our Community Presence through Increased Community partnerships, Community Awareness, and Promotion Within Service Area

Employment Openings - Agency-wide employment openings are found on the ESU13 website (www.esu13.org) under *Employment Openings*. Current openings for Teacher and Assistant Teacher positions are listed on the ESU 13 website. Prospective Employees can also apply directly on this site. This was shown to members.

New Hires:

None at this time

Forms Training- Teena Branson, Family & Community Partnerships Manager presented these topics.

Training Evaluation- Members were asked to complete the Training Evaluation.

Center Reports: Reports were presented from Leyton, ELC EHS/HS, Morrill HS and Bayard

The next meeting is scheduled for Tuesday, November 25th. Dinner will be served at 5:45pm and the meeting will begin promptly at 6:00pm. There is no meeting in December.

Meeting adjourned at 7:50p.m.

PP-1 6940-4941					
HEAD START - OPERATING					
OCTOBER 2025					
		CURRENT	PREVIOUS	Budget Period	2025-2026 BUDGET
		MONTH	MONTH	YTD	
Account Number	Account Description	October 2025	September 2025	04/01/25 - 3/31/26	04/01/25 - 3/31/26
01 6940 4941 110 000 000	Non-Instructional / Staff	\$ 23,759.97	\$ 23,175.84	\$ 150,347.92	
01 6940 4941 110 000 000 2	Non-Instructional / Staff	\$ 2,152.80	\$ 2,102.88	\$ 12,667.20	
01 6940 4941 111 000 000	Certificated / Salaries	\$ 6,049.07	\$ 6,049.07	\$ 35,638.92	
01 6940 4941 112 000 000	Instructional Aides	\$ 22,287.50	\$ 22,789.08	\$ 128,436.49	
01 6940 4941 113 000 000	Substitute	\$ -	\$ -	\$ -	
01 6940 4941 116 000 000	Professional Non-Certificated /Staff	\$ 17,274.92	\$ 19,080.53	\$ 113,185.37	
01 6940 4941 116 000 000 2	Professional Non-Certificated /Staff	\$ 9,971.52	\$ 9,740.64	\$ 58,674.72	
01 6940 4941 210 000 000	Non Instructional / Group Insurance	\$ 2,903.15	\$ 2,567.24	\$ 13,108.46	
01 6940 4941 210 000 000 2	Non Instructional / Group Insurance	\$ 408.16	\$ 408.16	\$ 2,281.68	
01 6940 4941 211 000 000	Certificated / Group Insurance	\$ 31.96	\$ 31.96	\$ 188.88	
01 6940 4941 212 000 000	Instructional Aides / Group Insurance	\$ 1,450.09	\$ 1,475.19	\$ 9,696.39	
01 6940 4941 216 000 000	Professional Non-Certificated / Group Insurance	\$ 830.28	\$ 1,236.43	\$ 6,457.19	
01 6940 4941 216 000 000 2	Professional Non-Certificated / Group Insurance	\$ 794.99	\$ 794.99	\$ 4,526.90	
01 6940 4941 220 000 000	Non-Instructional / FICA	\$ 1,664.97	\$ 1,630.05	\$ 10,871.41	
01 6940 4941 220 000 000 2	Non-Instructional / FICA	\$ 156.67	\$ 152.85	\$ 916.08	
01 6940 4941 221 000 000	Certificated / FICA	\$ 462.75	\$ 462.75	\$ 2,726.38	
01 6940 4941 222 000 000	Instructional Aides / FICA	\$ 1,668.41	\$ 1,706.79	\$ 9,554.10	
01 6940 4941 223 000 000	Substitutes / FICA	\$ -	\$ -	\$ -	
01 6940 4941 226 000 000	Professional Non-Certificated / FICA	\$ 1,275.26	\$ 1,398.68	\$ 8,342.03	
01 6940 4941 226 000 000 2	Professional Non-Certificated / FICA	\$ 725.55	\$ 707.90	\$ 4,263.05	
01 6940 4941 230 000 000	Non-Instructional / Retirement	\$ 1,919.82	\$ 1,872.63	\$ 13,148.38	
01 6940 4941 230 000 000 2	Non-Instructional / Retirement	\$ 173.95	\$ 169.91	\$ 1,099.12	
01 6940 4941 231 000 000	Certificated / Retirement	\$ 488.76	\$ 488.76	\$ 3,091.22	
01 6940 4941 232 000 000	Instructional Aides /Retirement	\$ 1,800.83	\$ 1,841.37	\$ 10,554.98	
01 6940 4941 236 000 000	Professional Non-Certificated / Retirement	\$ 1,395.80	\$ 1,541.71	\$ 9,826.48	
01 6940 4941 236 000 000 2	Professional Non-Certificated / Retirement	\$ 805.70	\$ 787.04	\$ 5,091.14	
01 6940 4941 262 000 000	Instructional Aides / Unemployment	\$ -	\$ -	\$ -	
01 6940 4941 270 000 000	Non Instructional Work Comp	\$ -	\$ 3,566.17	\$ 3,566.17	
01 6940 4941 270 000 000 2	Non Instructional Work Comp	\$ -	\$ 65.39	\$ 65.39	
01 6940 4941 272 000 000	Instructional Aides / Workers Comp	\$ -	\$ 847.61	\$ 847.61	
01 6940 4941 276 000 000	Proff Non Cert Work Comp	\$ -	\$ 532.11	\$ 532.11	
01 6940 4941 276 000 000 2	Professional Non-Certificated / Workers Comp	\$ -	\$ 252.93	\$ 252.93	
01 6940 4941 290 000 000	Non Instructional / Other Benefits	\$ 3.58	\$ 3.58	\$ 165.03	
01 6940 4941 290 000 000 2	Non Instructional / Other Benefits	\$ -	\$ -	\$ -	
01 6940 4941 291 000 000	Certificated / Other Benefits	\$ -	\$ -	\$ 21.75	
01 6940 4941 292 000 000	Instructional Aides / Other Benefits	\$ -	\$ -	\$ 154.21	
01 6940 4941 296 000 000	Professional Non-Certificated / Other Benefits	\$ 1.10	\$ 1.10	\$ 116.44	
01 6940 4941 296 000 000 2	Professional Non-Certificated / Other Benefits	\$ 3.58	\$ 3.58	\$ 63.89	
01 6940 4941 330 000 000	Employee Training and Development	\$ -	\$ -	\$ -	
01 6940 4941 333 000 000	Staff Mileage Reimbursement	\$ -	\$ -	\$ -	
01 6940 4941 340 000 000	Professional Services - Miscellaneous	\$ -	\$ 91.00	\$ 464.75	
01 6940 4941 340 317 000	Professional Services - Legal Services	\$ -	\$ -	\$ -	
01 6940 4941 340 430 000	Professional Services - Vehicle Maintenance	\$ 16.25	\$ 861.35	\$ 1,608.01	
01 6940 4941 340 497 000	Professional Services - Building Maintenance	\$ 85.50	\$ 122.68	\$ 407.30	
01 6940 4941 340 540 000	Professional Services - Advertising	\$ -	\$ -	\$ -	
01 6940 4941 340 591 000	Professional Services - School District	\$ -	\$ -	\$ -	
01 6940 4941 340 683 000	Professional Services - Employee Health	\$ 137.24	\$ 50.50	\$ 568.51	
01 6940 4941 340 685 000	Professional Services - Background Checks	\$ -	\$ 25.00	\$ 232.81	
01 6940 4941 340 685 000 2	Other Professional Services	\$ -	\$ -	\$ -	
01 6940 4941 382 000 000	Distance Education and Telecommunications	\$ 497.54	\$ 340.94	\$ 3,001.12	
01 6940 4941 382 000 000 2	Distance Education and Telecommunications	\$ 32.50	\$ 32.50	\$ 195.00	
01 6940 4941 490 000 000	Other Purchased Property Services	\$ 1,176.05	\$ 2,165.10	\$ 7,161.01	
01 6940 4941 490 410 000	Other Purchased Property Services - Supplies	\$ -	\$ -	\$ -	
01 6940 4941 490 441 000	Rentals of Land and Buildings	\$ 2,854.55	\$ 2,854.55	\$ 19,501.96	
01 6940 4941 490 441 000 2	Rentals of Land and Buildings	\$ 444.85	\$ 444.85	\$ 2,995.90	
01 6940 4941 490 497 000	Other Supplies and Materials	\$ -	\$ -	\$ -	
01 6940 4941 531 000 000	Postage	\$ 71.62	\$ 62.66	\$ 567.78	
01 6940 4941 550 000 000	Printing and Binding	\$ 197.53	\$ 165.29	\$ 1,056.70	
01 6940 4941 550 000 000 2	Printing and Binding	\$ 55.56	\$ 46.49	\$ 297.21	
01 6940 4941 569 000 000	Tuition to Other School Districts	\$ 46,330.76	\$ -	\$ 144,332.76	
01 6940 4941 580 471 000	Travel Expense - Parent Engagement	\$ 54.60	\$ 54.60	\$ 210.98	
01 6940 4941 580 520 000	Insurance-Auto/Liability	\$ -	\$ 10,892.10	\$ 10,892.10	
01 6940 4941 580 670 000	Travel Expense - Local Travel	\$ 1,208.07	\$ 134.63	\$ 2,297.09	
01 6940 4941 580 670 000 2	Travel Expense - Local Travel	\$ -	\$ -	\$ -	
01 6940 4941 610 000 000	Supplies	\$ -	\$ -	\$ -	
01 6940 4941 610 000 000 2	Supplies	\$ -	\$ -	\$ -	
01 6940 4941 610 410 000	Supplies - General Supplies	\$ 421.84	\$ 720.98	\$ 3,289.12	
01 6940 4941 610 412 000	Supplies - Office Supplies	\$ 13.14	\$ -	\$ 154.48	
01 6940 4941 610 412 000 2	Supplies - Office Supplies	\$ -	\$ -	\$ -	
01 6940 4941 610 415 000	Supplies - Co-Op Purchases	\$ -	\$ -	\$ -	
01 6940 4941 610 428 000	Supplies - Classroom Supplies	\$ 59.58	\$ 279.24	\$ 2,449.10	
01 6940 4941 610 430 000	Supplies - Vehicle Repair	\$ -	\$ 60.44	\$ 60.44	
01 6940 4941 610 471 000	Supplies - Policy Council /Socialization	\$ 282.20	\$ 546.54	\$ 1,693.17	
01 6940 4941 610 471 000 2	Supplies - Policy Council /Socialization	\$ -	\$ -	\$ 38.25	
01 6940 4941 610 495 000	Supplies - Nursery Supplies	\$ 177.19	\$ 185.63	\$ 422.73	
01 6940 4941 610 497 000	Supplies - Building Maintenance	\$ 88.73	\$ 153.03	\$ 1,371.76	
01 6940 4941 610 540 000	Supplies - Advertising	\$ -	\$ -	\$ -	
01 6940 4941 610 621 000	Supplies - Utility Services	\$ 1,093.62	\$ 1,101.99	\$ 4,615.50	
01 6940 4941 610 626 000	Supplies - Bus Fuel	\$ 339.34	\$ 68.36	\$ 1,097.97	
01 6940 4941 610 643 000	Web/Cloud Based Software	\$ -	\$ -	\$ 8,832.24	
01 6940 4941 650 460 000	Technology - Computer Hardware	\$ -	\$ -	\$ -	
01 6940 4941 650 460 000 2	Technology - Computer Hardware	\$ -	\$ -	\$ -	
01 6940 4941 650 465 000	Technology - Computer Software	\$ -	\$ -	\$ -	
01 6940 4941 739 000 000	Machinery	\$ -	\$ -	\$ -	
01 6940 4941 810 000 000	Dues and Fees	\$ 1,999.98	\$ 24.99	\$ 3,087.19	
01 6940 4941 810 430 000	Dues and Fees - Auto Supplies	\$ -	\$ -	\$ -	
01 6940 4941 950 000 000 2	Indirect Costs	\$ -	\$ 49,292.78	\$ 49,292.78	
		\$ 158,099.38	\$ 178,263.14	\$ 892,675.74	\$ 2,051,842.00
01 6940 4941 xxx xxx xxx 2	Notates ADMINISTRATIVE Expense				
	\$142,682.99 ADMINISTRATIVE Expense YTD TOTAL		Percent of Budget Period (7 of 12 mo)	58.3%	Percent Expended 43.5%

PP3-1 6940-4945					
HEAD START - TTA					
(Training and Technical Assistance)					
OCTOBER 2025					
		CURRENT	PREVIOUS	YTD	2025-2026 BUDGET TTA HEAD START
		MONTH	MONTH	BUDGET PERIOD	
Account Number	Account Description	October 2025	September 2025	04/01/25 - 3/31/26	
01 6940 4945 330 675 000	Employee Development	\$ 1,330.50	\$ 2,418.10	\$ 5,842.39	
01 6940 4945 330 675 000 2	Employee Development	\$ -	\$ 32.50	\$ 1,270.58	
01 6940 4945 330 692 000	Dues and Fees	\$ -	\$ -	\$ 217.97	
01 6940 4945 330 692 000 2	Dues and Fees	\$ -	\$ -	\$ -	
01 6940 4945 340 000 000	Professional Services	\$ -	\$ -	\$ -	
01 6940 4945 340 675 000	Employee Development - Conference Registration	\$ -	\$ -	\$ -	
01 6940 4945 340 675 000 2	Employee Development - Conference Registration	\$ -	\$ -	\$ -	
01 6940 4945 340 692 000	Employee Development - Tuition Expense	\$ -	\$ 1,953.00	\$ 1,953.00	
01 6940 4945 340 692 000 2	Employee Development - Tuition Expense	\$ -	\$ -	\$ -	
01 6940 4945 610 410 000	Supplies - Material Costs	\$ -	\$ -	\$ -	
01 6940 4945 610 490 000	Supplies - Food Costs	\$ -	\$ -	\$ -	
		\$ 1,330.50	\$ 4,403.60	\$ 9,283.94	\$ 26,931.00
01 6940 4945 xxx xxx xxx 2	Notates ADMINISTRATIVE Expense				
			Percent of Budget Period (7 of 12 mo)	Percent Expended	
	\$1,270.58 ADMINISTRATIVE Expense YTD TOTAL		58.3%	34.5%	

PP3-1 6940-4943					
EARLY HEAD START - OPERATING					
OCTOBER 2025					
		CURRENT	PREVIOUS	Budget Period	2025-2026 BUDGET
		MONTH	MONTH	YTD	
Account Number	Account Description	October 2025	September 2025	04/01/25 - 3/31/26	04/01/25 - 3/31/26
01 6940 4943 110 000 000	Non-Instructional / Staff	\$ 17,197.26	\$ 16,553.60	\$ 101,699.78	
01 6940 4943 110 000 000 2	Non-Instructional / Staff	\$ 1,159.20	\$ 1,132.32	\$ 6,820.80	
01 6940 4943 112 000 000	Instructional Aides	\$ 73,460.59	\$ 69,182.61	\$ 415,208.84	
01 6940 4943 116 000 000	Professional Non-Certificated /Staff	\$ 13,838.26	\$ 14,692.47	\$ 87,075.21	
01 6940 4943 116 000 000 2	Professional Non-Certificated /Staff	\$ 4,846.02	\$ 4,733.79	\$ 28,514.97	
01 6940 4943 210 000 000	Non Instructional / Group Insurance	\$ 1,296.67	\$ 978.54	\$ 5,929.62	
01 6940 4943 210 000 000 2	Non Instructional / Group Insurance	\$ 219.78	\$ 219.78	\$ 1,228.60	
01 6940 4943 212 000 000	Instructional Aides / Group Insurance	\$ 3,785.76	\$ 3,764.73	\$ 17,396.03	
01 6940 4943 216 000 000	Professional Non-Certificated / Group Insurance	\$ 1,266.86	\$ 1,436.65	\$ 6,477.31	
01 6940 4943 216 000 000 2	Professional Non-Certificated / Group Insurance	\$ 382.85	\$ 382.85	\$ 2,184.34	
01 6940 4943 220 000 000	Non-Instructional / FICA	\$ 1,264.68	\$ 1,225.22	\$ 7,521.40	
01 6940 4943 220 000 000 2	Non-Instructional / FICA	\$ 84.37	\$ 82.31	\$ 493.28	
01 6940 4943 222 000 000	Instructional Aides / FICA	\$ 5,528.27	\$ 5,200.32	\$ 31,333.63	
01 6940 4943 226 000 000	Professional Non-Certificated / FICA	\$ 985.67	\$ 1,043.06	\$ 6,269.19	
01 6940 4943 226 000 000 2	Professional Non-Certificated / FICA	\$ 351.55	\$ 342.96	\$ 2,065.91	
01 6940 4943 230 000 000	Non-Instructional / Retirement	\$ 1,389.56	\$ 1,337.53	\$ 8,825.85	
01 6940 4943 230 000 000 2	Non-Instructional / Retirement	\$ 93.66	\$ 91.49	\$ 591.83	
01 6940 4943 232 000 000	Instructional Aides /Retirement	\$ 5,935.62	\$ 5,590.00	\$ 35,537.17	
01 6940 4943 236 000 000	Professional Non-Certificated / Retirement	\$ 1,118.13	\$ 1,187.15	\$ 7,563.45	
01 6940 4943 236 000 000 2	Professional Non-Certificated / Retirement	\$ 391.56	\$ 382.49	\$ 2,474.23	
01 6940 4943 262 000 000	Instructional Aides / Unemployment	\$ -	\$ -	\$ -	
01 6940 4943 270 000 000	Non Instructional Work Comp	\$ -	\$ 1,610.06	\$ 1,610.06	
01 6940 4943 270 000 000 2	Non Instructional Work Comp	\$ -	\$ 35.21	\$ 35.21	
01 6940 4943 272 000 000	Instructional Aides / Workers Comp	\$ -	\$ 1,958.11	\$ 1,958.11	
01 6940 4943 276 000 000	Prof Non Cert Work Comp	\$ -	\$ 497.03	\$ 497.03	
01 6940 4943 276 000 000 2	Professional Non-Certificated / Workers Comp	\$ -	\$ 197.15	\$ 197.15	
01 6940 4943 290 000 000	Non-Instructional / Other Benefits	\$ 1.92	\$ 1.92	\$ 124.62	
01 6940 4943 290 000 000 2	Non-Instructional / Other Benefits	\$ -	\$ -	\$ -	
01 6940 4943 292 000 000	Instructional Aides / Other Benefits	\$ -	\$ -	\$ 541.79	
01 6940 4943 296 000 000	Professional Non-Certificated / Other Benefits	\$ 4.40	\$ 4.40	\$ 90.56	
01 6940 4943 296 000 000 2	Professional Non-Certificated / Other Benefits	\$ 1.92	\$ 1.92	\$ 32.84	
01 6940 4943 330 000 000	Employee Training and Development	\$ -	\$ -	\$ -	
01 6940 4943 333 000 000	Staff Mileage Reimbursement	\$ -	\$ -	\$ -	
01 6940 4943 340 000 000	Professional Services - Miscellaneous	\$ -	\$ 49.00	\$ 1,170.25	
01 6940 4943 340 317 000	Professional Services - Legal Services	\$ -	\$ -	\$ -	
01 6940 4943 340 430 000	Professional Services - Vehicle Maintenance	\$ -	\$ 78.50	\$ 228.94	
01 6940 4943 340 471 000	Other Professional Services	\$ -	\$ -	\$ -	
01 6940 4943 340 497 000	Professional Services - Building Maintenance	\$ 139.50	\$ 122.67	\$ 1,042.85	
01 6940 4943 340 540 000	Professional Services - Advertising	\$ -	\$ -	\$ -	
01 6940 4943 340 683 000	Professional Services - Employee Health	\$ 228.14	\$ 50.50	\$ 850.02	
01 6940 4943 340 685 000	Professional Services - Background Checks	\$ -	\$ 25.00	\$ 371.19	
01 6940 4943 340 685 000 2	Other Professional Services	\$ -	\$ -	\$ -	
01 6940 4943 382 000 000	Distance Education and Telecommunications	\$ 814.25	\$ 438.51	\$ 4,972.95	
01 6940 4943 382 000 000 2	Distance Education and Telecommunications	\$ 17.50	\$ -	\$ 87.50	
01 6940 4943 490 000 000	Other Purchased Property Services	\$ 2,684.05	\$ 3,175.50	\$ 13,344.69	
01 6940 4943 490 441 000	Rentals of Land and Buildings	\$ 3,469.50	\$ 3,469.50	\$ 23,869.35	
01 6940 4943 490 441 000 2	Rentals of Land and Buildings	\$ 135.30	\$ 135.30	\$ 911.19	
01 6940 4943 490 497 000	Other Supplies and Materials	\$ -	\$ -	\$ -	
01 6940 4943 531 000 000	Postage	\$ -	\$ -	\$ 55.00	
01 6940 4943 550 000 000	Printing and Binding	\$ 327.16	\$ 273.75	\$ 1,750.12	
01 6940 4943 550 000 000 2	Printing and Binding	\$ 37.04	\$ 30.99	\$ 198.13	
01 6940 4943 580 471 000	Travel Expense - Parent Engagement	\$ -	\$ -	\$ -	
01 6940 4943 580 520 000	Insurance-Auto/Liability	\$ -	\$ 2,186.15	\$ 2,186.15	
01 6940 4943 580 670 000	Travel Expense - Local Travel	\$ 60.89	\$ 40.99	\$ 635.43	
01 6940 4943 580 670 000 2	Travel Expense - Local Travel	\$ -	\$ -	\$ -	
01 6940 4943 610 000 000	Supplies	\$ -	\$ -	\$ -	
01 6940 4943 610 000 000 2	Supplies	\$ -	\$ -	\$ -	
01 6940 4943 610 410 000	Supplies - General Supplies	\$ 1,238.64	\$ 1,224.76	\$ 7,696.80	
01 6940 4943 610 412 000	Supplies - Office Supplies	\$ 4.49	\$ -	\$ 132.67	
01 6940 4943 610 412 000 2	Supplies - Office Supplies	\$ -	\$ -	\$ -	
01 6940 4943 610 428 000	Supplies - Classroom Supplies	\$ 119.96	\$ 805.04	\$ 3,478.87	
01 6940 4943 610 430 000	Supplies - Vehicle Repair	\$ -	\$ -	\$ -	
01 6940 4943 610 471 000	Supplies - Policy Council /Socialization	\$ 151.95	\$ 338.16	\$ 1,688.69	
01 6940 4943 610 471 000 2	Supplies - Policy Council /Socialization	\$ -	\$ -	\$ 20.59	
01 6940 4943 610 495 000	Supplies - Nursery Supplies	\$ 580.91	\$ 711.63	\$ 3,531.31	
01 6940 4943 610 497 000	Supplies - Building Maintenance	\$ 150.58	\$ 312.56	\$ 2,195.33	
01 6940 4943 610 540 000	Supplies - Advertising	\$ -	\$ -	\$ -	
01 6940 4943 610 621 000	Supplies - Utility Services	\$ 2,522.27	\$ 2,228.71	\$ 8,956.68	
01 6940 4943 610 643 000	Technology - Software	\$ -	\$ -	\$ 6,421.74	
01 6940 4943 650 460 000	Technology - Computer Hardware	\$ -	\$ -	\$ -	
01 6940 4943 650 460 000 2	Technology - Computer Hardware	\$ -	\$ -	\$ -	
01 6940 4943 650 465 000	Technology - Computer Software	\$ -	\$ -	\$ -	
01 6940 4943 739 000 000	Machinery	\$ -	\$ -	\$ -	
01 6940 4943 810 000 000	Dues and Fees	\$ 1,050.00	\$ 24.99	\$ 1,742.69	
01 6940 4943 950 000 000 2	Indirect Costs	\$ -	\$ 51,711.76	\$ 51,711.76	
		\$ 148,336.69	\$ 201,299.64	\$ 919,549.70	\$ 1,707,358.00
01 6940 4943 xxx xxx xxx 2	Notates ADMINISTRATIVE Expense				
	\$97,547.74 ADMINISTRATIVE Expense YTD TOTAL	27	Percent of Budget Period (7 of 12 mo)	58.3%	Percent Expended 53.9%

	PP3-1 6940-4946				
	EARLY HEAD START - TTA				
	(Training and Technical Assistance)				
	OCTOBER 2025				
		CURRENT	PREVIOUS	YTD	2025-2026 BUDGET
		MONTH	MONTH	BUDGET PERIOD	TTA
Account Number	Account Description	October 2025	September 2025	04/01/25 - 3/31/26	EARLY HEAD START
01 6940 4946 330 675 000	Employee Development	\$ 1,811.50	\$ 292.04	\$ 2,311.77	
01 6940 4946 330 675 000 2	Employee Development	\$ -	\$ 17.50	\$ 17.50	
01 6940 4946 330 692 000	TUITION EXPENSE FOR EMPLOYEES	\$ -	\$ -	\$ -	
01 6940 4946 330 692 000 2	TUITION EXPENSE FOR EMPLOYEES	\$ -	\$ -	\$ -	
01 6940 4946 340 000 000	Professional Services	\$ -	\$ -	\$ -	
01 6940 4946 340 675 000	Employee Development - Conference Registration	\$ -	\$ -	\$ -	
01 6940 4946 340 675 000 2	Employee Development - Conference Registration	\$ -	\$ -	\$ -	
01 6940 4946 340 692 000	Employee Development - Tuition Expense	\$ -	\$ 5,208.00	\$ 5,208.00	
01 6940 4946 340 692 000 2	Employee Development - Tuition Expense	\$ -	\$ -	\$ -	
01 6940 4946 610 410 000	Supplies - Material Costs	\$ -	\$ -	\$ -	
01 6940 4946 610 490 000	Supplies - Food Costs	\$ -	\$ -	\$ -	
		\$ 1,811.50	\$ 5,517.54	\$ 7,537.27	\$ 23,356.00
01 6940 4946 xxx xxx xxx 2	Notates ADMINISTRATIVE Expense				
	\$17.50 ADMINISTRATIVE Expense YTD TOTAL		Percent of Budget Period (7 of 12 mo)	Percent Expended	
			58.3%	32.3%	

**2025-2026 Budget Period
HS/EHS Administrative Percentage
As of October 31, 2025**

Head Start Operating ADMIN Expenses YTD	\$	142,682.99
Head Start TTA ADMIN Expenses YTD	\$	1,270.58
Early Head Start Operating ADMIN Expenses YTD	\$	97,547.74
Early Head Start TTA ADMIN Expenses YTD	\$	17.50
TOTAL ADMIN EXPENSES YTD	\$	241,518.81

TOTAL Head Start Operating Expenses YTD	\$	892,675.74
TOTAL Head Start TTA Expenses YTD	\$	9,283.94
TOTAL Early Head Start Operating Expenses YTD	\$	919,549.70
TOTAL Early Head Start TTA Expenses YTD	\$	7,537.27
HS/EHS Inkind YTD	\$	206,489.84
TOTAL PROGRAM EXPENSES YTD	\$	2,035,536.49

YTD ADMINISTRATIVE PERCENTAGE **11.87%**
(Total Admin Expense YTD/Total Program Expense YTD)

Pd 10/28/2025

Chk #24369

Cardholder Name and Account Number

KRYSTIE HOHNSTEIN
 4215 AVENUE I
 XXXX-XXXX-XXXX-9158



Platte Valley Bank
 A Platte Valley Company

Account Information

Statement Closing Date 10/03/2025

Account Summary

Previous Balance \$0.00

Transactions				
Post Date	Trans Date	Reference	Description	Amount
09/05	09/03	24011347P2X8VTNKV	AMAZON RETA* VL0ID3YP3 SEATTLE WA MCC: 5331 MERCHANT ZIP:	-15.98
09/10	09/09	24011347W2X7238M0	AMAZON RETA* P56NB70R3 WWW.AMAZON.COWA MCC: 5331 MERCHANT ZIP: 98109 SALES TAX: \$ 0.00 TAX INCLUDED: 2 CUSTOMER CODE: H25-12926	\$4.49
09/10	09/09	24692167W2ZMN5N6N	AMAZON MKTPL*3T8GS0QO3 Amzn.com/billWA MCC: 5942 MERCHANT ZIP: 98109 SALES TAX: \$ 0.00 TAX INCLUDED: 2 CUSTOMER CODE: H25-12926	\$60.34
09/12	09/12	24692167Z31K1430E	AMAZON MKTPL*558UK1IO3 Amzn.com/billWA MCC: 5942 MERCHANT ZIP: 98109 SALES TAX: \$ 0.00 TAX INCLUDED: 2 CUSTOMER CODE: H25-13020	\$11.55
09/14	09/12	24692167Z3280GBSH	AMAZON MKTPL*B43VN8HV3 Amzn.com/billWA MCC: 5942 MERCHANT ZIP: 98109 SALES TAX: \$ 0.00 TAX INCLUDED: 2	\$60.68
09/14	09/12	24692167Z3287JQHA	AMAZON MKTPL*EI1UH3RI3 Amzn.com/billWA MCC: 5942 MERCHANT ZIP: 98109 SALES TAX: \$ 0.00 TAX INCLUDED: 2 CUSTOMER CODE: H25-13020	\$38.99
09/16	09/15	24692168234JGP5WX	AMAZON MKTPL*UH4Y99PE3 Amzn.com/billWA MCC: 5942 MERCHANT ZIP: 98109 SALES TAX: \$ 0.00 TAX INCLUDED: 2 CUSTOMER CODE: H25-13020	\$74.96
09/28	09/27	24011348E2X66E4GJ	AMAZON RETA* RL7L22CX3 WWW.AMAZON.COWA MCC: 5331 MERCHANT ZIP: 98109 SALES TAX: \$ 0.00 TAX INCLUDED: 2 CUSTOMER CODE: H25-13309	\$34.92
09/28	09/27	24692168E32ETQ445	AMAZON MKTPL*NJ46M52U0 Amzn.com/billWA MCC: 5942 MERCHANT ZIP: 98109 SALES TAX: \$ 0.00 TAX INCLUDED: 2 CUSTOMER CODE: H25-13309	\$51.40
10/03	10/03	000000000000COMPC	TOTAL PURCHASES \$337.33 TOTAL RETURNS \$15.98 TOTAL \$321.35 TOTAL FEES FOR THIS PERIOD TOTAL INTEREST FOR THIS PERIOD	



Platte Valley Bank
A Platte Valley Company

Cardholder Name and Account Number
HEAD START 2
4215 AVENUE I
XXXX-XXXX-XXXX-9273



Page 1 of 2

Account Information		Account Summary	
Statement Closing Date	10/03/2025	Previous Balance	\$0.00

Post Date	Trans Date	Reference	Description	Amount
09/12	09/11	24445007Y8PPJ712E	WALMART.COM 8009256278 800-966-6546 AR MCC: 5310 MERCHANT ZIP: 72716 SALES TAX: \$ 0.00 TAX INCLUDED:	\$42.09
09/17	09/16	244450084BLLA44J4	WM SUPERCENTER #867 SCOTTSBLUFF NE MCC: 5411 MERCHANT ZIP: 69361 SALES TAX: \$ 0.00 TAX INCLUDED: 0 CUSTOMER CODE: 000000443413	\$136.88
09/17	09/16	244550183447XRZD0	WAL-MART #0867 SCOTTS BLUFF NE MCC: 5411 MERCHANT ZIP: 69361 SALES TAX: \$ 0.00 TAX INCLUDED: 2	\$177.19
09/23	09/22	24445008ABLL5W788	WM SUPERCENTER #867 SCOTTSBLUFF NE MCC: 5411 MERCHANT ZIP: 69361 SALES TAX: \$ 0.00 TAX INCLUDED: 0	\$89.36
09/28	09/26	24445008EBLL8T94P	WM SUPERCENTER #867 SCOTTSBLUFF NE MCC: 5411 MERCHANT ZIP: 69361 SALES TAX: \$ 0.00 TAX INCLUDED: 0	\$322.81
09/28	09/27	24793388E01XKTWW4	Nebraska Counseling As Lincoln NE	\$155.00



Platte Valley Bank
A Platte Valley Company

Cardholder Name and Account Number
KERRY MEHLING
4215 AVENUE I
XXXX-XXXX-XXXX-1800



Page 1 of 2

Account Information		Account Summary	
Statement Closing Date	10/02/2025	Previous Balance	\$0.00

Transactions				
Post Date	Trans Date	Reference	Description	Amount
09/04	09/03	24164077N2LRFYGK3	TARGET 00008318 SCOTTSBLUFF NE MCC: 5310 MERCHANT ZIP: 69361 SALES TAX: \$ 0.00 TAX INCLUDED: 2 CUSTOMER CODE: 0000000000000000	\$40.00
09/07	09/05	24226387T0QZQ4MDK	WAL-MART #0867 SCOTTSBLUFF NE MCC: 5411 MERCHANT ZIP: 69361 SALES TAX: \$ 0.00 TAX INCLUDED: 0	\$402.32
09/07	09/05	24445007TBLLN4TP6	WM SUPERCENTER #867 SCOTTSBLUFF NE MCC: 5411 MERCHANT ZIP: 69361 SALES TAX: \$ 0.00 TAX INCLUDED: 0 CUSTOMER CODE: 000000637925	\$658.35
09/11	09/10	24445007X8PPELQVY	FSP*COUNCIL FOR PROFESSIO202-772-5512 DC MCC: 8699 MERCHANT ZIP: 20005 SALES TAX: \$ 0.00 TAX INCLUDED: 0	\$162.00
09/12	09/10	24412957Y5Z1H1ZNW	PARENTS AS TEACHERS SAINT LOUIS MO MCC: 8398 MERCHANT ZIP: 63141 SALES TAX: \$ 0.00 TAX INCLUDED: 2	\$420.00

Transactions (continued)				
Post Date	Trans Date	Reference	Description	Amount
09/12	09/11	24226387Z0D9JXLA5	WAL-MART #0867 SCOTTSBLUFF NE MCC: 5411 MERCHANT ZIP: 69361 SALES TAX: \$ 0.00 TAX INCLUDED: 0	\$26.29
09/14	09/11	24692167Z321XK2NK	UNITED 0162331040993UNITED.COM TX MCC: 3000 MERCHANT ZIP: 77002 SALES TAX: \$ 0.00 TAX INCLUDED:	\$392.82
		01/19/26 1 UA K	KANSAS CITY DENVER	
		2 UA K	DENVER SCOTTSBLUFF	
		3 UA K	SCOTTSBLUFF DENVER	
		4 UA K	DENVER KANSAS CITY	
09/14	09/11	24692167Z321YDD8X	UNITED 0164329482366UNITED.COM TX MCC: 3000 MERCHANT ZIP: 77002 SALES TAX: \$ 0.00 TAX INCLUDED:	\$35.00
09/14	09/11	24692167Z321YDD94	UNITED 0164329482367UNITED.COM TX MCC: 3000 MERCHANT ZIP: 77002 SALES TAX: \$ 0.00 TAX INCLUDED:	\$35.00
09/14	09/12	24036297ZMKKR7GV9	AIRBNB * HMTJ4DEPPB AIRBNB.COM CA MCC: 4722 MERCHANT ZIP: 94103 SALES TAX: \$ 0.00 TAX INCLUDED:	\$587.93
09/21	09/18	240731486S66FGHXF	TEACHSTONE INC 866-9988352 VA MCC: 8299 MERCHANT ZIP: 22911 SALES TAX: \$ 0.00 TAX INCLUDED: 2	\$150.00
10/02	10/02	000000000000COMPC	TOTAL PURCHASES \$2,909.71 TOTAL \$2,909.71 TOTAL FEES FOR THIS PERIOD TOTAL INTEREST FOR THIS PERIOD	

Head Start

Program Governance

Governanza del programa



33



Just the Facts:

- President Lyndon Johnson funded Head Start in 1965
- June 1, 2015 began the 1st year with ESU #13
- Funded Enrollment: 274 Children
 - 202 Head Start (Ages 3-5)– 157 in public schools
 - 72 Early Head Start – center-based (Ages Birth-2)

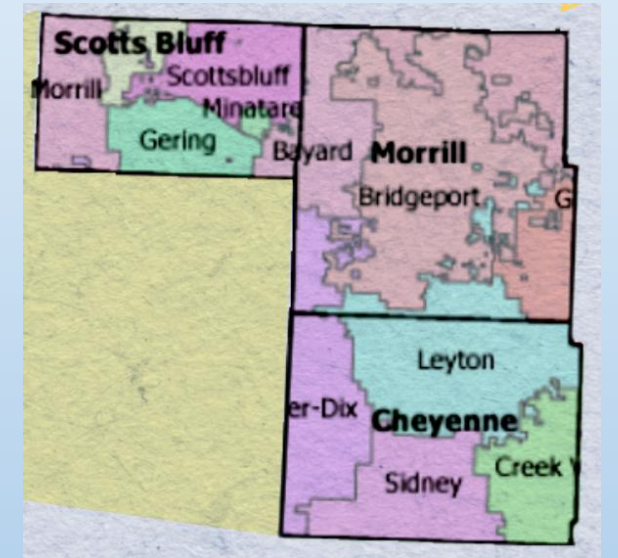
Sólo los hechos:

- El presidente Lyndon Johnson financió Head Start en 1965
- El 1 de junio de 2015 comenzó el 1er año con ESU #13
- Inscripción financiada: 274 niños
 - 202 Head Start (de 3 a 5 años) – 157 en escuelas públicas
 - 72 Early Head Start – basado en el centro (desde el nacimiento hasta los 2 años)



Just the Facts:

- 3 Counties – Scotts Bluff, Morrill, and Cheyenne
- 8 School Districts
 - Morrill, Mitchell, Scottsbluff, Gering, Minatare, Bayard, Bridgeport, and Leyton
- \$4,761,860 total funding
- 57 staff members



Sólo los hechos:

- 3 condados: Scotts Bluff, Morrill y Cheyenne
- 8 distritos escolares
 - Morrill, Mitchell, Scottsbluff, Gering, Minatare, Bayard, Bridgeport, y Leyton
- \$4,761,860 de financiación total, incluidos fondos únicos
- 57 miembros del personal

EHS/HS Eligibility

- Children birth to five
- Families who meet the federal poverty guidelines
 - Up to **35% of enrollment** can be made up of families who are considered mid-income (100-130% of poverty guideline)
 - Up to **10% of enrollment** can be made up of families who are over-income (over 130% of poverty guideline)
- Families who have a child with a special need or who need additional supports for their family (**Selection Criteria**)

Elegibilidad EHS/HS

- Niños desde el nacimiento hasta los cinco años
- Familias que cumplen con las pautas federales de pobreza
 - Hasta el 35% de la matrícula puede estar compuesta por familias consideradas de ingresos medios (100-130% del nivel de pobreza)
 - Hasta un **10% de la matrícula** puede estar compuesta por familias con ingresos superiores al 130% del límite de pobreza.
- Familias que tienen un niño con una necesidad especial o que necesitan apoyos adicionales para su familia (**Criterios de selección**)



Head Start offers comprehensive child development services that focus on the whole child and family support through ...

- **Developmentally Appropriate Experiences**
 - Research-based Curriculum
 - Individualized supports for all children in the classroom based on screening and assessment results, as well as, IFSP/IEP goals and/or family goals set for the child
- **Quality Center-based Child Care for Working Parents/Students**
 - Environment where are children and families feel supported and a sense of belonging

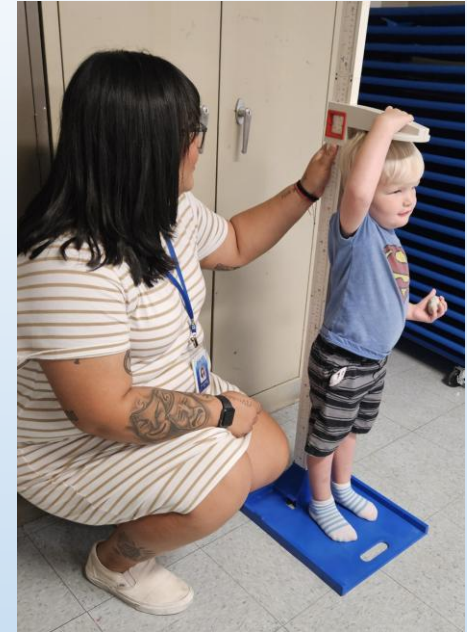


Head Start ofrece servicios integrales de desarrollo infantil que se centran en el apoyo integral del niño y la familia a través de...

- **Experiencias apropiadas para el desarrollo**
 - Currículo basado en la investigación
 - Apoyo individualizado para todos los niños en el aula en función de los resultados de las pruebas y evaluaciones, así como de los objetivos del IFSP/IEP y/o los objetivos familiares establecidos para el niño.
- **Cuidado infantil de calidad en un centro para padres y estudiantes que trabajan**
 - Entorno donde los niños y las familias se sienten apoyados y con sentido de pertenencia

Head Start offers comprehensive child development services that focus on the whole child and family support through ...

- Health Screenings (Vision, Hearing, Dental)
- Developmental and Social-Emotional Screenings (Ages & Stages Questionnaires – ASQ-3, ASQ:SE-2)
- Health, Nutrition, and Mental Health Education for children and adults
- Parent Engagement Opportunities
 - Parent meetings, Father Engagement, Mother Engagement, Policy Council representation, classroom volunteers, and at-home activities with children



Head Start ofrece servicios integrales de desarrollo infantil que se centran en el apoyo integral del niño y la familia a través de...

- Exámenes de salud (visión, audición, odontología)
- Evaluaciones socioemocionales y de desarrollo (Ages & Stages Questionnaires –ASQ-3, ASQ:SE-2)
- Educación sobre salud, nutrición y salud mental para niños y adultos
- Oportunidades de participación de los padres³⁸
 - Reuniones de padres, participación de los padres, participación de las madres, representación del Consejo de Políticas, voluntarios en el aula y actividades en el hogar con los niños.

Partnerships and Collaboration

Asociaciones y colaboración

Eight Public School Districts – 29 total classrooms (157 children)

Ocho distritos escolares públicos – 29 aulas en total (157 niños)

- Morrill Preschool – 2 classrooms / aulas (20)**11**
- Mitchell Tiger Cub Preschool – 2 classrooms / aulas (**17**)
- Scottsbluff Bear Cub Preschool – 10 classrooms / aulas (57)**62**
- Gering Public Preschool – 10 classrooms / aulas (33)**36**
- Minatare Pre-Start – 1 classroom / aula (**10**)
- Bayard Tiger Cub Preschool – 2 classrooms / aulas (10)**12**
- Bridgeport Public Preschool – 1 classroom / aula (**3**)
- Leyton Public Preschool - 1 classroom / aula (7)**6**



Partnerships and Collaboration

ESU 13 - Psychological and Behavioral Health Department, Early Development Network, Sixpence Sprouting Success, Rooted in Relationships, and Special Education Department

- Observations, coaching, child screenings, services provision, etc.



Asociaciones y colaboración

ESU 13 - Departamento de Salud Psicológica y Conductual, Red de Desarrollo Temprano, Sixpence Sprouting Success, Rooted in Relationships y Departamento de Educación Especial

- *Observaciones, coaching, evaluaciones infantiles, prestación de servicios, etc.*

Partnerships and Collaboration

Community organizations including Panhandle Public Health District, Western Nebraska Community College, Community Action Partnership of Western Nebraska, Women Infants and Children (WIC), UNL Extension, Options in Psychology, Foster Grandparents Program, Local Optometrists, etc.

- On November 5, 2025, we will hold our annual vision screening event in partnership with Dr. Mahoney and other local Optometrists.



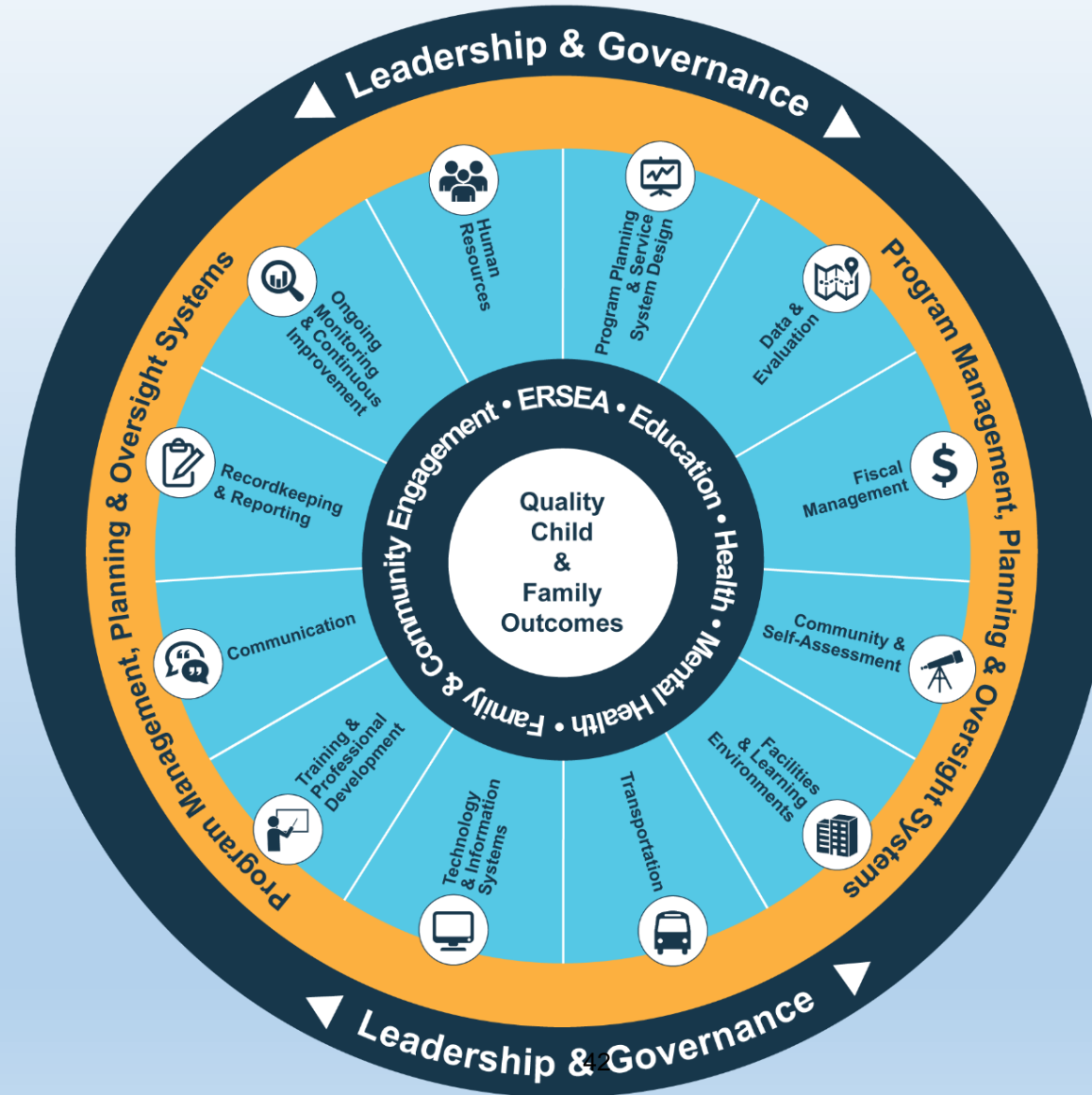
Asociaciones y colaboración

Organizaciones comunitarias que incluyen Panhandle Public Health District, Western Nebraska Community College, Community Action Partnership of Western Nebraska, Women Infants and Children (WIC), Extensión UNL, Options in Psychology, Programa de Abuelos Adoptivos, Optometristas Locales, etc.

- El 5 de noviembre de 2025, llevaremos a cabo nuestro evento anual de evaluación de la vista en asociación con el Dr. Mahoney y otros

Management Systems Wheel

- Leadership and governance encompass and inform the 12 management systems
- Program Management, Planning & Oversight Systems support program compliance and quality improvement
- The 12 individual management systems work together to inform and influence the program's service delivery
- The result of strong leadership and management along with well-designed services is high quality child and family outcomes



Rueda de sistemas de gestión

- El liderazgo y la gobernanza abarcan e informan los 12 sistemas de gestión
- Los sistemas de gestión, planificación y supervisión de programas respaldan el cumplimiento del programa y la mejora de la calidad
- Los 12 sistemas de gestión individuales trabajan juntos para informar e influir en la prestación de servicios del programa
- El resultado de un liderazgo y una gestión sólidos junto con servicios bien diseñados son resultados de alta calidad para los niños y las familias

Head Start Program Governance

- **The Head Start Act of 2007** describes the **composition and roles and responsibilities** of Head Start agency governing bodies and Policy Councils with regard to **program design, planning, monitoring, and oversight.**

Gobernanza del programa Head Start

- *La Ley Head Start de 2007 describe la composición, los roles y las responsabilidades de los órganos rectores y los consejos de políticas de las agencias Head Start con respecto al diseño, la planificación, el seguimiento y la supervisión del programa.*



Head Start Program Governance

- The Act, in conjunction with the **Head Start Program Performance Standards**, describes performance expectations regarding program governance. New program standards were published in August 2024.
 - **Governing Body has legal and fiscal responsibility for the HS agency**
 - **Head Start Program Governance Reference Book**
 - <https://headstart.gov/publication/head-start-program-governance-reference-book>
- **Headstart.gov**
 - Self-Paced Learning Modules
 - Available in Spanish and English



Gobernanza del programa Head Start

- La Ley, junto con las **Normas de Desempeño del Programa Head Start**, describe las expectativas de desempeño con respecto a la gobernanza del programa. Las nuevas normas del programa se publicaron en agosto de 2024.
 - **El organismo rector tiene la responsabilidad legal y fiscal de la agencia de HS**
 - Libro de referencia sobre la gobernanza del programa Head Start
 - <https://headstart.gov/publication/head-start-program-governance-reference-book>
- **Headstart.gov**
 - Módulos de aprendizaje a su propio ritmo
 - Disponible en español e inglés.

Governing Body Reports



- Monthly financial statements / credit card expenditures
- Monthly program information summaries
- Enrollment, Strategic planning and Needs Assessment
- Financial Audit, Annual Self-Assessment and results and follow-up
- Communication and Guidance from OHS
- Results from Federal Review and Follow-up
- Funding Application and Amendments
- Program Planning Procedures
- Program Philosophy, Goals and Objectives

Informes de los órganos rectores

- Estados financieros mensuales / gastos de tarjetas de crédito
- Resúmenes mensuales de información del programa
- Inscripción, planificación estratégica y evaluación de necesidades
- Auditoría financiera, autoevaluación anual y resultados y seguimiento
- Comunicación y orientación de OHS
- Resultados de la revisión federal y seguimiento
- Solicitud de financiación y modificaciones
- Procedimientos de planificación del programa
- Filosofía, objetivos y metas del programa

Additional Responsibilities of the Policy Council

- Approval of major changes to program written plans in all systems areas
 - Includes agency personnel and human resources policies
- Input into annual self assessment process and submission with grant
- Decisions to hire/terminate Administrator, Head Start Director, Director of Human Resources, Chief Fiscal Officer, and any other person in an equivalent position within the grantee agency
- Decisions to hire any person who works for Head Start
- Receive training on Enrollment, Recruitment, Selection, Eligibility, and Attendance (ERSEA) annually.
 - Approval of Selection Criteria annually.



Responsabilidades adicionales del Consejo de Políticas

- Aprobación de cambios importantes en los planes escritos del programa en todas las áreas de sistemas
 - Incluye políticas de personal y recursos humanos de la agencia
- Ingreso en el proceso de autoevaluación anual y presentación con la subvención
- Decisiones de contratar/despedir al administrador, director de Head Start, director de recursos humanos, director fiscal y cualquier otra persona en un puesto equivalente dentro de la agencia beneficiaria
- Decisiones de contratar a cualquier persona que trabaje para Head Start
- Recibir capacitación sobre inscripción, reclutamiento, selección, elegibilidad y asistencia (ERSEA) anualmente.
 - Aprobación de los criterios de selección anualmente.

Policy Council



Consejo de Políticas

- **Policy Council** established annually at grantee level through center parent committee elections
- Serves October through September of following year
- 5 year term limit-must be re-elected annually
- Major grant recipient decisions
- Private pay parents in partnership districts can serve as community representatives

- **El Consejo de Políticas** se establece anualmente a nivel de beneficiario a través de elecciones del comité de padres del centro
- Funciona de octubre a septiembre del año siguiente
- Límite de mandato de 5 años; debe ser reelegido anualmente
- Decisiones importantes del beneficiario
- Los padres que pagan de manera privada en los distritos asociados pueden actuar como representantes de la comunidad

Parent Committees

- **Parent Committees** established at center level
- All parents with children enrolled are part of the parent committee (private pay and HS)
- Serves through program year
- No term limit
- Can elect officers for parent leadership
- Decisions based on parent group interests to develop and facilitate center activities and parent education for family gatherings or engagement events



Comités de padres

- **Comités de padres** establecidos a nivel de centro
- Todos los padres con niños inscritos forman parte del comité de padres (pago privado y escuela secundaria)
- Trabaja durante todo el año del programa
- Sin límite de mandato
- Puede elegir a los funcionarios para el liderazgo de los padres
- Toma decisiones basadas en los intereses del grupo de padres para desarrollar y facilitar las actividades del centro y la educación de los padres para reuniones familiares o eventos de participación

Policy Council

Serves as a Link...

- ❖ Parent Committees
 - Understand rights, responsibilities, and opportunities in program
 - Planning, Coordinating, & organizing program activities
 - Recruiting volunteers from parents and community
 - Assist in mobilization of community resources to meet identified needs
- ❖ ESU13 Board of Education
- ❖ Public & Private Organizations
- ❖ Community
- ❖ Resolution of community complaints about the program or disagreements between governing bodies
 - 1st step: Board of Educators and Policy Council meet to resolve
 - 2nd step: Mediation until resolution is met



El Consejo de Políticas

Funciona como vínculo...

- ❖ Comités de padres
 - Comprender los derechos, responsabilidades y oportunidades del programa
 - Planificar, coordinar y organizar las actividades del programa
 - Reclutar voluntarios entre los padres y la comunidad
 - Ayudar en la movilización de recursos comunitarios para satisfacer las necesidades identificadas
- ❖ Consejo de Educación de ESU13
- ❖ Organizaciones públicas y privadas
- ❖ Comunidad
- ❖ Resolución de quejas de la comunidad sobre el programa o desacuerdos entre los órganos rectores
 - 1.er paso: el Consejo de Educación y el Consejo de Políticas se reúnen para resolver el problema
 - 2.º paso: Mediación hasta que se llegue a una resolución

Grievance Procedures for Parents

1. Talk to classroom teacher, family advocate, or appropriate management team member
2. Speak with Policy Council Representative (Rep is asked to consult with Director prior to meeting. Remember Confidentiality!)
3. ESU 13 Administrator if resolution is not reached with Director
4. Request to be heard at the Board of Education meeting
5. Last Resort - Contact the Region West Office
 - a. Only if you believe, if left unattended, the concern could harm children and/or could cause the program to lose its funding



Procedimientos de quejas para padres

1. Hablar con el maestro del aula, el defensor familiar o el miembro del equipo de gestión correspondiente
2. Hablar con el representante del Consejo de Políticas (Se le pide al representante que consulte con el director antes de la reunión. ¡Recuerde la confidencialidad!)
3. Administrador de ESU 13 si no se llega a una resolución con el director
4. Solicitar ser escuchado en la reunión de la Junta de Educación
5. Último recurso: comuníquese con la oficina de la Región Oeste
6. Solo si cree que, si no se atiende, la inquietud podría dañar a los niños y/o podría hacer que el programa pierda su financiación

Program Governance

- By-Laws
 - Revisions were made to member numbers according to increases in partnership classroom numbers
 - Copies available
- Head Start Philosophy
 - Revisions made July 2022
 - Copies available
- Head Start A to Z Leadership and Governance Key Activities
 - <https://headstart.gov/organizational-leadership/learning-new-leaders/learning-new-leaders>
- Program Governance Reference Book
 - <https://headstart.gov/publication/head-start-program-governance-reference-book>
- Head Start Performance Standards
 - <https://headstart.gov/policy/45-cfr-chap-xiii>



Gobernanza del programa

- Reglamentos
 - Se realizaron revisiones a la cantidad de miembros de acuerdo con los aumentos en la cantidad de aulas asociadas
 - Copias disponibles
- Filosofía de Head Start
 - Revisiones realizadas en julio de 2022
 - Copias disponibles
- Actividades clave de liderazgo y gobernanza de Head Start de la A a la Z
 - <https://headstart.gov/organizational-leadership/learning-new-leaders/learning-new-leaders>
- Libro de referencia de gobernanza del programa
 - <https://eclkc.ohs.acf.hhs.gov/publication/head-start-program-governance-reference-book><https://headstart.gov/publication/head-start-program-governance-reference-book>
- Estándares de desempeño de Head Start
 - <https://headstart.gov/policy/45-cfr-chap-xiii>

Questions

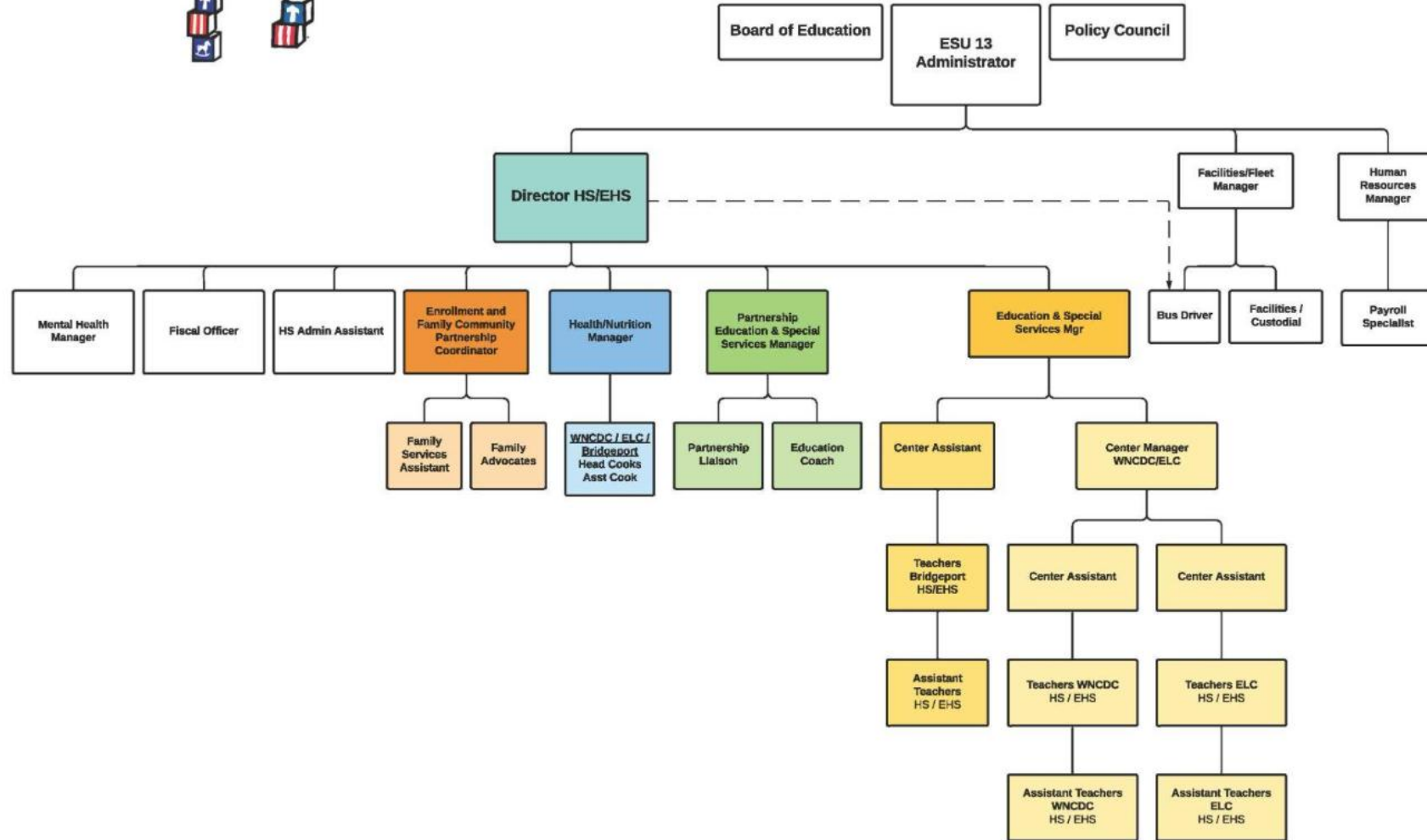
HeadStart.gov <https://headstart.gov/>



Preguntas

HeadStart.gov <https://headstart.gov/>

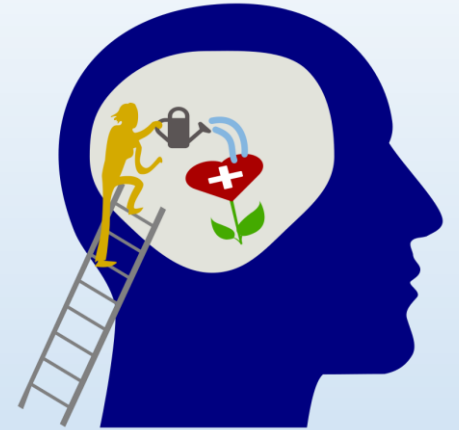
Head Start / Early Head Start 2025-2026 School Year



2025-2026 Head Start Continuation Grant Focus Areas

- **Continue Increased Mental Health Services & Staff Wellness**

- Provisionally Licensed Mental Health Provider (PLMHP) on staff
 - Opportunity for EHS/HS families and/or staff to receive mental health services at no charge
- Continued monthly consultation opportunities with Dr. Hald for any HS and Public Preschool Partnership staff who request it
- Staff appreciation, attendance incentives, agency-wide in-service focus areas



2025-2026 Área de enfoque de la subvención de continuación de Head Start

- **Continuar aumentando los servicios de salud mental y el bienestar del personal**

- Proveedor de salud mental con licencia provisional (PLMHP) en el personal
 - Oportunidad para que las familias y/o el personal de EHS/HS reciban servicios de salud mental sin cargo
- Continuación de las oportunidades de consulta mensual con el Dr. Hald para cualquier miembro del personal de EHS/HS y Public Preschool Partnership que lo solicite
- Reconocimiento del personal, incentivos de asistencia, áreas de enfoque en el servicio en toda la agencia

2025-2026 Head Start Continuation Grant Focus Areas

School Readiness Goals (Birth-Age 5)

- Goal 1: All children will have the ability to think, reason, demonstrate flexibility, and use information to acquire knowledge to understand the world around them and make appropriate decisions.
- Goal 2: All children will have the ability to imagine and express themselves creatively.
- Goal 3: All children will develop self-help skills, gain confidence in their abilities, express their feelings, needs, and thoughts, and build secure relationships with adults and peers thus establishing a strong identity that is rooted in their family and culture.
- Goal 4: All children will increase their ability to use, attend to, and understand English and their home language.
- Goal 5: All children will develop emergent literacy skills.
- Goal 6: All children will grow in their ability to use mathematical and scientific reasoning to observe, question, manipulate, predict, experiment, and problem solve to gain a better understanding of their world.
- Goal 7: All children will develop physical well-being including growth in gross and fine motor skills and awareness of health, mental health, safety, and nutrition.

2025-2026 Área de enfoque de la subvención de continuación de Head Start

Metas de preparación escolar (desde el nacimiento hasta los 5 años)

- Meta 1: Todos los niños tendrán la capacidad de pensar, razonar, demostrar flexibilidad y usar información para adquirir conocimientos para comprender el mundo que los rodea y tomar decisiones apropiadas.
- Meta 2: Todos los niños tendrán la capacidad de imaginar y expresarse creativamente.
- Meta 3: Todos los niños desarrollarán habilidades de autoayuda, ganarán confianza en sus habilidades, expresarán sus sentimientos, necesidades y pensamientos, y construirán relaciones seguras con adultos y compañeros, estableciendo así una identidad fuerte que esté arraigada en su familia y cultura.
- Meta 4: Todos los niños aumentarán su capacidad de usar, prestar atención y comprender el inglés y su idioma materno.
- Meta 5: Todos los niños desarrollarán habilidades de alfabetización emergentes.
- Meta 6: Todos los niños crecerán en su capacidad de usar el razonamiento matemático y científico para observar, cuestionar, manipular, predecir, experimentar y resolver problemas para obtener una mejor comprensión de su mundo.
- Meta 7: Todos los niños desarrollarán el bienestar físico, incluido el crecimiento de las habilidades motoras gruesas y finas y la conciencia de la salud, la salud mental, la seguridad y la nutrición.

Head Start Strategic Priorities

- **New Head Start Five-Year Goals/Strategic Priorities (2025-2030)**

- Priority 1: ESU 13 Head Start will invest in family education and engagement with the purpose of establishing a strong foundation for family relationships and success.
- Priority 2: ESU 13 Head Start will promote a positive program culture for all stakeholders.
- Priority 3: ESU 13 Head Start will invest in the expansion of program systems and supports to address the mental health needs of children, families, and staff.
- Priority 4: ESU 13 Head Start will enhance our community presence through increased community partnerships, community awareness, and expansion within service area.

Prioridades estratégicas de Head Start

- **Nuevas metas y prioridades estratégicas de Head Start para cinco años (2025-2030)**

- Prioridad 1: ESU 13 Head Start invertirá en la educación y la participación familiar con el propósito de establecer una base sólida para las relaciones y el éxito familiar.
- Prioridad 2: ESU 13 Head Start promoverá una cultura de programa positiva para todas las partes interesadas.
- Prioridad 3: ESU 13 Head Start invertirá en la expansión de los sistemas y apoyos del programa para abordar las necesidades de salud mental de los niños, las familias y el personal.
- Prioridad 4: ESU 13 Head Start mejorará nuestra presencia en la comunidad a través de mayores asociaciones comunitarias, conciencia comunitaria y expansión dentro del área de servicio.



November 13th, 2025

Educational Service Unit 13 (ESU 13)
Laura Barrett Superintendent
4215 Avenue I
Scottsbluff, NE

Dear Superintendent Barrett;

The Nebraska Department of Education (NDE) would like to express its appreciation for the cooperation received during the comprehensive fiscal monitoring desktop review conducted over the past few weeks.

Fiscal monitoring is conducted pursuant to the Departments' regulatory authority under [2 CFR § 200.332](#). A review covers the following core activities, but not limited to the following: Time and Effort reporting, payment/cash management, internal controls, policies, procedures, audit resolution, and records management.

The period of review for this monitoring event included grant activities occurring during the 2023-2024 grant year.

With the acceptance of federal subrecipient awards comes accountability in various financial arenas: internal controls, equipment, indirect costs, salary and benefits, conflict of interest, procurement, record retention, financial management, and suspension and debarment. Attached you will find an outline of what is required under each of these areas, as well as examples of required supporting documentation.

District records supporting expenditures related to the Federal subrecipient grants awarded were made available and monitored.

NDE followed up on prior exit findings and noted that all were corrected.

The compliance review of the 2023-2024 school year monitored the following programs:

Federal Programs:

- ESEA
 - Title III EL 6925
 - Noted that Title III 6925 claimed professional services, other purchased services, and supplies. Documentation provided supported those expenditures.
 - See report findings below.
 - Title IV 6969

- See report findings below.
- PEAK 6418
 - Noted that PEaK 6418 claimed salary and benefits. Time and Effort was correct. Noted that PEaK 6418 claimed professional services, other purchased services, and supplies. Documentation provided supported those expenditures.
 - See report findings below.

The following findings were noted as a result of the monitoring event. The findings are noted as either “Report” or “Exit.” Report findings have been sent electronically to the subrecipient’s contact.

Report:

1. **Program: Title III EL 6925, Carl Perkins 6700**
Grant Number & Year: 84.010A and 7/1/2023 – 9/30/2024, 84.048 and 7/1/2023-7/30/2024
Criteria/Regulation: § 200.214 Suspension and debarment.
Recipients and subrecipients are subject to the nonprocurement debarment and suspension regulations implementing Executive Orders 12549 and 12689, as well as [2 CFR part 180](#). The regulations in [2 CFR part 180](#) restrict making Federal awards, subawards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from receiving or participating in Federal awards.
2 CFR § 180.300 What must I do before I enter into a covered transaction with another person at the next lower tier?
When you enter into a covered transaction with another person at the next lower tier, you must verify that the person with whom you intend to do business is not excluded or disqualified. You do this by: (a) Checking *SAM.gov* Exclusions; or (b) Collecting a certification from that person; or (c) Adding a clause or condition to the covered transaction with that person.
Condition: For one of one transaction tested subrecipient failed to check if qualified transaction with vendor was neither suspended nor debarred.
Repeat Finding: No
Questioned Cost: \$56,095.86
Context (Quantitative/Qualitative): Quantitative
Recommendation: We recommend the subrecipient check, suspension and debarment and ensure that vendor was not suspended or debarred. This would clear the subrecipient from returning funding.
Noncompliance Action Completed: Yes

2. **Program: 6415 MTSS, 6415 EC MTSS, 6417 Transition, 6418 PEaK,**
Grant Number & Year: 9/1/2023 – 8/31/2024, 8/8/2023-7/31/2023
Criteria/Regulation: 2 CFR 200.430 (g) *Standards for Documentation of Personnel Expenses.*

(1) Charges to Federal awards for salaries and wages must be based on records that accurately reflect the work performed. These records must: (i) Be supported by a system of internal control that provides reasonable assurance that the charges are accurate, allowable, and properly allocated; (ii) Be incorporated into the official records of the recipient or subrecipient; (iii) Reasonably reflect the total activity for which the employee

is compensated by the recipient or subrecipient, not exceeding 100 percent of compensated activities (for IHEs, this is the IBS); (iv) Encompass federally-assisted and all other activities compensated by the recipient or subrecipient on an integrated basis but may include the use of subsidiary records as defined in the recipient's or subrecipient's written policy; (v) Comply with the established accounting policies and procedures of the recipient or subrecipient (See [paragraph \(i\)\(1\)\(ii\)](#) of this section for treatment of incidental work for IHEs.); and (vi) Support the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one Federal award; a Federal award and non-Federal award; an indirect cost activity and a direct cost activity; two or more indirect activities allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity. (vii) Budget estimates (meaning, estimates determined before the services are performed) alone do not qualify as support for charges to Federal awards, but may be used for interim accounting purposes, provided that:

Condition: For one of one employee tested the time and effort did not match actual time worked.

Repeat Finding: No

Questioned Cost: \$144,186.80

Context (Quantitative/Qualitative): Quantitative

Recommendation: We recommend that Time and Effort are corrected to be brought into compliance. This would clear the subrecipient from returning funding.

Noncompliance Action Completed: Yes

Exit:

Findings not required by the Uniform Guidance will be discussed at the exit the first year they are noted; however, these exit findings may be included in the subsequent Reports if not corrected in the next year.

- No Exit Findings

Also, the Uniform Guidance, 2 CFR § 200.511, provides the following:

At the completion of the audit, the auditee must prepare, in a document separate from the auditor's findings described in §200.516 Audit findings, a corrective action plan to address each audit finding included in the current year auditor's reports. The corrective action plan must provide the name(s) of the contact person(s) responsible for corrective action, the corrective action planned, and the anticipated completion date.

You have fifteen (15) days from receipt of this monitoring report to submit any missing, incomplete, or needed documentation. If missing, incomplete, or needed documentation, is not provided, this monitoring report will serve as the notice of noncompliance; the findings will be finalized as presented in this report.

If Report Findings are identified, then you have thirty (30) days from the date of this monitoring report to either:

1. Dispute the findings with written comments and any supporting documentation that demonstrates the inaccuracy of the finding, or
2. Submit a Non-Compliance Resolution specifying the plan to remedy, including any enforcement action.

Examples of Non-Compliance Resolution actions may include:

1. Submitting a refund for the identified disallowed cost to the NDE.

Nebraska Department of Education
Office of Budget & Grants Management
C/O Grant Audit & Compliance
500 84th Street, 2nd floor.
501 Lincoln, NE 68510

2. Submitting documentation of non-compliance resolution plans with thirty (30) days and **evidence of completion within six (6) months from the date of this monitoring report.**
3. Submitting documentation that would demonstrate program or fiscal compliance.

To complete a Non-Compliance Resolution, you must demonstrate that you have corrected the activity that caused the noncompliance by providing specific documentation that supports the completion of the corrective action within the six months provided.

- Submit the required documentation to: nde.BGMHelp@nebraska.gov
- If there are questions, you may call the Grant Audit Specialist's phone number indicated at the bottom of this report.

Follow-up monitoring may be conducted to ensure timely implementation, as necessary. subrecipients are subject to fiscal monitoring efforts based on risk assessment at any given point of time.

Resolution

All findings are resolved only after the subrecipient has provided sufficient evidence that the corrective action has been fully implemented. At such point, a close out letter will be issued to the subrecipient indicating that all findings have been resolved and to document that conditions and/or restrictions have been lifted.

Technical Assistance

The NDE may follow up with the subrecipient to provide ongoing technical assistance to facilitate grant compliance, as needed. The subrecipient may also request technical assistance from Monitor for nonprogrammatic grant management activities. Programmatic technical assistance is provided by Grant Program staff.

2 CFR 200.339 Enforcement Action and Appeal Process can be located in [NDE's Fiscal Monitoring Plan](#).

The compliance review issues disclosed are the result of only items reviewed during the review. Compliance with all Federal laws and regulations applicable to the subrecipient is the responsibility of the subrecipient's management. It is your responsibility to ensure the NDE has been provided with the correct information during our monitoring event. If you feel that any of our comments are incorrect, please indicate so now.

The compliance review issues only reflect the results of the compliance review sample and should not be misconstrued as an endorsement of areas not reviewed.

If you have any comments or concerns about the results of this compliance review, please notify us by December 4th, 2025 at nde.BGMHelp@nebraska.gov.

Sincerely,

E. Nore

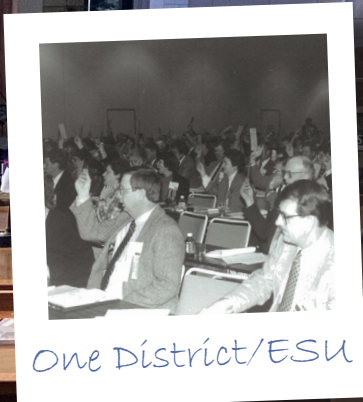
E. Nore
Grant Audit Specialist
531-280-8649
Email – e.nore@nebraska.gov

cc: Tom Goeschel, Shamar Hill, Steve Bauers, Camelia Rogers, Amy Rhone, Jamie Chambers, Beth Wooster, Melody Hobson, Katie Graham, Zainab Rida, Shirely Vargas, Lisa Laws

2025

Delegate Handout

For the November 21, 2025
NASB Delegate Assembly



One District/ESU



One Vote

Proposed Changes to NASB's Bylaws
and Standing Positions
at the 2025 Delegate Assembly

NASB DELEGATE ASSEMBLY - NOVEMBER 21, 2025 - 8:00 AM CT - OMAHA

Leadership

Innovation

Vision

Engagement

#liveNASB

The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans.



IN PREPARATION FOR THE 2025 DELEGATE ASSEMBLY

Leadership

Innovation

Vision

Engagement

#liveNASB



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

BRING THIS HANDOUT WITH YOU TO THE DELEGATE ASSEMBLY



This Advocacy Handout lists all items to be considered at the Delegate Assembly, which will shape NASB's 2026 legislative and leadership agenda.

Underlines (add to) and ~~strike-throughs~~ (delete) are added when a current position is proposed for amendment. Items without any marks are either new submissions or proposed to continue unchanged.

The Delegate Assembly will be held on November 21, in conjunction with the State Education Conference in downtown Omaha, and begins at 8:00 AM CT to allow delegates to attend other sessions on Friday morning, beginning at 9:30 AM CT. The enclosed positions will be presented to the Assembly. If there are no objections or amendments to a given item, the proposal will automatically become a position of the Association. Amendments or motions to kill proposals require a motion that is supported by a two-thirds vote of the Assembly. There will be a vote on the proposals only when a change is desired, or an attempt is made to kill a particular proposal. Please consult the "Rules of Procedure" in the back of this Handout.

AGENDA

FRIDAY, NOVEMBER 21

7:00 TO 8:00 AM - DELEGATE SIGN-IN

8:00 AM - DELEGATE ASSEMBLY

1. Report from the Credentials Committee
2. Proposed Bylaw Amendments
3. Report from the Nominating Committee*
4. Report from the Board of Directors*
5. Proposed Standing Positions
6. New Business
7. Adjournment

*if necessary



WHO IS YOUR DELEGATE?

"GOVERNMENT IS RUN BY THE PEOPLE WHO SHOW UP"

While any board member is welcome to attend the Delegate Assembly, each board should select one member to represent the district or ESU as the voting delegate prior to November 21.

**ONE DISTRICT/ESU.
ONE VOTE.**

MAKE SURE YOUR DISTRICT OR ESU VOICE IS HEARD!

If you have questions, you may reach us at 402-423-4951



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MARK YOUR CALENDARS - KEY LEGISLATIVE DATES FOR 2026

November 21, 2025	Delegate Assembly
January 7, 2026	The 109th Legislature - Second Session begins This 60-Day Session will last until mid-April
January 21, 2026	Day 10: All bills must be introduced by this date
January 25, 2026	NASB Legislation Committee Meeting - Lincoln
January 25-26, 2025	Legislative Issues Conference - Lincoln ... JOIN US!
January-February	Committee Hearings take place
Mid-February	Priority Bills are identified

*All dates subject to change.



YOUR NASB LEGISLATIVE TEAM & RESOURCES

Colby Coash - Associate Executive Director, Director of Government Relations - ccoash@NASBonline.org

Matt Belka - Director of Marketing, Communications & Advocacy - mbelka@NASBonline.org



John Spatz - Executive Director - jspatz@NASBonline.org



Lindsey Headrick - Administrative Specialist - lheadrick@NASBonline.org



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ADVOCACY & ENGAGEMENT - WHAT IS YOUR ROLE?

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WHAT IS YOUR ROLE?

Engaging in advocacy happens all year long.

When the legislature inserts itself into the boardroom or the classroom, lawmakers need to hear from YOU.

Advocating for LOCAL CONTROL is critical.

Here's what you can do:

STAY INFORMED - KNOW THE PROCESS - ENGAGE

STAY INFORMED

- Track the legislation that impacts your district ... Have the data that tells your story
 - Spending - Student Demographics - School Needs - Community Feedback
- Attend the Legislative Issues Conference & State Education Conference
- Get updates from NASB's Advocacy Team

KNOW THE PROCESS

- The 60-Day Session Starts Wednesday, January 7. Bill introduction is the first 10 days of the Session. Committee Hearings take place the first 30 days. Priority Bills are identified mid-February. 60-Day Session Ends around mid-April.
- Legislative Issues Conference: January 25-26 - Lincoln

ENGAGE

- Facilitate regular meetings with your representative. Engage in the process; go on record!
 - Come testify - Write a letter - Send an email
- Come to Lincoln for a Day at the Capitol
- Consider becoming one of NASB's "expert, go-to members" in an area where you can engage!



NASB CAN ASSIST YOU ... JUST ASK!

BECOME MORE ENGAGED!

In addition to the NASB Board and Legislation Committee, we have an incredible list of "Go-To" members we can tap into as needs arise. To be part of our "Bench" please fill out the QR or let us know!



DID YOU KNOW: We LIVE Here!

79% of Nebraska's 1,700 locally elected school board members serve at or within 100 miles of where they graduated ... with 51% serving IN the district they graduated from. As a school board member and community leader, you are in an excellent position to educate and influence the legislative process and are seen as a key resource on education policy for your district.



YOUR 2025 NASB LEGISLATION COMMITTEE

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THROUGH NOVEMBER 21, 2025



Committee Chair
Ed Swotek
Malcol



NASB President
Stacy Jolley
Millard



NASB Secretary / Member 7
Suzanne Sapp
Ashland-Greenwood



Member 1
Jane Erdenberger
Omaha



Member 2
Kimara Snipes
Omaha



Member 3
Piyush Srivastav
Lincoln



Member 4
Mara Krivohlavek
Lincoln



Member 5
Marcus Madler
Papillion La Vista



Member 6
Beth Morrisette
Westside



Member 8
Amanda McGill Johnson
Millard



Member 9
Drew Blessing
Kearney



Member 10
Marla Grier
South Sioux City



Member 11
Doug Keener
Mitchell



Member 12
Gary Kubicek
Norris



Member 13
Steve Blocher
West Point



Member 14
Erick Lee
Arapahoe-Hollbrook



Member 15
Jayson Bishop
Perkins County



Member 16
Mary Yilk
ESU 9



Appointed Member
Lisa Albers
Grand Island



Appointed Member
Skip Altig
North Platte



Appointed Member
Patti Gubbels
Norfolk



Appointed Member
Mike Palmer
Sidney



Appointed Member
Jason Richters
Centennial



Appointed Member
Dan Scheer
St. Paul



Appointed Member
Jeremy Shuey
Plattsmouth



Appointed Member
Brad Wilkins
Ainsworth

Term Ends 2025 for Appointed Members

Term Ends 2026 For Odd # Members

Term Ends 2028 For Even # Members

BYLAWS RELATING TO THE 2025 DELEGATE ASSEMBLY

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ARTICLE XIII - DELEGATE ASSEMBLY

- §1. The Delegate Assembly shall be convened at least once annually; the date and location shall be determined by the Board of Directors and announced at least thirty (30) days prior to the Delegate Assembly.
- §2. The Delegate Assembly shall receive, consider, and act upon legislative resolution and position statement proposals submitted to it by the Board of Directors. Any such proposal may be amended by action of the Delegate Assembly. No such proposal shall be amended or rejected except on an affirmative vote of two-thirds of the delegates present and voting. No legislative resolution or position statement proposal, which has not been approved by the Legislation Committee, shall be adopted except on an affirmative vote of two-thirds of the delegates present and voting. Legislative position statements shall remain in effect until repealed or amended. Legislative resolutions shall be in effect for one year.
- §3. The Delegate Assembly shall elect three members of the Nominating Committee and four at-large members of the Board of Directors of the Association as directed by these Bylaws. The Delegate Assembly may request to hear reports of committees of the Association; and delegate to the Board of Directors any of its powers except the adoption of amendments to the Bylaws, and the adoption of amendments to the purposes of the Association. Any motion to amend the Bylaws by a member district or ESU shall be submitted to the President of the NASB, or the CEO, at least 48 hours prior to the start of the annual Delegate Assembly. Any motion to amend the Bylaws submitted prior to 48 hours before the start of the Delegate Assembly shall be heard at the Delegate Assembly. Such motion to amend the Bylaws shall be passed upon a two-thirds majority vote of the Delegates in attendance. A motion to amend the Bylaws made by a member shall not be considered at Delegate Assembly if it is not submitted in writing to the President of the NASB or the CEO within 48 hours of the start of the annual Delegate Assembly.
- §4. The Delegate Assembly shall hold at least one in-person meeting annually, referred to as the "annual meeting", subject to the exception in §5. The Delegate Assembly may hold additional meetings on reasonable notice upon the call of the President with the concurrence of a majority of the members of the Board of Directors or on the call of at least two-thirds of the members of the Board of Directors. Additional meetings of the Delegate Assembly may be held virtually subject to the provisions in §5.
 - A. The Delegate Assembly shall consist of one voting delegate, or alternate for said voting delegate, designated by each active member board.
 1. A voting delegate, or alternate in that delegate's absence, shall be a bona fide member of a member board and shall not be an employee of that board.
 2. Each active member board shall designate one of its members as a voting delegate prior to each meeting of the Delegate Assembly. Alternates may also be designated but shall not have voting rights except in the event of the absence of the delegate.
 3. Voting rights of delegates, or alternates, shall be contingent upon payment of current annual dues by the member boards they represent.
 - B. The Delegate Assembly shall adopt rules of procedure for the conduct of the Delegate Assembly.
 - C. A quorum of the Delegate Assembly shall consist of the delegates attending the Delegate Assembly from school boards and ESUs in good standing for in-person meetings.
 - D. A voting delegate shall have the right to one vote on any question placed before any session of the Delegate Assembly if present at the session at the time the vote is taken.
 1. All votes shall be cast in person by the delegate (or alternate in that delegate's absence).
 2. No vote shall be cast by proxy.
 - E. Members of the Board of Directors of NASB and voting delegates shall have the right of expression in meetings of the Delegate Assembly.
 - F. Resolutions, which are legislative action items of current needs or problems to be considered by the Delegate Assembly, shall be formulated by the Legislation Committee at least 90 days prior to the annual Delegate Assembly.
 1. Legislative resolutions may be submitted by member boards or by any director of the Association to the Legislation Committee.
 2. The Committee shall receive, consider, and act upon legislative resolution and position statement proposals submitted to it by member boards, staff, officers, and directors.
 3. The legislative resolution and standing position proposals approved by the Committee and amended or not rejected by the Board of Directors, shall be distributed to the membership at least 35 days prior to the annual meeting of the Delegate Assembly.

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BYLAWS RELATING TO THE 2025 DELEGATE ASSEMBLY

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ARTICLE XIII - DELEGATE ASSEMBLY (CONTINUED)

- §5. The Delegate Assembly may meet virtually.
- A. The annual meeting of the Delegate Assembly may meet by virtual means if two-thirds of the NASB Board of Directors votes it is necessary to protect the health and safety of the membership.
1. A quorum for a virtual annual Delegate Assembly shall be fifty (50) member school districts participating.
 2. Reasonable arrangements need to be made to accommodate the memberships right to participate.
 3. All member school districts and ESUs shall be provided a link to the virtual meeting and instructions on how to participate in the meeting and vote.
 4. The virtual annual meeting shall be recorded by audio/visual means.
- B. The NASB may convene additional meetings of the Delegate Assembly virtually subject to the following provisions:
1. A quorum for a virtual Delegate Assembly shall be fifty (50) member school districts participating.
 2. Reasonable arrangements need to be made to accommodate the memberships right to participate.
 3. All member school districts and ESUs shall be provided a link to the virtual meeting and instructions on how to participate in the meeting and vote.
 4. The virtual Delegate Assembly shall be recorded by audio/visual means.

The Nebraska Association of School Boards is the only state organization created by school board members to represent the interests of school board members.

Your Association's legislative agenda is initiated each year with the submission of local board proposals.

The NASB Legislation Committee reviews all proposals, and then submits its recommendations to the NASB Board of Directors.

The Board can then review and amend the submissions before presenting them to the NASB Delegate Assembly.

The Delegate Assembly gives each member school district a voice in shaping the agenda of NASB.

Standing Positions remain in effect until they are repealed by the Assembly.

WHAT DOES THIS REPRESENT?

The narrative you read inside the pages of this book represent a set of belief statements which guide NASB's government relations efforts. These words guide our lobbying efforts at the State Capitol, with the State Board of Education, as well as with our representatives in Washington, D.C.

While this work characterizes an effort to describe an issue or condition to be addressed, rarely is a bill written in such plain language. Legislative bills are a blend of several ideas (or perhaps a promising idea and a substantial price tag). NASB determines its stance on a bill with the Legislation Committee who offers guidance taking into consideration the technical and political aspects of a bill needed to navigate the turbulent amendment process.

YOUR PROPOSED NASB BYLAW AMENDMENTS

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Recommended changes to Bylaws would become effective November 2026 if passed.

SUMMARY OF BYLAW CHANGES SHOULD THEY PASS

- At-Large Board Members:
 - The NASB Nominating Committee shall vet and vote on sending two names to the NASB Board of Directors (BOD) to be appointed for a two-year term prior to August 1st each year.
 - At the August board meeting, the BOD shall vote to appoint two members as at-large board members. Terms shall begin at the end of November's Delegate Assembly.
- ESUs shall have one designated seat on the BOD. First term shall begin after the Delegate Assembly in 2026.
- The four Officers will be elected by the BOD, after Delegate Assembly each year.
- The President shall appoint three members of the NASB Executive Committee annually. The appointments shall be approved by BOD.
- The President will fill any vacancy in the Executive Committee.
- A vacancy in an Officer position shall be filled by BOD.
- The Secretary shall appoint all members of the Nominating Committee to be approved by the BOD.
- The Treasurer shall appoint all members of the Audit Committee to be approved by the BOD.
- Nominating Committee:
 - Consists of four members of the BOD and three at-large members.
 - Shall fill vacancies in BOD.
 - Vacancies in the Nominating Committee shall be filled by Secretary.
- Legislation Committee:
 - Some clean-up language to recognize that there are 16 elected or district appointed committee seats.
 - Eliminates "Alternate" members.
 - Vice President will fill any vacancy.

ARTICLE IV - ORGANIZATION

§3. Each NASB Region shall elect a region director who shall also serve as a member of the NASB Board of Directors. The region director shall be elected for a four-year term or until a successor is elected, said term to begin at the close of the Delegate Assembly.

A. Each candidate for region director shall be nominated by a member board of that region by means of a nomination form. That form shall be distributed to the incumbent directors in eligible regions no later than 30 days prior to mailing of the form to all member boards in that region. An incumbent director shall not be nominated unless his or her form has been returned to the NASB office prior to the mailing of the form to all member boards in that region. Nominations of other candidates for the position of region director must be returned to the NASB office by a date determined by the Association. A school board member shall not be eligible to serve if their school district currently has a member on the Board of Directors.

B. Each region director shall be elected by the member boards of that region by means of a ballot or electronic balloting system. Such ballot shall be distributed to the member boards no later than 60 days prior to the NASB/NASA State Education Conference and returned to the NASB office at least one week prior to the NASB/NASA State Education Conference. Ballots received after the deadline will not be counted as part of the vote. If a region director or candidate is unopposed, no ballots shall be distributed to the region members. After the ballots are collected, the ballots will be forwarded to the chair of the Nominating Committee.

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C. Each member school district board or any two boards, that for two consecutive school years prior to the U.S. Census, has had at least 5 percent of the total state average daily membership (ADM) shall be entitled to a position on the Board of Directors as an NASB Region, for each full 5 percent, pending approval of the board of directors and the Delegate Assembly. If the school district's ADM falls below 5 percent of the total state ADM for two consecutive school years, then the school district's position on the board shall end with the expiration of the current representative's term. For those district(s) outlined above, the region director shall be appointed by the member board(s) of that district(s).

D. Beginning at the conclusion of the 2018 delegate assembly, all directors representing even numbered regions, including those elected in 2018, shall serve a four-year term starting at the conclusion of the 2018 delegate assembly, and even-numbered regions will elect directors every four years thereafter. All directors representing odd numbered regions, including those elected in 2018, shall serve a two-year term starting at the conclusion of the 2018 delegate assembly, and odd-numbered regions will elect directors in 2020 and every four years thereafter.

E. Each active member board within that NASB Region is entitled to one vote for the position of region director.

F. Votes for the position of region director shall be cast on the official ballot or electronic ballot.

G. A plurality shall elect.

H. If a tie vote exists, the Nominating Committee Chairman shall break the tie ~~by draw of lots.~~

§ 4. The NASB Board of Directors shall appoint four at-large members to the Board of Directors.

A. The four at-large members of the Board of Directors shall serve two year-terms staggered.

B. At-large members shall have full voting privileges.

C. Each year prior to August 1, the Nominating Committee shall meet and forward names of two people to serve as at-large members to the Board of Directors.

D. A school board member shall not be eligible to serve as an at-large member of the Board of Directors if the NASB Board of Directors currently has an elected or appointed member from their school district.

E. A majority of a quorum of the Board of Directors shall vote to appoint at-large members annually prior to the Delegate Assembly.

F. The two-year term of at-large members starts immediately after Delegate Assembly. An at-large may be appointed to serve up to three consecutive terms. Upon the conclusion of three consecutive terms, a member shall not be eligible to serve as an at-large member.

§5. Beginning after Delegate Assembly in 2026, all ESUs that are current members of the NASB shall make up a region to elect one member to the Board of Directors. Each ESU board member in good standing shall be eligible to be elected by the ESUs to serve. An ESU board member shall not be eligible to serve on another region seat or for an at-large position on the Board of Directors. Each term shall be four years. The first term shall begin after Delegate Assembly in 2026.

§64 Members of the Board of Directors shall not be deemed as partners of the Association for any purpose.

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ARTICLE VI - OFFICERS: ELECTION AND SUCCESSION

- §1. The officers of this Association shall be: (a) President; (b) Vice President; (c) Secretary; and (d) Treasurer.
- §2. The officers shall be elected by the Board of Directors ~~at the first meeting of the Board after January 1st of each calendar year~~ following Delegate Assembly each year. The term of the officers shall be ~~approximately one year or until the first board meeting of the Board of Directors in the next calendar year~~. A majority of the quorum shall elect the officer positions.
- §3. Each officer may serve up to three consecutive years in the same officer position. An officer that served three consecutive years in the same officer position is not eligible to run for the same officer position for one year.
- §4. To be eligible to be elected to an officer position ~~by the Board of Directors~~ a candidate for an officer position shall be currently on the executive committee shall be a current member of the Board of Directors.
- §5. The President shall be the chairperson of the Board of Directors and the Executive Committee. The Vice President shall be the chairperson of the Legislation Committee. The Secretary shall be the chairperson of the Nominating Committee. The Treasurer shall be the chairperson of the Audit Committee.
- §6. A vacancy in an officer position shall be filled by the Board of Directors ~~by a person on the Executive Committee~~.
- §7. The Board of Directors may develop internal procedures for the removal of an officer during a term for cause.

ARTICLE VII - DUTIES OF OFFICERS

- §1. The President shall: (a) preside at all meetings of the Association, the Board of Directors, and the Executive Committee; (b) appoint members and chairman, not established in these Bylaws, of the committees, subject to the approval of the Board of Directors; (c) create special committees and appoint members thereof as the President deems advisable or as directed by the Board of Directors; (d) appoint three members of the Board of Directors to serve on the Executive Committee; and (e) perform such other duties as custom and parliamentary usage require or which are inherent to the office.
- §2. The Vice President shall: (a) assist the President in the performance of the duties of that office; (b) perform the duties of the President if the President is absent or unable to perform the duties of the office; (c) serve as a member and chairperson of the Legislation Committee (d) appoint at-large members of the Legislation Committee and (e) perform such duties as are inherent to the position or are assigned.
- §3. The Secretary shall: (a) assist the President and the Vice President in the performance of the duties of those offices; (b) serve as chairperson of the Nominating Committee and assist in recording proceedings; (c) be responsible for all board meeting documentation including minutes, resolutions, and other relevant documents; (d) appoint members of the Nominating committee; and ~~(d)~~(e) perform such duties as are inherent to the position or are assigned.
- §4. The Treasurer shall: (a) serve as chairperson of the Audit Committee; (b) be responsible to annually submit the audit of the Association to the Board of Directors; (c) submit to the Board of Directors an annual budget from the Audit Committee for approval; (d) appoint members of the Audit Committee; and ~~(d)~~(e) perform such duties as are assigned by the President, Executive Committee, or Board of Directors.

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ARTICLE VIII - EXECUTIVE COMMITTEE

- §1. The Executive Committee shall consist of seven members of the Board of Directors made up of the four officers, and three additional members appointed by the President and approved by the Board of Directors. elected by the Nominating Committee.
- §2. Each year after Delegate Assembly, but prior to the first board meeting of the next calendar year, the Nominating Committee shall meet and elect seven members of the Board of Directors to serve on the Executive Committee. The Executive Committee members shall serve staggered two-year terms with either three or four members elected each year. After the Delegate Assembly in 2024, the Nominating Committee shall appoint three members to a one-year term and four members to a two-year term. Each year after 2024, the Nominating Committee shall elect members of the Executive Committee to two-year terms the President shall appoint three members of the Board of Directors to serve on the Executive Committee.
- §3. The Executive Committee shall meet at the call of the President or a majority of its members.
- §4. When an emergency situation arises between meetings of the Board of Directors, the Executive Committee shall advise the Executive Director and Board of Directors in determining the direction of the Association. All actions and decisions of the Executive Committee shall be subject to ratification by the Board of Directors at their next regularly scheduled meeting.
- §5. The quorum for the Executive Committee shall be the majority of its members.
- §6. The ~~Nominating Committee~~ President shall fill any vacancy in the Executive Committee.

ARTICLE IX - BOARD OF DIRECTORS

- §1. The Board of Directors shall consist of one director from each of the NASB regions, and four at-large members, and one ESU member beginning after delegate assembly in 2026.
 - a. ~~The four at-large members of the Board of Directors shall serve two-year terms staggered.~~
 - b. ~~At-large members shall have full voting privileges.~~
 - c. ~~Each year prior to October 1, the Nominating Committee shall meet and forward two names to the Delegate Assembly for election to the Board of Directors.~~
 - d. ~~Individual members of the Association in good standing may be nominated from the floor of the Delegate Assembly to run for an at-large position of the Board of Directors.~~
 - e. ~~A school board or ESU board member shall not be eligible to serve as an at-large member of the Board of Directors, if the NASB Board of Directors currently has an elected or appointed member from their school district or ESU.~~
 - f. ~~A majority of a quorum of the delegates shall elect at-large members at the Delegate Assembly.~~
 - g. ~~Prior to October 1, 2024, the Nominating Committee shall nominate two members to serve a one-year term and two members to serve a two-year term as an at-large member of the Board of Directors. Each year after 2024, the Nominating Committee shall nominate and forward two members to the Delegate Assembly annually.~~

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- §5. The Board of Directors shall: (a) implement the mission of the Association and exercise general supervision over its affairs; (b) implement policies and programs adopted by the Delegate Assembly; (c) enter into such agreements with other agencies to plan, implement, and administer projects, activities, and services designed to improve its member boards as it deems necessary; (d) elect from its ~~Executive Committee~~ officers of the Association according to Article VI of these Bylaws; (e) approve appointments to committees; (f) recommend establishment of committees; (g) review boundaries of districts and make necessary adjustments in accordance with Article IV, §1, of these Bylaws; (h) employ and evaluate a Executive Director under such terms of employment and at such salary as it may determine, to manage the affairs of the Association; (i) take action on the recommendations of the Executive Director with respect to employment, evaluation, and salary of other personnel; (j) employ an independent certified public accountant to audit the financial records of the Association and submit an annual audit report to the Board of Directors for its adoption; (k) adopt an annual budget not later than the June meeting; and (l) approve, in the name of the Association: (1) receipt and ownership of property, either real or personal, by devise, bequest, donation, purchase or otherwise; (2) holding the same, absolutely or in trust; (3) investing, reinvesting, and managing the same; and (4) applying said property and the income arising there from to the purposes of the Association.
- §9. Vacancies on the Board of Directors of elected ~~members~~ or the at-large ~~members~~ shall be filled by appointment by the ~~Nominating Committee~~ Board of Directors after notification of member boards in that region. Directors appointed to complete the term of a vacated position shall serve until the next regular election of region director in that NASB Region. Vacancies on the Board of Directors of members appointed by their own district shall be filled by the school district.

ARTICLE X - COMMITTEES

- §1. The Board of Directors or the President may create committees to carry out the business of the Association. The President shall appoint members of the board of directors ~~and/or at-large members~~ annually to each committee. The President may appoint individuals from other organizations to serve on a committee if it meets the mission of the Association.
- §2. The President shall appoint members of all committees and sub-committees except the Nominating Committee, Audit Committee, and the Legislation Committee, with the approval of the Board of Directors. Each committee shall hold a minimum of one meeting during its annual term.
- A. The Legislation Committee shall be composed of not more than 31 members. Three members shall be the President, Vice President and Secretary. The Chairperson of the Committee shall be the Vice President. The NASB Vice President shall appoint between four and eight additional at-large board members to serve a one-year term. The NASB Board of Directors must vote to approve the at-large appointments of the Vice President. ~~Sixteen~~ Twenty members shall be members of NASB school boards or ESUs and shall be elected or district appointed in accordance with the provisions contained in subsections 1 through 13 below. The Legislation Committee shall receive, consider, and act upon legislative resolution and position statement proposals submitted to it by member boards, staff, officers, and directors. Any proposal may be amended by action of the Legislation Committee, but no proposal shall advance from the Legislation Committee to the Board of Directors except on an affirmative vote of two-thirds of those members present and voting. The Legislation Committee shall also meet to provide advice, instructions, and interpretations of legislative resolutions to staff for use in legislative relations activities.
1. Student population will be used as a guide to group the ~~20~~ sixteen elected or district appointed Legislation Committee seats.
10. If a tie vote occurs, the ~~Nominating Committee Chairman~~ Vice President shall break the tie ~~by draw of lots~~.
11. Member seats 1, 2, 3, 4, 5, and 6 shall each appoint one member from each board to serve as an alternate. Each alternate will serve a four-year term.

YOUR PROPOSED NASB BYLAW AMENDMENTS

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~~11.~~ The Vice President shall serve as Chair of the Legislation Committee.

~~12.~~ NASB member Educational Service Unit boards shall have one member of the Legislation Committee and an alternate from board members from member ESUs. The process the Educational Service Units use to elect or appoint its member and alternate shall be developed by the NASB Board of Directors.

13. If a vacancy occurs in any of the elected positions, the Vice President shall appoint a member to serve the remainder of the term after a call for nominations is sent to members of the region members. This appointment shall be approved by the Board of Directors.

14. A school board or ESU member shall not be eligible to serve on the Legislation Committee if the Committee currently has an elected or appointed member from that school district or ESU.

~~B. Nominating Committee, shall annually elect members of the Executive Committee and shall nominate individuals members to serve as at-large members of the Board of Directors to the Delegate Assembly and fill vacancies in elected positions of the Board of Directors.~~

1. The Nominating Committee shall consist of eight members. The Secretary of the Board of Directors, four members of the Board of Directors, and three at-large members shall make up the Nominating Committee.

2. The Chairperson shall be the Secretary of the Board of Directors.

3. The four members of the Board of Directors shall be appointed by the Secretary and approved by the Board of Directors serve two-year terms staggered. In August 2024, the Board of Directors shall appoint two members to serve a one-year term and two members to serve a two-year term. Terms start at the conclusion of Delegate Assembly. Each year after 2024, the Board of Directors shall appoint two members to serve a two-year term.

4. The three at-large members of the Nominating Committee shall be appointed by the Secretary and approved by the Board of Directors. elected by the Delegate Assembly. The terms of the at-large members shall be two years staggered. Annually, the Board of Directors shall forward names of members of the Association to the Delegate Assembly for election to the Nominating Committee. Individual members of the Association in good standing may be nominated from the floor of Delegate Assembly. A majority of a quorum of the Delegate Assembly shall elect members of the Nominating Committee. Prior to the Delegate Assembly in 2024, the Board of Directors shall nominate one member to serve a one-year term, and two members to serve a two-year term. Each Delegate Assembly after 2024 at-large terms shall be two years.

5. Annually, prior to August 1, the Nominating Committee shall submit nominations nominate members to serve as for at-large members to serve on of the Board of Directors. ~~to the Delegate Assembly for election to the board.~~

~~6. The first meeting of the Nominating Committee following the 2024 Delegate Assembly, the Board of Directors shall appoint a temporary Chairperson of the Nominating Committee. Following the election of the first Secretary of the Board of Directors, the Secretary shall serve as the Chairperson.~~

~~6. The Nominating Committee shall develop a process to fill vacancies in the Board of Directors and the Executive Committee.~~

~~7. Vacancies in the Nominating Committee shall be filled by the Secretary Board of Directors.~~

8. The Nominating Committee shall develop a process for members to apply and be nominated to serve as at-large members of the Board of Directors.

YOUR PROPOSED NASB BYLAW AMENDMENTS

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C. The Audit Committee of the Board of Directors shall be made up of five members of the Board of Directors and the Board Treasurer. The ~~President~~ Treasurer shall annually appoint between four and six members of the Board of Directors to serve on an Audit Committee.

ARTICLE XIII - DELEGATE ASSEMBLY

§3. ~~The Delegate Assembly shall elect three members of the Nominating Committee and four at-large members of the Board of Directors of the Association as directed by these Bylaws. The Delegate Assembly may request to hear reports of committees of the Association; and delegate to the Board of Directors any of its powers except the adoption of amendments to the Bylaws, and the adoption of amendments to the purposes of the Association. Any motion to amend the Bylaws by a member district or ESU shall be submitted to the President of the NASB, or the Executive Director, at least 48 hours prior to the start of the annual Delegate Assembly. Any motion to amend the Bylaws submitted prior to 48 hours before the start of the Delegate Assembly shall be heard at the Delegate Assembly. Such motion to amend the Bylaws shall be passed upon a two-thirds majority vote of the Delegates in attendance. A motion to amend the Bylaws made by a member shall not be considered at Delegate Assembly if it is not submitted in writing to the President of the NASB or the Executive Director within 48 hours of the start of the annual Delegate Assembly.~~

Members with questions concerning the Bylaw Amendments are urged to call NASB before the Delegate Assembly.

YOUR PROPOSED NASB STANDING POSITIONS

Members with questions concerning the Standing Positions are urged to call NASB before the Delegate Assembly.

BELIEF STATEMENTS FOR AN EFFECTIVE BOARD - CONDITIONS OF CHILDREN - CURRICULUM & INSTRUCTION

FUNDING & FINANCE - GOVERNANCE & STRUCTURE - PROFESSIONAL STANDARDS & EMPLOYEE RELATIONS - STATE POLICY

... AS APPROVED BY THE LEGISLATION COMMITTEE ON AUGUST 8, 2025

... AND APPROVED BY THE BOARD OF DIRECTORS ON AUGUST 9, 2025

... AND PRESENTED TO THE DELEGATE ASSEMBLY ON NOVEMBER 21, 2025

Standing Positions are statements of purpose and direction which are developed and maintained over time. They are considered annually by the Delegate Assembly and remain in effect until they are actively removed.

- NEW (1) -

PS-1 - Option Enrollment

NASB supports the ability of districts to manage their student population as it relates to option enrollment taking into consideration the capacity and workforce of the district (2025)

Funding & Finance

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- REVISED (6) -

S-13 - Option Enrollment Option; Homebound Students

NASB supports legislation stating that when an option student becomes homebound, the school district in which the student resides assumes full responsibility for educating the student. (1998, amended 2016, 2025)

Rationale: Updating title to the more commonly used "Option Enrollment" vs "Enrollment Option"

[See S-13 on Page 17 ...](#)

S-14 - Option Enrollment Option Limitation

NASB supports legislation returning option students to the resident school district if the option district must contract with another school district or agency for the educational services needed by the student. (1996, amended 2016, 2025)

Rationale: Updating title to the more commonly used "Option Enrollment" vs "Enrollment Option"

[See S-14 on Page 17 ...](#)

S-57 - Vouchers and Tax Credits

NASB opposes any attempt to amend or circumvent the Nebraska and United States Constitutions to permit the use of public funds for the support, either direct or indirect, of schools not controlled by the public at large. NASB opposes any state or federal legislation allowing either tax credits or, vouchers, or funding for children, or the parents or guardians of children attending nonpublic schools. or donors to scholarship funds for non-public education. (prior to 1995, amended 2020, 2025)

Rationale: Adding the word "funding"

[See S-57 on Page 19 ...](#)

~~S-59 - Allied Schools~~

~~NASB opposes legislation that would mandate the formation of an allied system of school districts. (2014, amended 2016)~~

~~Rationale: Unnecessary~~

~~[See S-59 on Page 19 ...](#)~~

~~S-67 - Interactive Remote Communication Technology (Televideo)~~

~~NASB urges the legislature to provide updated rules and procedures so patrons are able to readily testify at legislative hearings via televideo (interactive remote communication technology) on a regular, ongoing basis to allow for a more equitable opportunity for the public to participate in the legislative process. (2017)~~

~~Rationale: Unnecessary~~

~~[See S-67 on Page 20 ...](#)~~

S-69 - School Consolidation Organization

NASB opposes legislation that would mandate consolidation of districts or administration. NASB favors cooperation between school districts as well as ESUs to remove all barriers and penalties to promote orderly and voluntary reorganization into more efficient governing and administrative units to best serve the educational needs of Nebraska's children. (prior to 1995, amended 2008, 2015, 2017, 2019, 2025)

Rationale: More specific title

[See S-69 on Page 20 ...](#)

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... AS APPROVED BY THE LEGISLATION COMMITTEE ON AUGUST 8, 2025
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Standing Positions are statements of purpose and direction which are developed and maintained over time. They are considered annually by the Delegate Assembly and remain in effect until they are actively removed.

BELIEF STATEMENTS FOR AN EFFECTIVE BOARD

CONDITIONS OF CHILDREN

CURRICULUM & INSTRUCTION

FUNDING & FINANCE

GOVERNANCE & STRUCTURE

PROFESSIONAL STANDARDS & EMPLOYEE RELATIONS

STATE POLICY

BELIEF STATEMENTS FOR AN EFFECTIVE BOARD

S-1 — Board Development - NASB encourages boards of education to take part in board in-service and development programs and to budget funds for such programs. (1995)

S-2 — Board Recognition - NASB believes the service of school boardsmanship is fundamental to participatory democracy and deserves recognition collectively and individually from state and local communities. (prior to 1995)

S-3 — Business and Education Partnerships - NASB encourages boards of education to develop mutually beneficial partnerships with business to ensure mutual understanding and cooperation.(1995)

S-4 — Collaborative Services to Youth - NASB urges collaborative linkages between schools and other public and private agencies that serve children. (prior to 1995)

S-5 — Leadership Team - NASB believes that each board of education should create an administrative leadership team, which should include all supervisory and managerial employees including the superintendent and board members. (prior to 1995, amended 2007)

S-6 — Parent Involvement - NASB urges boards of education to support partnerships between parents and schools that encourage parent involvement in the education process. (1997)

S-7 — Policy - NASB considers it imperative that boards of education adopt clearly defined, flexible policies after input from the administration, parents, employees, and other interested parties. Policies, based on a clear understanding of the education process, should be thoroughly reviewed annually. The execution of policy is the responsibility of professional administrators and staff. (prior to 1995)

S-8 — Use of Accountability Data for School Improvement - NASB supports using school accountability data to determine potential strategies/resources for helping schools improve. We support the concept of growth or learning mindset which suggests that school effectiveness is assessed as an improvement process. Our perspective is that all schools in Nebraska are important and have opportunities to become more effective as quality educational systems. (2020)

CONDITIONS OF CHILDREN

S-9 — Abuse of Alcohol, Tobacco, & Other Drugs - NASB supports efforts by boards of education and state and national officials to strictly enforce policies regarding the sale, use or possession of illegal drugs including methamphetamine, marijuana, THC products and synthetic equivalents of THC and marijuana, alcohol, tobacco, nicotine products, vapor products (including e-cigarettes), and any products intended by appearance or effect to replicate tobacco products on school property. The designation of "drug free zones" near schools is also urged. (prior to 1995, amended 2015)

S-10 — At-Risk Students and the Achievement Gap - NASB recognizes that there are many children and youth who are experiencing special difficulties in achieving high education standards. NASB supports increased funding to help close the gap in educational opportunity and educational achievement, and urges boards of education to work with, and obtain increased funding from the state Legislature, as well as state and federal education agencies to assist at-risk children and youth in making adequate educational progress. (prior to 1995, amended 2009)

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S-11 — Cooperation with HHS - NASB supports legislation which mandates cooperation and consultation with school districts as it relates to the placement of children under the custody of DHHS. Comprehensive information about a child's educational needs should be shared with a school district prior to the placement of a student in a new school district. (2020)

S-12 — Early Childhood Education - NASB supports quality early childhood education programs accessible to all children and advocates programs that provide age-appropriate activities to prepare children for school. (prior to 1995)

S-13 — Option Enrollment Option; Homebound Students - NASB supports legislation stating that when an option student becomes homebound, the school district in which the student resides assumes full responsibility for educating the student. (1998, amended 2016)

S-14 — Option Enrollment Option Limitation - NASB supports legislation returning option students to the resident school district if the option district must contract with another school district or agency for the educational services needed by the student. (1996, amended 2016)

S-15 — Liability for Medication Administration - NASB supports legislation that would limit the liability of a school district and school district representatives for the administering of prescription medication to students. (1999, amended 2013, 2016)

S-16 — Mental & Behavioral Health - NASB will support legislative efforts to provide services related to mental and behavioral health to school-age children across Nebraska. (2018)

S-17 — Nutrition Education/Student Wellness - NASB believes that wellness programs for schools should emphasize healthy lifestyles and eating habits, mindful of all eating disorders, as well as obesity. (2004)

S-18 — Safe School Environment - NASB supports efforts to provide a school environment that is free from weapons, harassment, bullying, violence, drugs (including alcohol and tobacco), and other factors which threaten the safety of students and staff. (1997, amended 2012)

S-19 — Statewide Poverty/Trauma Funding - NASB recognizes the growing number of public school students across the state that are living in impoverished conditions and/or with traumatic experiences. NASB supports the use of research-based science to strengthen policy, program design and funding that targets those impacted by persistent poverty and/or trauma. (2017)

S-20 — Student Discipline - NASB opposes legislative mandates related to student discipline. NASB supports student discipline as an essential, mutual responsibility of parents, teachers, and administrators, with final responsibility resting with school boards. (1999, amended 2019)

CURRICULUM & INSTRUCTION

S-21 — Access to Equal Education Opportunities - NASB supports equal educational opportunities for all students, regardless of their race, wealth or family circumstance, and urges the Legislature, the State Department of Education, and boards of education to remove all barriers that may prevent any child from having full access to such education opportunities. (1995, amended 2009)

S-22 — Achievement Test Score Use - NASB opposes the use of test scores for the comparison of school districts or for the ranking of schools. (1998)

S-23 — Assessment of Student Learning - NASB supports multiple approaches to assess student learning, with decisions on assessment made at the local district level, and opposes a single "high-stakes" testing procedure. (2001)

S-24 — Cultural Diversity - NASB urges all boards of education to support and implement curriculum which recognizes cultural diversity and enhances the knowledge of students about various ethnic and cultural backgrounds. (prior to 1995)

S-25 — Curriculum Adoption - NASB opposes legislative mandates addressing curriculum and testing. NASB supports the adoption of curriculum by local school boards and the State Board of Education. (2019)

S-26 — Library/Media Content - NASB supports that school district library/media content is a local decision. (2022)

S-27 — Responding to Special Education Costs - NASB supports legislative efforts to give school districts that incur unforeseeable additional special education expenses assistance to alleviate cash flow problems. (2005)

S-28 — Student Expression - NASB supports the authority of the local boards of education and school administration to regulate the content of school-sponsored publications and curriculum. (1997, amended 2009)

S-29 — Support of Early Childhood Programs in the Community - NASB will support early childhood education programs at the community level, which may include redefining economic development programs to include early childhood infrastructure development for communities and will support early childhood programs as an element in community comprehensive plans. (2018)

S-30 — Technology - NASB supports equal access to current technology for all school districts so they may engage all students in the curriculum, to equip them for an increasingly technological society and job market, and to provide them greater access to education services. (prior to 1995)

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FUNDING & FINANCE

S-31 — Accounting of Funds - NASB supports transparent accounting and full disclosure of all funds received and expended for public education consistent with federal regulations. (2005)

S-32 — Budget Lid: Growth Factor - NASB supports legislation which would establish an education expenditures “growth factor” which reflects the actual cost of providing a public education for school districts, learning communities, and ESUs. (2001, amended 2008)

S-33 — Compensation for Statewide Standards & Assessments - NASB supports adequate funding to compensate school districts/ESUs for the cost of implementing and managing the statewide learning standards and assessments. (2008, amended 2009, 2013)

S-34 — Elimination of Budget Reserve Limits - NASB supports legislation that eliminates reserve limitation in the Tax Equity and Educational Opportunities Support Act and in debt service funds. (2000, amended 2001)

S-35 — Elimination of Expenditure Limitation - NASB supports legislation eliminating the limitation on general fund expenditures. (2000, amended 2011)

S-36 — ESU Core Services Funding - NASB supports legislation to adequately fund Educational Service Units in a manner that allows successful implementation of statewide educational initiatives that are developed by law in conjunction with the Nebraska Department of Education. (2009, amended 2015)

S-37 — Expand use of Qualified Capital Purpose Undertaking Fund - NASB supports the expansion of the Qualified Capital Purpose Undertaking Fund to include modifications for student and staff security including cyber security. (2015)

S-38 — Financing Capital Improvements - NASB supports adequate funding for school districts and ESUs for maintenance or replacement of our rapidly deteriorating facilities. (1997, amended 2015)

S-39 — Fiscal Policy - NASB believes the Governor and Legislature must work together to create fiscal policy that will adequately fund public education statewide based upon the needs of students and not driven by a pre-set allocation of funds for education regardless of need. Nebraska demographics and student needs are dynamic, as are the changing education standards required to be competitive nationally and internationally. To meet this challenge, fiscal policy would be built upon a broad base with the lowest possible rates to provide stability in the tax base and revenue stream, provide local government with the tools to generate adequate financial resources, yet equalize financial support among taxpayers, and assure the principle of uniform assessment. (prior to 1995, amended 2009)

S-40 — For-Profit Entities Operating in Tax-Exempt Zones - NASB supports legislation to ensure equitable tax payments by for-profit business ventures operating on publicly owned or otherwise exempt property. (2003)

S-41 — Funding of Mandated Programs - NASB urges full funding by the state and federal governments at statutory levels of all programs, standards, activities, and services mandated to public schools and ESUs by the Legislature and Congress, and further urges that any unfunded mandates allow authority for supplementary appropriations or outside levy lid funding. (1997, amended 2012, 2017, 2019)

S-42 — Funding: School District Infrastructure, Site Purchases and Building Operating Expenses - NASB supports legislation that would provide an alternative to property taxes for financing facility development, maintenance, and operation. (2003)

S-43 — General Fund Reserve Limit Exception - NASB supports legislation that would not allow school districts to be penalized or state aid to be adjusted, to a school disadvantage, when any type of error or correction is made in calculating the state aid formula. (1999, amended 2016)

S-44 — Including Gifts, Donations, or Foundation Funds as Receivables - NASB opposes the inclusion of gifts, endorsements, donations, or foundation expenditures that are not regular operating expenses in the calculation of receivables in the state aid formula. (2000)

S-45 — K-12 School Trust Land and Permanent School Fund - NASB opposes any action that would reduce the assets, or the value thereof, of the school land trust or diversion of the Permanent School Fund. (prior to 1995, amended 2010, 2024)

S-46 — Legislation Implementation - NASB supports the concept that any legislative bill that limits financial resources, or requires additional financial resources, is done within a timeframe that will not negatively affect the school’s ability to prepare their budget. (1997, amended 2015, 2017, 2019)

S-47 — Legislative Review of Statutory Deadlines - NASB urges legislative review of the conflicting mandatory deadlines that affect school revenues and expenditures. (2011)

S-48 — Lower Local Effort Rate - NASB supports lowering the Local Effort Rate and valuations in TEEOSA which would increase equalization aid. (2024)

S-49 — Property Tax Reform/Relief - Any legislative discussion on property tax and distribution of state aid should include participation from school board and ESU board members. (2015)

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S-50 — Reset the Revenue Lid - NASB supports legislation requiring the Nebraska Department of Education to recalculate the revenue lid to add the amount of the special education reimbursement, or alternatively, to not include the special education reimbursement in the revenue restricted by the lid. (2024)

S-51 — Revenue Reductions for School Districts Affected by Property Valuation Losses - NASB supports legislation that would create a hold harmless effect for districts which experience a decrease in valuation. (2004)

S-52 — School District Options in Dealing with Large, Unanticipated Revenues - NASB supports legislation giving school boards options in dealing with large, unanticipated revenue increases in order to minimize fluctuations in state aid. (2000)

S-53 — School and ESU Funding Must Be Predictable and Sustainable - Notwithstanding any current standing position or resolution, the NASB would consider the support of a school/ESU funding proposal only if it could be demonstrated to be predictable, sustainable, and it does not encroach on local control as defined by the locally elected school board or ESU members. (2024)

S-54 — Special Building Fund Tax Levy Exclusion - NASB supports amending the Nebraska Statutes that address budgeting and spending lid restrictions to allow school districts the ability to utilize up to fourteen cents of the Special Building Fund tax levy outside of the budgeting and spending lid restriction so that districts can plan for and fund capital improvement projects, building repairs and upgrades, and school district infrastructure needs. (2007, amended 2020)

S-55 — State Funding System - NASB supports a stable, predictable, equitable, and adequate statewide education funding system that honors the Legislature's commitment to provide for free instruction in the common schools of this state, as guaranteed by the Nebraska Constitution, by prioritizing education funding in the state budget, and that:

- Invests in the education of all Nebraska public school children;
- Establishes a state fund or funding mechanism that assists Nebraska public schools with the costs of maintaining and constructing facilities;
- Reduces our dependence on local property taxes by drawing revenue from multiple funding sources;
- Promotes the responsibility of locally elected school boards to make sound, transparent school budget decisions;
- Provides funding in a timely and predictable manner;
- Includes the principle of equalization;
- Funds the total excess allowable costs for special education and support services; and
- Recognizes that a long-term solution to education funding will require an ongoing, collaborative effort to execute a vision and strategic plan to grow and diversify our economy. (1997, amended 2009, 2018)

S-56 — Use of a Uniform Valuation Calculation to Determine Local Resources and State Aid - NASB supports a property tax assessment system that utilizes uniform accounting practices to determine the property valuation number from which local and state officials can calculate both the local resources available to fund schools from property taxes, and the resulting calculation of state aid payments to school districts. (2003)

S-57 — Vouchers and Tax Credits - NASB opposes any attempt to amend or circumvent the Nebraska and United States Constitutions to permit the use of public funds for the support, either direct or indirect, of schools not controlled by the public at large. NASB opposes any state or federal legislation allowing either tax credits or vouchers, or funding for children, or the parents or guardians of children attending nonpublic schools, or donors to scholarship funds for non-public education. (prior to 1995, amended 2020)

GOVERNANCE & STRUCTURE

S-58 — Accountability - NASB believes that boards of education are accountable to students, parents, taxpayers, and employees for providing education programs, striving for education excellence, identifying education needs, adopting clearly defined written policies, measuring the success of instruction programs, and interpreting and disseminating information to the public through a public relations plan. (prior to 1995)

S-59 — Allied Schools - NASB opposes legislation that would mandate the formation of an allied system of school districts. (2014, amended 2016)

S-60 — Amend Open Meetings Act for Evaluations - NASB supports legislation to allow boards to go into executive session to discuss superintendent evaluations and/or for the narrowing down of superintendent candidates. (2017)

S-61 — Authority of School Boards - NASB supports the authority of boards of education to effectively govern and execute their statutory responsibilities. (1997, amended 2015)

S-62 — Charter Schools - NASB believes that any charter schools, or the like, involved with any aspect of K-12 education be authorized by a public school district, be located within the boundaries of such public school district and be accountable to the authorizing district for their student achievement, finances and operations. (1998, amended 2015)

S-63 — Duties of Schools - NASB believes that the primary function of Nebraska schools should be the education of students and that the Legislature should be discouraged from placing duties on school districts which are not directly related to education. (prior to 1995)

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S-64 — E-meetings - Fully-Implemented or Partial Allowable Attendance - NASB supports legislation which allows for school board members to participate in school board meetings via electronic means while still maintaining a quorum when necessitated for the health and safety of the board and public. Virtual meetings cannot impede the public's ability to participate. (2020)

S-65 — Educational Service Unit Governance - NASB supports governance of ESUs by elected boards and supports local determination of specific mechanisms of that governance. (2005)

S-66 — Educational Service Unit Reorganization - NASB supports the continuation of ESUs as an effective means of delivering educational services to school districts and their students. Any reforms would provide for a statutory hold harmless provision in the distribution formula for Core Service funding when an Equity Unit reorganizes with any other ESU, and must be mindful of ESUs' essential role of delivering direct services and being responsible to the local school districts they serve. (2004, amended 2005)

S-67 — Interactive Remote Communication Technology (Televideo) - NASB urges the legislature to provide updated rules and procedures so patrons are able to readily testify at legislative hearings via televideo (interactive remote communication technology) on a regular, ongoing basis to allow for a more equitable opportunity for the public to participate in the legislative process. (2017)

S-68 — Local Control and the Possession of Firearms on School Grounds - NASB supports the rights of local school boards to determine the appropriateness, guidelines, and ability for the possession of firearms by non-law enforcement personnel on school grounds or at school related activities. (2023)

S-69 — School Consolidation Organization - NASB opposes legislation that would mandate consolidation of districts or administration. NASB favors cooperation between school districts as well as ESUs to remove all barriers and penalties to promote orderly and voluntary reorganization into more efficient governing and administrative units to best serve the educational needs of Nebraska's children. (prior to 1995, amended 2008, 2015, 2017, amended 2019)

S-70 — Personal Liability - NASB opposes unnecessary laws which make individual members of a governing board of a political subdivision personally liable for damage judgements which result from lawsuits filed against the political subdivision. (prior to 1995, amended 2015)

S-71 — Publication of Minutes, Receipts, & Expenditures - NASB supports removing the requirement to publishing hearing notices and meeting minutes in public newspapers and supports the use of alternative means to communicate board activity. (2020)

S-72 — Restriction of Resources and Board Responsibilities - NASB supports legislation allowing local boards to function as elected officials and to continue to establish policies, including finance policies, as representatives of the constituents who elected them. (1997)

S-73 — School Activities - NASB supports direct involvement by boards of education in the governance and activities of the Nebraska School Activities Association. (prior to 1995)

S-74 — School Calendars - NASB opposes state mandated uniform opening and closing dates for local school districts. (prior to 1995)

S-75 — Updating notice requirements - NASB supports updating notice requirements for all school board meetings that recognizes available technology. (2022)

PROFESSIONAL STANDARDS & EMPLOYEE RELATIONS

S-76 — Activity Assignments - NASB opposes legislation that would require a separate written employment contract for coaching or any other activity assignment that would require that a person be notified by a specified date of the termination of an assignment for the following year. (1999)

S-77 — Compensation - NASB will support a concept of compensation for teachers which is not based solely upon the experience and education attainment of teachers as found on standard salary schedules. (1995)

S-78 — Criminal Background Checks - NASB supports legislation which would aid public schools and ESUs in obtaining criminal background history information on prospective and current employees, and personnel provided through any contract service provider or anyone working on school property. (1999, amended 2006)

S-79 — Employee Bonuses and Incentives - NASB supports legislation creating a comprehensive plan to recruit, retain and reward highly qualified individuals for teaching professions throughout the state, including offering incentives to encourage employees to sign a contract of employment. (2001, amended 2015)

S-80 — Employee Support - NASB recognizes the need to support district employees with their health and supports initiatives that provide for the physical and mental wellness of all school employees. (2020)

S-81 — Medical Insurance - NASB supports the concept of exploring alternatives to the costs of health insurance for the purpose of assuring the greatest allocation of our financial resources to education programs and services for children. (prior to 1995, amended 2003)

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S-82 — Recognition - NASB urges local school boards to develop and implement programs which recognize individuals for significant accomplishments and community service, experience, and competency. (prior to 1995, amended 2014)

S-83 — Retirement - NASB supports legislation to assure a retirement system that is sound, adequate, and sustainable for school districts and ESUs. (prior to 1995, amended 2012)

S-84 — Scope of Bargaining - NASB believes negotiations with employees should be limited to matters of employee salaries and fringe benefits, and opposes any attempt to broaden the scope of negotiations to include matters of policy and management rights. (prior to 1995)

S-85 — Staff Development and Evaluation - NASB supports in-service training, enrichment programs, and continuing education for professional staff. Regular evaluations of performance, competency in the subject areas, and demonstrated ability to instruct or manage, in part as shown through student performance, should be conducted to promote professional growth. (1995)

STATE POLICY

S-86 — Advisory Groups - NASB requests that there be board of education representatives on all government commissions, councils, and committees which could have an impact on local school district policy or finance. (1995)

S-87 — Choice and Affiliation - NASB supports the concepts of choice and affiliation among public schools as a means to maximize education opportunity. NASB believes any such program should result in the least amount of disruption and uncertainty for the affected school districts. (1995)

S-88 — Constitutional Rights & Responsibilities - NASB, and school board members, fully supports the U.S. Constitution and the rights and responsibilities embodied within it. NASB therefore supports education and behavior that teaches and models expression of these rights and responsibilities. (2009, amended 2015)

S-89 — Corporate Sponsorships in Schools - NASB opposes restrictions on school districts' ability to exercise their best judgment in entering into corporate sponsorship agreements. (2004)

S-90 — Educational Service Units - NASB supports Educational Service Units as an effective and efficient means to provide educational services to local school districts. ESUs should be responsible to the local school boards they serve. (1997)

S-91 — Guiding the P-16 Effort: 21st Century Skills - NASB urges state and local policymakers to forge a new working relationship in redesigning Nebraska's public education system for the 21st century, with a focus on improving student achievement and holding each level of the system accountable, from preschool through post-secondary education or training, in a manner that:

- Promotes multi-level communication and interaction between all P-16 partners to enhance student academic success;
- Offers all students a rigorous developmentally-appropriate curriculum designed to opportunities and choice, regardless of the post-secondary path they choose;
- Engages the assets of the full community;
- Utilizes data and technology to individualize education for students and to incorporate new learning into the design;
- Closes the achievement gap by focusing on quality teaching and learning opportunities;
- Implements standards-based education fully in a seamless curriculum, so one level of the system builds on the next and the end result is known and understood from the beginning;
- Provides sufficient resources that are adequate and sustainable at every level of the system to meet the challenge, resisting unfunded or underfunded mandates; and
- Preserves the ability of local school boards and their communities to address local needs and challenges in a flexible manner using a variety of options. (2009, amended 2016)

S-92 — Independent School Districts - NASB supports the independence of established PK-12 school districts and also supports the cooperation and equalization of opportunity among school districts within learning communities. NASB believes that any legislation introduced impacting school districts or learning communities should seek to give districts and learning communities equalized resources. Any legislation should also allow these independent districts to maintain their right to governance, district curriculum, and the allocation of resources. (2006, amended 2013)

S-93 — Local Control for Public PK-12 Schools - NASB believes public PK-12 systems should be organized to serve communities throughout Nebraska without arbitrary size limits or a single model, which would not fit our state's varied communities. NASB opposes legislating arbitrary size limits and will work to remedy such limits currently in statute. (2006, amended 2013)

S-94 — Local District Advocacy - NASB supports the right and obligation of local school districts to advocate for legislative action that impacts their individual interests. (1996)

YOUR NASB STANDING POSITIONS

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S-95 — NDE Authority - NASB opposes attempts by the legislature to preempt the statutory authority of the Nebraska State Board of Education to be the policy-forming, planning and evaluative body for Nebraska schools. (2017)

S-96 — Nonpublic Schools Standards - NASB believes that nonpublic schools should have the same state standards as the public schools, including school approval, accreditation, teacher certification and endorsement, and safety standards. (prior to 1995)

S-97 — Policy Leadership & Vision on the Future of Nebraska’s PK-12 Schools - NASB supports efforts to bring policy makers of the executive and legislative branches, educators, school boards, learning community coordinating councils, and ESU boards, and citizens together to determine the best course for the future delivery of PK-12 education to the students of the state. NASB boards emphasize increasing student achievement through governance structures that are clear, efficient, and controlled by the local district. (2003, amended 2008, 2010, 2013)

S-98 — Voting Higher Than a Simple Majority - The NASB firmly opposes any legislation that mandates a voting threshold higher than a simple majority for passing any issue presented to voters by a school district or ESU. We believe that requiring anything more than a majority vote undermines the democratic process and places undue barriers on the ability of school districts or ESUs to address critical needs and make decisions that reflect the will of the community. (2024)

- S-1 Board Development
- S-2 Board Recognition
- S-3 Business and Education Partnerships
- S-4 Collaborative Services to Youth
- S-5 Leadership Team
- S-6 Parent Involvement
- S-7 Policy
- S-8 Use of Accountability Data for School Improvement

- S-9 Abuse of Alcohol, Tobacco, & Other Drugs
- S-10 At-Risk Students and the Achievement Gap
- S-11 Cooperation with HHS
- S-12 Early Childhood Education
- S-13 Enrollment Option; Homebound Students**
- S-14 Enrollment Option Limitation**
- S-15 Liability for Medication Administration
- S-16 Mental & Behavioral Health
- S-17 Nutrition Education/Student Wellness
- S-18 Safe School Environment
- S-19 Statewide Poverty/Trauma Funding
- S-20 Student Discipline

- S-21 Access to Equal Education Opportunities
- S-22 Achievement Test Score Use
- S-23 Assessment of Student Learning
- S-24 Cultural Diversity
- S-25 Curriculum Adoption
- S-26 Library/Media Content
- S-27 Responding to Special Education Costs
- S-28 Student Expression
- S-29 Support of Early Childhood in the Community
- S-30 Technology

- S-31 Accounting of Funds
- S-32 Budget Lid: Growth Factor
- S-33 Compensation for Statewide Assessments
- S-34 Elimination of Budget Reserve Limits
- S-35 Elimination of Expenditure Limitation
- S-36 ESU Core Services Funding
- S-37 Expand use of QCPUF
- S-38 Financing Capital Improvements
- S-39 Fiscal Policy
- S-40 For-Profit Entities Operating in Tax-Exempt Zones
- S-41 Funding of Mandated Programs
- S-42 Funding: Infrastructure, Site Purchases & Operating
- S-43 General Fund Reserve Limit Exception
- S-44 Gifts, Donations, or Foundation \$\$\$ as Receivables
- S-45 K-12 School Trust Land and Permanent Fund
- S-46 Legislation Implementation
- S-47 Legislative Review of Statutory Deadlines
- S-48 Lower Local Effort Rate
- S-49 Property Tax Reform/Relief

- S-50 Reset the Revenue Lid
- S-51 Revenue Reductions from Valuation Losses
- S-52 Districts Dealing with Unanticipated Revenues
- S-53 Funding Must Be Predictable and Sustainable
- S-54 Special Building Fund Tax Levy Exclusion
- S-55 State Funding System
- S-56 Uniform Valuation Calculation for State Aid

S-57 Vouchers and Tax Credits

- S-58 Accountability
- S-59 Allied Schools**
- S-60 Amend Open Meetings Act for Evaluations
- S-61 Authority of School Boards
- S-62 Charter Schools
- S-63 Duties of Schools
- S-64 E-meetings
- S-65 Educational Service Unit Governance
- S-66 Educational Service Unit Reorganization
- S-67 Interactive Remote Communication Technology**
- S-68 Possession of Firearms on School Grounds
- S-69 Organization**
- S-70 Personal Liability
- S-71 Publication of Minutes, Receipts, & Expenditures
- S-72 Restriction of Resources & Board Responsibilities
- S-73 School Activities
- S-74 School Calendars
- S-75 Updating notice requirements

- S-76 Activity Assignments
- S-77 Compensation
- S-78 Criminal Background Checks
- S-79 Employee Bonuses and Incentives
- S-80 Employee Support
- S-81 Medical Insurance
- S-82 Recognition
- S-83 Retirement
- S-84 Scope of Bargaining
- S-85 Staff Development and Evaluation

- S-86 Advisory Groups
- S-87 Choice and Affiliation
- S-88 Constitutional Rights & Responsibilities
- S-89 Corporate Sponsorships in Schools
- S-90 Educational Service Units
- S-91 Guiding the P-16 Effort: 21st Century Skills
- S-92 Independent School Districts
- S-93 Local Control for Public PK-12 Schools
- S-94 Local District Advocacy
- S-95 NDE Authority
- S-96 Nonpublic Schools Standards
- S-97 Policy Leadership & Vision on the Future of PK-12
- S-98 Voting Higher Than a Simple Majority

Members with questions concerning the Standing Positions are urged to call NASB before the Delegate Assembly.



2025 DELEGATE ASSEMBLY RULES OF PROCEDURE

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SPEAKING PROCEDURES

- Voting delegates must wear their identification ribbon/badge and present their voting card for the privilege of making motions, debating, and voting.
- Voting delegates wishing to speak will go to the microphone, present their voting card to the monitor and await recognition by the Chair. The Chair shall alternate between speakers For and Against a motion as necessary. When recognized, delegates shall give their name and the board they represent.
- A voting delegate may speak for only three (3) minutes at one time on any question under discussion and only twice on the same question. No member will speak for a second time until all delegates seeking recognition have had the opportunity to speak.
- All motions must be presented in writing on forms obtained from microphone monitors prior to coming to the microphone. Forms must be completed, signed, and sent to the Chair in order to receive consideration.
- No resolution and/or standing position may be on the floor for more than thirty (30) minutes (inclusive of all points of order and points of information). Within this time frame the Chair shall recognize delegates at the microphones in alternating order.
- Members of the Board of Directors of NASB and voting delegates shall have the right of expression in meetings in Delegate Assembly.

NOMINATIONS AND ELECTIONS

- When a nomination is made from the floor, the nominating speech shall be limited to three (3) minutes. There shall be no seconding speech.
 - Qualifications for the nominees presented by the Nominating Committee may be given by the nominee or someone selected to present the candidate and shall be limited to three (3) minutes.
 - A nominee from the floor may speak for three (3) minutes on his/her own behalf instead of a nominating speech.
 - In accordance with the NASB Bylaws, a nominee for an at-large position from the floor must be a current member of a member school district or ESU.
- The vote shall be conducted by ballot under the supervision of the Election Committee.
- A majority vote is required to elect. If there is a single candidate for any office, upon adoption of a motion, the election may be conducted by voice vote. If a nominee does not receive a majority of the votes cast, a second vote will take place following the report of the Election Committee.

ARTICLES OF INCORPORATION

- Proposed amendments to the Articles of Incorporation, which have been processed in the manner provided therein, shall require, for their approval, a two-thirds (2/3) vote of the delegates present and voting.
 - The Articles of Incorporation establish NASB under Nebraska law.
 - The document identifies the purposes of NASB. It supersedes all other rules of the Association, none of which can legally conflict with anything included therein.

BYLAWS

- Bylaw amendments shall require, for their approval, a majority vote of the delegates present and voting.
 - Amendments to the Bylaws of the Association may be proposed in writing by any member board of NASB or may be initiated by the Executive Committee of NASB in accordance with the procedures outlined in the Bylaws.
 - Amendments to NASB Bylaws shall go into effect immediately upon adoption by the Delegate Assembly, unless otherwise specified in a provision adopted with the amendment.

STANDING POSITIONS

- Standing positions are statements of policy and purpose of NASB.
 - Standing positions, once adopted, remain in effect until repealed or amended, and direct the ongoing goals and objectives of the Association.
 - Standing positions may be submitted by member boards or by any director of the Association to the Legislation Committee.
 - The Committee shall study all proposals submitted and make recommendations regarding such proposals to the NASB Board of Directors.
 - The Committee recommendations, forwarded by the Board, shall be distributed to the membership prior to the annual meeting of the Delegate Assembly.
- Proposed standing positions which are not submitted in accordance with these provisions of NASB, or which have been submitted but are not recommended by the Board of Directors, may be considered by the Delegate Assembly if two-thirds (2/3) of the delegates present and voting vote to consider such proposed standing positions.

RESOLUTIONS

- Resolutions are statements of intended and desired legislative action on items of current needs or problems.
 - Resolutions are in effect for one (1) year, or until the next annual Delegate Assembly, and direct the organization and its staff in their legislative efforts with each annual session of the Legislature.
 - Resolutions shall be formulated by the Legislation Committee at least ninety (90) days prior to the annual Delegate Assembly.
 - Resolutions may be submitted by member boards or by any director of the Association to the Legislation Committee.
 - The Committee shall study all proposals submitted and make recommendations regarding such proposals to the NASB Board of Directors.
 - The Committee recommendations, when approved by the Board of Directors, shall be distributed to the membership at least thirty-five (35) days prior to the annual meeting of the Delegate Assembly.
- Proposed resolutions which are not submitted in accordance with these provisions of NASB, or which have been submitted but are not recommended by the Board of Directors, may be considered by the Delegate Assembly if two-thirds (2/3) of the delegates present and voting vote to consider such proposed resolutions.

PARLIAMENTARY PROCEDURE FOR DELEGATES

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TO EXPEDITE THE BUSINESS OF THE DELEGATE ASSEMBLY, THE FOLLOWING PROCEDURES WILL BE USED.

- I. **Microphones are provided for use by the delegates.** Please state your purpose at the microphone. (Example: Requests, Inquiries, Point of Order and Appeals.)
- II. **All motions** must be presented in writing on forms obtained from the microphone monitor.
- III. **Requests, Inquiries, Points of Order, and Appeals**
(No second is required except in the case of **Appeal** or **Division of the Question**)
 - a. **Raise A Question of Privilege**
 - Used to protect the rights and privileges of the assembly or any delegate.
 - Used for the comfort of the assembly (temperature or ventilation, audio problems, disturbances).
 - Granted by the Chair.
 - b. **Ask for a Point of Information or Parliamentary Inquiry**
 - Used to obtain information about the subject or about procedure.
 - Used to determine whether a certain motion is in order.
 - Used to learn specific information not yet available from discussion.
 - Responded to by the Chair.
 - c. **Request a Withdrawal of a Motion**
 - Used to remove a motion from consideration.
 - Granted by the Chair if requested before a motion is placed before the assembly by the President.
 - Granted by the assembly if a motion is placed before the delegates of the assembly.
 - d. **Call for a Division**
 - Used to request that the vote be taken again: this would be a standing vote. (The motion may be made without going to the microphone.)
 - e. **Call for a Division of the Question**
 - Can be made if any part of the pending question is capable of standing alone to be discussed and voted on.
 - Requires a second.
 - A delegate making the motion may offer an explanation (not to exceed one minute) of the rationale for dividing the question.
 - Is not debatable.
 - f. **Raise a Point of Order**
 - Raised by a delegate who calls attention to a violation of the rules.
 - Ruled on by the Chair.
 - g. **Appeal**
 - Made when the delegate does not agree with the ruling of the Chair.
 - Must be made immediately at the time of the ruling from the Chair.
 - A majority vote or tie vote sustains the Chair's decision.
 - Requires a second.
- IV. **Amendments** are made to modify the wording of the pending motion before the pending motion is voted upon. Delegates should use the proper terminology and identify the position in the motion where the amendment should be placed. The processes of amending are:
 - Insert a word or words;
 - Add a word or words at the end of the motion;
 - **Strike Out** a word or words;
 - **Strike Out and Insert** a word or words;
 - **Substitute** not less than one paragraph.
- V. **Two Amendments** may be pending at one time.
 - The first amendment must be germane to the original motion.
 - The second amendment must be germane to the first amendment.
 - Amendments require a majority vote; any amendment to a standing position or legislative resolution requires the approval of two-thirds of the delegates present and voting.

ESU 13 Current Policy

Section 12 Substitute Teachers

A. Substitute Teachers – Rate of Pay

The daily rate of pay for substitute teachers is \$130.00 per day and \$65.00 for half days or any portion thereof. Beginning the sixth consecutive day in the same assignment, the rate of pay will be \$140.00 per day. Beginning the 16th consecutive day in the same assignment, the rate of pay will be 1/185th of the beginning base salary. In the event a substitute teacher, who is qualified for the position, teaches in the same assignment for more than 30 consecutive days, he/she may then be placed on the salary schedule for the balance of the semester. Fringe benefits are not part of substitute teacher compensation.

Each substitute teacher must hold proper Nebraska certification.

1-5 Consecutive Days	\$130.00 Per Diem (\$65.00 per ½ day or any portion thereof)
6-15 Consecutive Days	\$140.00 Per Diem
16-30 Consecutive Days	1/185 th of the Teacher Base Salary
More than 30 Consecutive Days	Placed on the Salary Schedule for Remainder of Semester

Proposed NEW Substitute Teacher Rates:

1-5 Consecutive Days	\$150.00 Per Diem (\$75.00 per day ½ day of any portion thereof)
6-15 Consecutive Days	\$160.00 Per Diem
16-30 Consecutive Days	1/185 th of the Teacher Base Salary
More than 30 Consecutive Days	Placed on the Salary Schedule for Remainder of Semester

Proposed NEW Substitute Para Rates:

1-5 Consecutive Days	\$120 (\$15/hr) to \$130.00 (\$16.25/hr) Per Diem (depending experience)
6-15 Consecutive Days	\$130.00 (\$16.25/hr) Per Diem - max \$150.00 if Certified Sub
16-30 Consecutive Days	\$140.00 (\$17.50/hr) Per Diem - max \$150.00 if Certified Sub
More than 30 Consecutive Days	\$150.00 (\$18.75/hr) Per Diem

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Pay Rate

As per Board Policy# 411.01, the daily rate of pay for substitute teachers is set by the Board of Education. **Effective August 1, 2025**, the rates of pay are as follows:

Days of Service / School Year	LOCAL Substitute Permits & Certified Nurses	CERTIFIED Substitutes	Substitute Secretaries & Paraprofessionals
1-30	\$150 / day	\$150 / day	\$15.00 / hour
31-60	\$150 / day	\$160 / day	
61+	\$150 / day	\$175 / day	

Long-term (continuous assignment) certified substitute teachers who are temporarily employed to provide substitute teaching services for an anticipated, planned period of time to exceed 30 working days. Beginning the sixteenth (16th) consecutive day in the same classroom, the per diem rate of pay will be 1/185 of the beginning teacher base salary.

All planned, continuous absences of contracted teachers must be known and approved by the Superintendent of Schools (or his/her designee) prior to the scheduling of a long-term substitute.

Substitute teachers do not have property rights to the position for which they are providing a service. They may be considered as candidates for the position for which they are substituting if the contracted employee is unable to return. However, in this event, the substitute teacher must meet all other hiring criteria in comparison to the other candidates for the position and are subject to approval by the Board of Education.

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New Compensation for Substitute Teachers takes effect in August 2024.

Days Worked	Daily Rate
1-45	\$150
46-74	\$160
75+	\$180
SBPS Certificated Staff Contracted 4+ years	\$180
Everyday Subs	\$195

MITCHELL

5. Rate of Pay: A substitute teacher will be paid the rate of \$105.00 per day, and/or \$52.50 per half day. Substitute teacher pay rate shall be reviewed annually. Whenever the substitute is on duty for a period exceeding ten (10) consecutive days for one regular teacher, the substitute shall be paid a daily wage based on the salary schedule divided by the number of days of teaching assignment of regular teachers. In case of an interruption in such extended substitute assignment, it shall be an administrative decision to maintain the enhanced level of pay.