

# O'NEILL PUBLIC SCHOOLS BOARD OF EDUCATION

Wednesday, January 14, 2026  
4:00 PM

District Office  
635 N 4th Street  
O'Neill, NE 68763

## Board Work Session Agenda

Posted Locations:

Holt County Independent (print & website)  
KBRX Radio  
O'Neill Post Office  
O'Neill Public Schools Administrative Office  
O'Neill Jr-Sr High School  
O'Neill Elementary School  
O'Neill Public Schools Website

Posted Date: Thursday, December 25, 2025

{{Name: Agenda Item Name}}

1. **Call to Order**
  - A. Roll Call
  - B. Excused/Unexcused Board Members
2. **Pledge of Allegiance**
3. **Recite Mission Statement**
4. **Approve Meeting Agenda**
5. **Reception of Visitors**
6. **Oral and Written Communications**
7. **Business**
  - A. Tour the Early Childhood Center
  - B. Tour the Elementary School
  - C. Tour the Jr-Sr High School
  - D. Financial Update
  - E. Superintendent Evaluation
  - F. Short/Long Term Goals
8. **Adjournment**

*The agenda sequence is provided as a courtesy only. The board reserves the right to consider each item in any sequence it deems appropriate. Therefore, we encourage visitors to attend the meeting from the beginning. As a result of a majority vote by the board, certain agenda items may be clearly necessary to discuss in executive session in order to protect the public interest or to prevent needless injury to the reputation of an individual, and if the individual has not requested a public meeting.*

Comments or questions from the audience at any other time during the meeting except for the agenda item "Oral and Written Communications", will, out of necessity, be declared out of order.

Please sign in if you wish to address the Board.

1. The total time allotted for the public comment will not exceed thirty minutes and each member of the public will be allotted not more than five minutes to address the Board. If a group wishes to speak, please designate one spokesperson for the group.
2. Please state your name and the topic you are addressing before you begin.
3. Speakers are asked to direct their questions and comments to the chair. A member of the Board of Education or the Superintendent may direct clarifying questions to the chair, but the board will not under any circumstance enter into a debate with any member of the public.
4. Speakers may offer objective criticism of district operations and programs, but the Board would encourage members of the public to address complaints concerning individual district personnel through the proper chain of command. The chair may direct the member of the public to the appropriate means to address concerns brought before the Board; however, the board will not respond with action but will take comments under advisement and direct the comments to the appropriate staff member to address outside of the board meeting.
5. Please remember that this is a public meeting to conduct the business of the O'Neill Public School District. Offensive language, personal attacks and hostile conduct will not be tolerated. You should further be advised that there is no legal protection for any comments that are made.

## Board Meeting Dates

- September 15, 2025
- October 13, 2025
- November 10, 2025
- December 8, 2025
- January 12, 2026
- February 9, 2026
- March 16, 2026
- April 13, 2026
- May 11, 2026
- June 15, 2026
- July 13, 2026

# Board Calendar

## August

- Policy Committee Meeting (as needed)
- Pass Resolution for Re-Adoption of all Existing Policies, Regulations and Handbooks
- Board Committee Assignments
- Special Meeting for 2nd Set of Payables
- Hold Budget Hearing
- Base Growth Percentage Review

## September

- Budget Committee Meeting (as needed)
- Distribute Superintendent Evaluations
- Advertise for Snow Removal Bids (yearly)
- Authorize for Copier/Printing Bids (every 5 years, approved 2018)
- Approve Budget

## October

- Negotiations Committee Meeting (as needed)
- Approve for Copier/Printing Contract (every 5 years, approved 2023)
- Accept Snow Removal Bids
- Review Superintendent's Leave Report

## November

- Budget Committee Meeting (as needed)
- Superintendent Evaluation - Board Members Only
- Negotiations Committee Meeting (as needed)
- Review the Nebraska Educational Profile
- Title I Review w/ St. Mary's

## December

- Review Superintendent's Evaluation w/ Superintendent
- Approve Superintendent's Contract
- Negotiations Committee Meeting (as needed)
- Committee on American Civics Meeting (public comment will be received)
- Review Audit
- Review Superintendent's Leave Report

## January

- Budget Committee Meeting (as needed)
- Negotiations Committee Meeting (as needed)
- Board Retreat
- Potential Conflict of Interest Statement 2005 Forms
- Appoint District Non-Discrimination Compliance Coordinator
- Employment of Relatives, Domestic Partners, & Significant Others - Policy #4004
- Post Superintendent's Contract per Requirements of the Superintendent's Transparency Act
- Set Administrator's Salaries

## **February**

- Policy Committee Meeting (as needed)
- Approve School Calendar
- Review Student Achievement Data
- Review Tenured Staff
- Set Other Non-teaching Staff Salaries
- Advertise for Lawn Care Bids (every two years, approved in 2021)
- Advertise for Audit Services (every three years, approved in June 2018)

## **March**

- Budget Committee Meeting
- Set Classified Staff Salaries
- Review Policy #5004 – Option Enrollment
- Accept Lawn Care Bids
- Accept Audit Services Bid
- Review Superintendent’s Leave Report

## **April**

- Legislative Committee Meeting (as needed)
- Compensation for Substitutes, Developing Eagles, Interpreters, Accompanist, and Off-Contract Certified Staff
- RFP for lunch
- Audit Contract (every three years, beginning 2022, approved for 2021-2022 Audit)
- Booster Club Annual Update

## **May**

- Budget Committee Meeting
- Approve Lunch Contract (yearly)
- Set Lunch Prices for Upcoming School Year
- Student Fee Policy #5045 - Advertise Hearing

## **June**

- Board Retreat
- Review Student Fee Policy #5045
- Authorize Superintendent to Apply for Federal Funds
- Transportation Contract (every three years, approved Aug 2020)
- Activity Assignments
- Parent & Guardian Involvement in Education Practices Policy #5018 - Advertise Hearing
- Committee on American Civics Meeting (public comment will be received)
- Review Superintendent’s Leave Report

## **July**

- Budget Committee Meeting
- Approve Audit Engagement
- Review Parent & Guardian Involvement in Education Practices Policy #5018
- Review Student Bullying Policy #5054

# General Fund Balance Trends

General Fund	2025	Loss/Gain from 2024	2024	Loss/Gain from 2023	2023	Loss/Gain from 2022	2022	Loss/Gain from 2021	2021	Loss/Gain from 2020	2020	Loss/Gain from 2019	2019
Jan	2,136,119.16	384,234.60	1,751,884.56	499,963.87	1,251,920.69	(396,539.78)	1,648,460.47	(145,925.71)	1,794,386.18	379,766.56	1,414,619.62	(123,263.59)	1,537,883.21
Feb	3,774,667.59	1,621,800.14	2,152,867.45	539,764.94	1,613,102.51	120,597.03	1,492,505.48	(131,033.66)	1,623,539.14	(105,036.16)	1,728,575.30	285,176.30	1,443,399.00
Mar	3,522,685.86	1,755,133.35	1,767,552.51	659,708.65	1,107,843.86	8,583.03	1,099,260.83	25,417.51	1,073,843.32	(54,221.37)	1,128,064.69	165,765.47	962,299.22
Apr	3,150,127.45	1,467,267.67	1,682,859.78	505,793.58	1,177,066.20	41,317.26	1,135,748.94	(74,716.36)	1,210,465.30	(161,660.24)	1,372,125.54	779,597.75	592,527.79
May	5,992,892.33	1,659,327.88	4,333,564.45	1,556,401.13	2,777,163.32	(443,572.21)	3,220,735.53	324,248.69	(365,904.64)	(365,904.64)	3,262,391.48	356,531.03	2,905,860.45
Jun	5,131,711.93	764,413.47	4,367,298.46	2,026,772.81	2,340,525.65	220,922.73	2,119,602.92	(538,635.95)	2,658,238.87	(426,945.77)	2,603,312.53	260,312.53	2,824,872.11
Jul	4,216,097.00	672,834.36	3,543,262.64	2,120,630.38	1,422,632.26	(43,053.25)	1,465,685.51	(562,717.87)	2,028,403.38	(213,928.88)	2,242,332.26	(59,876.01)	2,302,208.27
Aug	2,802,062.45	1,043,777.65	1,758,284.80	1,412,873.60	345,411.20	(146,860.13)	492,271.33	(672,059.78)	1,164,331.11	(139,418.38)	1,303,749.49	29,174.55	1,274,574.94
Sep	3,328,108.04	222,155.23	3,105,952.81	1,377,067.46	1,728,885.35	46,076.37	1,682,808.98	(772,129.50)	2,454,938.48	83,126.13	2,371,812.35	(106,338.91)	2,478,151.26
Oct	2,636,906.14	63,049.81	2,573,856.33	1,316,176.01	1,257,680.32	3,652.68	1,254,027.64	#####	2,274,962.92	(3,685.04)	2,278,647.96	(115,606.95)	2,394,254.91
Nov	1,794,110.83	(342,900.53)	2,137,011.36	1,449,348.37	687,662.99	107,001.73	580,661.26	(829,233.53)	1,409,894.79	(298,501.50)	1,708,396.29	303,493.06	1,404,903.23
Dec	1,274,865.27	(274,830.44)	1,549,695.71	971,049.24	578,646.47	179,964.29	398,682.18	(410,488.04)	809,170.22	144,567.55	664,602.67	141,956.44	522,646.23

Depreciation Fund	2025	Loss/Gain from 2024	2024	Loss/Gain from 2023	2023	Loss/Gain from 2022	2022	Loss/Gain from 2021	2021	Loss/Gain from 2020	2020	Loss/Gain from 2019	2019
Jan	1,033,541.32	715,253.69	318,287.63	(125,740.09)	444,027.72	(73,843.25)	517,870.97	(74,683.31)	592,554.28	12,960.74	579,593.54	(7,561.14)	587,154.68
Feb	1,034,929.71	716,579.02	318,350.69	(5,880.31)	324,231.00	(166,617.61)	490,848.61	(101,902.52)	592,751.13	32,511.86	560,239.27	(27,163.18)	587,402.45
Mar	912,897.04	613,103.63	299,793.41	(25,351.96)	325,145.37	(165,724.09)	490,869.46	(102,083.08)	592,952.54	36,221.90	556,730.64	(25,023.27)	581,753.91
Apr	797,038.96	682,761.60	114,277.36	(211,202.23)	325,479.59	(112,808.89)	438,288.48	(154,889.04)	593,177.52	36,195.16	556,982.36	(25,034.58)	582,016.94
May	790,239.98	741,475.42	48,764.56	(207,900.54)	256,665.10	(181,641.99)	438,307.09	(155,024.40)	593,331.49	34,800.77	558,530.72	(23,758.15)	582,288.87
Jun	757,436.27	716,406.13	41,030.14	(215,898.80)	256,928.94	(181,396.16)	438,325.10	(144,350.64)	582,675.74	39,563.92	543,111.82	2,429.70	540,682.12
Jul	758,562.86	717,431.67	41,131.19	(216,070.65)	257,201.84	(181,141.88)	438,343.72	(112,186.37)	550,530.09	146,724.60	403,805.49	(107,701.61)	511,507.10
Aug	1,259,691.12	218,196.35	1,041,494.77	383,395.39	658,099.38	(280,262.96)	938,362.34	389,853.11	548,509.23	(50,862.29)	599,371.52	(179,133.99)	778,505.51
Sep	1,261,335.33	217,819.49	1,043,515.84	384,138.72	659,377.12	(279,019.68)	938,396.80	420,613.08	517,783.72	(76,060.39)	593,844.11	(169,627.25)	763,471.36
Oct	1,262,925.92	217,419.58	1,045,506.34	384,587.43	660,918.91	(277,517.74)	938,436.65	420,630.94	517,805.71	(74,061.48)	591,867.19	(171,960.87)	763,828.06
Nov	1,264,224.10	233,675.87	1,030,548.23	369,411.99	661,136.24	(277,450.82)	938,587.06	420,760.07	517,826.99	(74,279.83)	592,106.82	(13,107.94)	605,214.76
Dec	1,265,384.94	233,378.59	1,032,006.35	713,786.11	318,220.24	(125,713.21)	443,933.45	(73,915.53)	517,848.98	(74,474.03)	592,323.01	4,728.25	587,594.76

Nutrition Fund	2025	Loss/Gain from 2024	2024	Loss/Gain from 2023	2023	Loss/Gain from 2022	2022	Loss/Gain from 2021	2021	Loss/Gain from 2020	2020	Loss/Gain from 2019	2019
Jan	303,212.25	(9,271.61)	312,483.86	(32,260.56)	344,744.42	56,777.15	287,967.27	121,570.47	166,396.80	21,808.68	144,588.12	815.55	143,772.57
Feb	308,556.42	(7,684.55)	316,240.97	(19,845.00)	336,085.97	36,344.63	299,741.34	88,411.47	211,329.87	66,566.53	144,763.34	(3,709.58)	148,472.92
Mar	302,578.23	(11,194.21)	313,772.44	(26,732.75)	340,505.19	25,558.80	314,946.39	92,329.48	222,616.91	80,988.00	141,628.91	(8,435.58)	150,064.49
Apr	298,112.23	(21,215.42)	319,327.65	(25,344.10)	344,671.75	15,261.85	329,409.90	93,082.71	236,327.19	96,291.62	140,035.57	(9,986.93)	150,022.50
May	302,466.97	(27,488.90)	329,955.87	(41,361.84)	371,317.71	30,231.54	341,086.17	93,679.09	247,407.08	97,294.61	150,112.47	(12,804.42)	162,916.89
Jun	277,079.08	(27,524.60)	304,603.68	(32,371.32)	336,975.00	(8,467.78)	345,442.78	93,757.30	251,685.48	91,906.75	159,778.73	20,727.40	139,051.33
Jul	184,518.95	(126,336.95)	310,855.90	(21,490.55)	332,346.45	(15,322.74)	347,669.19	90,348.05	257,321.14	87,468.12	169,853.02	27,307.03	142,545.99
Aug	192,173.67	(126,368.98)	318,542.65	6,666.30	311,876.35	(47,196.24)	359,072.59	90,211.17	268,861.42	101,272.49	167,588.93	33,066.56	134,522.37
Sep	161,521.04	(194,126.21)	355,647.25	38,930.64	316,716.61	(53,835.42)	370,552.03	128,217.84	242,334.19	74,606.53	167,727.66	25,795.46	141,932.20
Oct	130,766.00	(204,415.99)	335,181.99	36,341.56	298,840.43	(80,070.25)	378,910.68	128,344.62	250,566.06	71,718.11	178,847.95	35,896.83	142,951.12
Nov	197,821.55	(221,369.30)	419,190.85	116,265.44	302,925.41	(58,786.02)	361,711.43	97,476.38	264,235.05	83,214.81	181,020.24	36,925.28	144,094.96
Dec	154,730.86	(218,603.84)	373,334.70	71,892.99	301,441.71	(33,864.45)	335,306.16	59,457.80	275,848.36	84,266.73	191,581.63	49,008.65	142,572.98

Grand Total	2025	Loss/Gain from 2024	2024	Loss/Gain from 2023	2023	Loss/Gain from 2022	2022	Loss/Gain from 2021	2021	Loss/Gain from 2020	2020	Loss/Gain from 2019	2019
Jan	3,472,872.73	1,090,216.68	2,382,656.05	341,963.22	2,040,692.83	(413,605.88)	2,454,298.71	(99,038.55)	2,553,337.26	414,535.98	2,138,801.28	(130,009.18)	2,268,810.46
Feb	5,118,153.72	2,330,694.61	2,787,459.11	514,039.63	2,273,419.48	(9,675.95)	2,283,095.43	(144,524.71)	2,427,620.14	(5,957.77)	2,433,577.91	254,303.54	2,179,274.37
Mar	4,738,161.13	2,357,042.77	2,381,118.36	607,623.94	1,773,494.42	(131,582.26)	1,905,076.68	15,663.91	1,889,412.77	62,988.53	1,826,424.24	132,306.62	1,694,117.62
Apr	4,245,278.64	2,128,813.85	2,116,464.79	269,247.25	1,847,217.54	(56,229.78)	1,903,447.32	(136,522.69)	2,039,970.01	(29,173.46)	2,069,143.47	744,576.24	1,324,567.23
May	7,085,599.28	2,373,314.40	4,712,284.88	1,307,138.75	3,405,146.13	(594,982.66)	4,000,128.79	262,903.38	3,737,225.41	(233,809.26)	3,971,034.67	319,968.46	3,651,066.21
Jun	6,166,227.28	1,453,295.00	4,712,932.28	1,778,502.69	2,934,429.59	31,058.79	2,903,370.80	(589,229.29)	3,492,600.09	(295,475.10)	3,788,075.19	283,469.63	3,504,605.56
Jul	5,159,178.81	1,263,929.08	3,895,249.73	1,883,069.18	2,012,180.55	(239,517.87)	2,251,698.42	(584,556.19)	2,836,254.61	20,263.84	2,815,990.77	(140,270.59)	2,956,261.36
Aug	4,253,927.24	1,135,605.02	3,118,322.22	1,802,935.29	1,315,386.93	(474,319.33)	1,789,706.26	(191,995.50)	1,981,701.76	(89,008.18)	2,070,709.94	(116,892.88)	2,187,602.82
Sep	4,750,964.41	245,848.51	4,505,115.90	1,800,136.82	2,704,979.08	(286,778.73)	2,991,757.81	(223,298.58)	3,215,056.39	81,672.27	3,133,384.12	(250,170.70)	3,383,554.82
Oct	4,030,598.06	76,053.40	3,954,544.66	1,737,105.00	2,217,439.66	(353,935.31)	2,571,374.97	(471,959.72)	3,043,334.69	(6,028.41)	3,049,363.10	(251,670.99)	3,301,034.09
Nov	3,256,156.48	(330,593.96)	3,586,750.44	1,935,025.80	1,651,724.64	(229,235.11)	1,880,959.75	(310,997.08)	2,191,956.83	(289,566.52)	2,481,523.35	327,310.40	2,154,212.95
Dec	2,694,981.07	(260,055.69)	2,955,036.76	1,756,728.34	1,198,308.42	20,386.63	1,177,921.79	(424,945.77)	1,602,867.56	154,360.25	1,448,507.31	195,693.34	1,252,813.97

## General Fund Balance Trends

Building Fund	2025	Loss/Gain from 2024	2024	Loss/Gain from 2023	2023	Loss/Gain from 2022	2022	Loss/Gain from 2021	2021	Loss/Gain from 2020	2020	Loss/Gain from 2019	2019
Jan	793,432.57	163,388.87	630,043.70	(86,134.62)	716,178.32	(237,538.88)	953,717.20	(106,412.24)	1,060,129.44	286,654.87	773,474.57	179,954.51	593,520.06
Feb	1,219,312.79	422,058.76	797,254.03	(55,572.69)	852,826.72	(211,371.10)	1,064,197.82	(97,319.12)	1,161,516.94	236,076.11	925,440.83	266,351.90	659,088.93
Mar	1,254,478.98	428,356.24	826,122.74	(52,933.83)	879,056.57	(197,570.61)	1,076,627.18	(110,908.97)	1,187,536.15	272,454.30	915,081.85	242,413.49	672,668.36
Apr	1,307,988.70	265,061.48	1,042,927.22	29,316.68	1,013,610.54	(202,913.99)	1,216,524.53	(122,773.99)	1,339,298.52	266,879.71	1,072,418.81	356,454.90	715,963.91
May	2,077,270.08	464,772.20	1,612,497.88	198,478.58	1,414,019.30	(247,386.59)	1,661,405.89	(107,171.69)	1,768,577.58	734,312.70	1,034,264.88	272,507.28	761,757.60
Jun	2,150,487.46	1,430,929.62	719,557.84	(198,495.98)	918,053.82	(204,401.71)	1,122,455.53	(4,913.00)	1,127,368.53	206,991.05	920,377.48	447,816.35	472,561.13
Jul	2,161,390.67	1,426,712.35	734,678.32	(198,124.24)	932,802.56	(203,747.69)	1,136,550.25	(4,936.29)	1,141,486.54	198,624.83	942,861.71	515,196.86	427,664.85
Aug	2,219,440.10	1,421,290.34	798,149.76	(189,142.21)	987,291.97	(195,609.93)	1,182,901.90	(3,437.84)	1,186,339.74	172,276.59	1,014,063.15	698,702.78	315,360.37
Sep	2,520,518.28	1,340,295.09	1,180,223.19	(184,352.77)	1,364,575.96	(181,833.80)	1,546,409.76	(23,692.13)	1,570,101.89	175,965.82	1,394,136.07	701,665.80	692,470.27
Oct	2,600,784.46	1,300,920.16	1,299,864.30	(146,193.54)	1,446,057.84	(179,483.12)	1,625,540.96	(98,568.72)	1,724,109.68	184,703.08	1,539,406.60	703,348.30	836,058.30
Nov	2,649,817.10	1,288,733.99	1,361,083.11	(130,007.18)	1,491,090.29	(180,676.95)	1,671,767.24	(65,014.67)	1,736,781.91	191,705.73	1,545,076.18	779,742.43	765,333.75
Dec	811,007.11	250,201.39	560,805.72	63,587.23	497,218.49	59,021.06	438,197.43	(226,013.90)	664,211.33	(85,693.46)	749,904.79	281,235.31	468,669.48