

Board of Education Regular Meeting

Monday, April 13, 2026 6:00 PM

**1. OPEN THE MEETING**

1.1. **Call to Order**

1.1.1. **Publication of Meeting**

1.1.2. **Nebraska Open Meetings Law**

1.1.3. **Pledge of Allegiance**

1.1.4. **District Mission Statement**

1.2. **Board Member Roll Call**

Motion was made to excuse absent board members, Jacob Kringle and Hannah Hild. This motion, made by Alicia Beavers and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

**2. CELEBRATION OF EXCELLENCE (staff & student presentations, etc.)**

**3. PUBLIC COMMENT**

**4. INFORMATION ITEMS**

4.1. **Administrator Reports**

4.1.1. **Superintendent Report - Mrs. Beran**

- Asbestos Plan
- FERPA
- Evaluation Tools (principal & classified staff)
- Budget Tracking

4.1.2.

4.1.2.1. **Review Asbestos Plan**

4.1.2.2. **Review FERPA**

4.1.2.3. **Review Principal Evaluation Tool (policy 4030)**

4.1.2.4. **Review Classified Staff Evaluation Tools**

- Classified Staff Evaluations
  - Kim - Bookkeeper, Head Maintenance, Cooks, HS Custodian
  - Brandon - Administrative Assistants, Activity Custodian

- Terah - Paras, Elementary Custodian
- 4.1.2.5.

4.1.3. **Principal/AD Report - Mr. Marquez**

4.1.4. **Principal Report - Mrs. Williams**

4.2. **Board Committee Reports**

4.2.1. **Building, Grounds, and Transportation**

4.2.2. **Finance and Personnel**

4.2.3. **Policy and Negotiations**

4.2.4. **Americanism, Curriculum, and Technology**

5. **CONSENT AGENDA**

Motion was made to move forward with the consent agenda. This motion, made by Ryan Martin and seconded by Cole Brodine, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

5.1. **Prior Meeting Minutes**

5.2. **Policy Final Reading and Adoption Including all New Policy Updates**

5.2.1. **Reaffirm Policies 4001-4042, 4044-4045, 4047-4062**

5.3. **Financial Reports and Claims according to Review of Bills policy 3007**

6. **ACTION ITEMS**

6.1. **Review, Consider, & Revise Policy 3014 School Use Policy**

Motion was made to approve revised Policy 3014 School Use Policy to allow commercial use in the building with a fee. This motion, made by Lynette Mitchell and seconded by Alicia Beavers, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.2. **Review, Consider, & Revise Policy 4043 Professional Boundaries**

Motion was made to approve revised Policy 4043 Professional Boundaries to update social media platforms. This motion, made by Lynette Mitchell and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.3. **Review, Consider, & Revise Policy 4046 Internet Searches**

Motion was made to revise Policy 4046 Internet Searches to update peer sharing platforms. This motion, made by Lynette Mitchell and seconded by Alicia Beavers, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.4. **Consider and Approve Bus Driver Pay for 26-27**

Motion was made to approve bus driver pay for 26-27 as presented. This motion, made by Ryan Martin and seconded by Cole Brodine, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.5. **Consider and Approve Paying the Bond payment Due in June up to \$200,000**

- Believe it should be around \$187,617

6.6.

Motion was made to approve paying the June bond payment, up to \$200,000. This motion, made by Cole Brodine and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.7. **Consider and Take any Necessary Action to Purchase Computers for 26-27 School Year for up to \$50,000**

- REAP = \$38,166
- General Fund = \$9,075
  - Totaling \$47,241

6.8.

Motion was made to approve the purchase of computers for the 26-27 school year for up to \$50,000 using the REAP grant and General Funds. This motion, made by Ryan Martin and seconded by Cole Brodine, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.9. **Consider & Take any Necessary Action on the Depreciation CD Account Ending 1241**

Motion was made to renew \$300,000 in the Depreciation CD for 7 months, transfer remaining funds to depreciation fund. This motion, made by Lynette Mitchell and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.10. **Offer an employment contract to Lauren Miller for FFA/Ag Teacher for 1st Semester of 26-27 School Year**

Motion was made to offer employment contract to Lauren Miller for FFA Ag teacher 1st semester of 26-27 School Year. This motion, made by Alicia Beavers and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.11. **Offer an employment contract to Tiffany Pracht for Upper Elementary Teacher for 26-27 School Year**

Motion was made to offer an employment contract to Tiffany Pracht for Upper Elementary Teacher for 26-27 School Year. This motion, made by Ryan Martin and seconded by Cole Brodine, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.12. **Consider and Approve Adding a Contract for Athletic Director Position starting in the 2026-2027 School Year**

Consider and Approve Adding a Contract for Athletic Director Position starting in the 2026-2027 School Year. This motion, made by Cole Brodine and seconded by Lynette Mitchell, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.13. **Offer an employment contract to Jordan High for Athletic Director for 26-27 School Year for a Salary of \$5,873 (14% of base salary)**

Motion was made to offer an employment contract to Jordan High for Athletic for 26-27 School Year. This motion, made by Cole Brodine and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.14. **Approve Graduating Class of 2026**

- Met the State of Nebraska and Elm Creek Public Schools Graduation Requirements

6.15.

Motion was made to approve the graduating class of 2026. This motion, made by Alicia Beavers and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.16. **Review and Accept Additions to the 2024-2025 Annual Report (pages 23-27, long-term goals)**

Motion was made to accept additions to the 2024-2025 Annual Report. This motion, made by Alicia Beavers and seconded by Lynette Mitchell, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.17. **Discuss and Consider Approval on Freeholders Petition**

**7. SCHEDULE NEXT REGULAR BOARD MEETING**

**8. ADJOURN**

Motion was made to adjourn the Elm Creek Public School Board meeting at 6:46pm. This motion, made by Alicia Beavers and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

9. **\*\*CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.**

10. **\*\*SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.**

**2009**  
**Public Participation at Board Meetings**

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

Except for closed sessions, the board will allow members of the public an opportunity to speak at each meeting. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not 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. However, the board shall require members of the public desiring to address the board to identify themselves, 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.

Adopted on: \_\_\_\_\_

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## **PUBLIC PARTICIPATION**

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:  
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

# Asbestos Management Plan for Elm Creek Public Schools

## 1. Introduction

Elm Creek Public Schools conducted a three-year asbestos re-inspection on August 6, 2024, as mandated by the United States Environmental Protection Agency (EPA) under the Asbestos Hazard Emergency Response Act (AHERA). The inspection was performed by Mr. Rod Schall of B2 Environmental, Inc. (B2E), who is an accredited asbestos inspector and management planner. This document outlines the findings, recommendations, and the proposed management plan for asbestos-containing materials (ACM) at the school.

## 2. Inspection Summary

### Inspector Details:

- Inspector Name: Rod Schall
- Accreditation Numbers: NE I-1190, NE MP-9
- Inspection Date: August 6, 2024
- Next Scheduled Re-inspection: August 6, 2027

### Homogeneous Areas Inspected:

- Several homogeneous areas were inspected, including floor tiles, ceiling tiles, baseboards, drywall with joint compound, and sink insulation. All materials were found in good condition with potential for damage.

## 3. Recommendations and Compliance Procedures

Based on the inspection, the following recommendations have been made:

- Repair or Remove Damaged ACM:
  - If any damage is detected, repair or remove the material following the guidelines outlined in the Operations and Maintenance section of the Management Plan.
- Regular Surveillance and Maintenance:
  - Maintain ACM in its current condition and monitor for any changes through periodic surveillance as required by 40 C.F.R. 763.94.
- Warning Labels:
  - Display proper warning labels in areas where ACM is present, in compliance with 40 C.F.R. 763.95.
- Sampling and Testing:
  - Consider sampling assumed materials to confirm the presence of asbestos.
- Annual Notifications:
  - Continue the annual notification to staff, students, and parents/guardians regarding the presence of ACM as required by 40 C.F.R. 763.93.

- Asbestos Training:
  - Continue to provide asbestos training to all employees in accordance with 40 C.F.R. 763.92.

#### **4. Areas of Concern and Action Plan**

##### Auditorium & Locker Rooms (12"x12" Gray VFT with Mastic):

- Condition: Good
- Action: Continue inspections and repair as necessary.

##### Throughout Structure (2'x2' Ceiling Tiles with Pinholes and Fissures):

- Condition: Good
- Action: Maintain condition, follow the Management Plan, and continue inspections.

##### Throughout Structure (Light Gray Baseboard with Adhesive):

- Condition: Good
- Action: Maintain condition, follow the Management Plan, and continue inspections.

##### Kitchen (2'x2' Smooth Ceiling Tiles):

- Condition: Good
- Action: Maintain condition, follow the Management Plan, and continue inspections.

##### Throughout Structure (Drywall with Joint Compound):

- Condition: Good
- Action: Maintain condition, follow the Management Plan, and continue inspections.

##### Band Room (Black Baseboard with Adhesive):

- Condition: Good
- Action: Maintain condition, follow the Management Plan, and continue inspections.

##### Main Offices, Rooms 811, 818, 820 (Yellow VSF with Mastic):

- Condition: Good
- Action: Maintain condition, follow the Management Plan, and continue inspections.

##### Throughout Structure (Gray Sink Insulation):

- Condition: Good
- Action: Maintain condition, follow the Management Plan, and continue inspections.

##### - Classrooms 800, 829, 836 (Beige with Blue Specks VSF with Mastic):

- \*\*Condition: Good
- \*\*Action: Maintain condition, follow the Management Plan, and continue inspections.

#### **5. Abatement Activities**

No abatement activities have been conducted since the last three-year re-inspection.

## **6. Documentation and Record Keeping**

- Management Plan: All documentation, including this report, should be kept on file and updated as needed.
- Training Records: Maintain records of all training provided to staff in handling ACM.
- Notification Records: Keep copies of all notifications sent to staff, students, and parents/guardians.

## **7. Conclusion**

The asbestos management plan for Elm Creek Public Schools emphasizes the importance of ongoing monitoring, regular maintenance, and adherence to AHERA regulations. By following the outlined recommendations, the school can ensure a safe environment for all students and staff.

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Superintendent

8-19-24

***This plan should be reviewed and updated regularly to ensure continued compliance with federal and state regulations.***



UNITED STATES DEPARTMENT OF EDUCATION  
STUDENT PRIVACY POLICY OFFICE

SPPO-21-04

**A Parent Guide to the Family Educational Rights and Privacy Act (FERPA)**

*Other than statutory and regulatory requirements included in the document, the contents of this guidance do not have the force and effect of law and are not meant to bind the public. This document is intended only to provide clarity to the public regarding existing requirements under the law or agency policies.*

The Family Educational Rights and Privacy Act or FERPA (20 U.S.C. § 1232g; 34 CFR Part 99) provides certain rights for parents regarding their children’s education records. FERPA gives these rights to custodial and noncustodial parents alike, unless there is a court order, legally binding document, or State law that specifically provides to the contrary. When a student reaches 18 years of age or attends an institution of postsecondary education at any age, he or she becomes an “eligible student,” and all rights under FERPA transfer from the parent to the student. Given the target audience for this document is parents, this guide is intended to discuss parents’ rights under FERPA. Under FERPA, the term “parent” means a parent of a student and includes a natural parent, a guardian, or an individual acting as a parent in the absence of a parent or a guardian. A companion document discussing eligible students’ rights under FERPA is available on our website at <https://studentprivacy.ed.gov/resources/ferpa-general-guidance-students>.

FERPA is a Federal law that is administered by the Student Privacy Policy Office (SPPO) in the U.S. Department of Education (Department). FERPA protects “education records,” which are generally defined as records that are directly related to a student and maintained by an educational agency or institution or by a party acting for the agency or institution. An “educational agency or institution,” herein after referred to as a “school,” generally means a school district, a public elementary or secondary school, or an institution of postsecondary education such as a college or university. There are also a few exceptions to the definition of education records, such as law enforcement unit records and sole possession records. More information is available at <https://studentprivacy.ed.gov/faq/what-records-are-exempted-ferpa>.

FERPA applies to schools that receive funding under any program administered by the Department. Private and faith-based schools at the elementary and secondary levels generally do not receive such funding and are, therefore, generally not subject to FERPA. In addition, the confidentiality of personally identifiable information (PII) in the education records of children with disabilities is further protected by Part B of the Individuals with Disabilities Education Act (IDEA) (20 U.S.C. 1417(c) and 34 CFR §§ 300.610-300.626). These regulations contain confidentiality provisions that are similar to, but broader than, FERPA. The IDEA-FERPA crosswalk contains additional information comparing IDEA and FERPA and is available at <https://studentprivacy.ed.gov/resources/ferpaidea-cross-walk>.

The rights provided by FERPA to a parent include, but are not limited to:

- **Access to Education Records**

Under FERPA, a school or State educational agency (SEA) must provide a parent with an opportunity to inspect and review their child's education records within a reasonable period of time, but not more than 45 calendar days following receipt of a request. A school or SEA is generally not required to provide *copies* of the education records unless circumstances effectively prevent the parent from exercising the right to inspect and review the education records. For example, if a parent who does not live within commuting distance of their child's school requests that the school provide access to his or her child's education records, the school would be required to make other arrangements for the parent to inspect and review the requested records, or to provide a copy of the requested records.

- **Amendment of Education Records**

Under FERPA, a parent has the right to seek amendment or correction of their child's education records that the parent believes to be inaccurate, misleading, or in violation of the child's rights of privacy. However, while a school is not required to amend an education record in accordance with a parent's request, a school is required to consider the request for amendment, to inform the parent of its decision, and, if the request is denied, to advise the parent of his or her right to a hearing on the matter. If, as a result of the hearing, a school decides not to amend the education records, then the parent has the right to insert a statement in the record commenting on the contested information or stating why the parent disagrees with the decision, or both. That statement must remain with the contested part of the education record for as long as the record is maintained and be included whenever the contested part is disclosed.

While a parent has the right to seek to amend non-substantive factual errors in the student's education records, the right is not unlimited, and a school is not required by FERPA to afford a parent the right to seek to change substantive decisions made by school officials, such as substantive decisions made in the context of grades given to a student based on their performance, other evaluations of the student's performance, or disciplinary decisions. These substantive decisions also include evaluations of whether a student has a disability and is eligible for special education and related services, disagreements about the content of a student's Individualized Education Program (IEP), or the student's educational placement under Part B of IDEA. While under FERPA a parent may seek amendment to correct a non-substantive factual error in an IEP, a parent should utilize the Part B of IDEA dispute resolution procedures (State complaints, mediation, or due process hearing procedures) to resolve disputes with a school regarding substantive matters. Each State has resources to help parents to participate effectively in their children's education and development. State contact information is available at <https://sites.ed.gov/idea/contacts/#state>.

- **Disclosure of Education Records**

Under FERPA, a school generally may not disclose PII from a student's education records to a third party unless the student's parent has provided prior written consent. However,

there are a number of exceptions to FERPA’s general consent requirement, some of which are described below. Under these exceptions, schools are *permitted* to disclose PII from education records without consent, but they are not *required* to do so by FERPA.

### School Official

FERPA allows “school officials,” including teachers, within the school to obtain access to PII from education records without consent, provided that the school has determined the officials have a “legitimate educational interest” in the information. The school’s annual notification of rights under FERPA must specify the criteria for determining who constitutes a “school official” and what the school considers to be a “legitimate educational interest.” Typically, a school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

Also, under the “school officials” exception to the consent requirement, FERPA permits a school to disclose education records to contractors (e.g., software/application vendors, lawyers), consultants (e.g., nutritional or information technology consultants), volunteers (e.g., home room parent volunteers, field trip chaperones, student volunteers), or other third parties to whom the school has outsourced institutional services or functions, provided that the outside party:

1. Performs an institutional service or function for which the school would otherwise use employees;
2. Is under the direct control of the school with respect to the use and maintenance of education records;
3. Is subject to the requirements in FERPA that PII from education records may be used only for the purposes for which the disclosure was made, and which govern the redisclosure of PII from education records; and
4. Meets the criteria specified in the school’s annual notification of FERPA rights for being a school official with a legitimate educational interest in the education records.

More information regarding the use of school volunteers and FERPA is available at <https://studentprivacy.ed.gov/training/school-volunteers-and-ferpa>.

### Seeks or Intends to Enroll

Another exception to FERPA’s general consent requirement permits a school to disclose PII from a student’s education records, without consent, to another school in which the student seeks or intends to enroll, or where the student is already enrolled, as long as the purpose of the disclosure is related to the student’s enrollment or transfer. A school that discloses education records under this exception must make a reasonable attempt to notify the parent of the disclosure, unless the disclosure is initiated by the parent, or the school’s annual notification of rights under FERPA includes a notice that it forwards education records to other schools that have requested the records and in which the student seeks or intends to enroll or is already enrolled, as long as the disclosure is for purposes related to the student’s enrollment or transfer. A school that discloses education records under this exception also must provide the parent, upon request, a copy of the records that were

disclosed or, upon request, an opportunity for a hearing to amend the records that were disclosed. Under this exception, a school has the discretion to disclose academic, disciplinary, or any other PII from the student's education records to the new school. Further, a parent does not, under FERPA, have the right to prevent a school from disclosing such PII from the student's education records, or from communicating information about a student more generally, to the school in which the student seeks or intends to enroll.

### Directory Information

FERPA also permits a school to disclose PII from a student's education records, without consent, when such information has been appropriately designated as "directory information" and the parent has not opted out of the disclosure of such designated information. The FERPA regulations define directory information as information in a student's education record that would not generally be considered harmful or an invasion of privacy if disclosed. Directory information may include information such as the student's name, address, telephone number, email address, photograph, date and place of birth, major field of study, grade level, enrollment status (e.g., undergraduate or graduate, full-time or part-time), dates of attendance (i.e., the period of time during which the student attends or attended the school), participation in officially recognized activities and sports, weight and height of members of athletic teams, degrees, honors and awards received, and the most recent school attended. FERPA provides that a school may disclose, without consent, directory information if the school has given public notice to parents of the types of PII that it has designated as directory information and the process, including period of time, for parents to opt out of certain directory information disclosures. This notice is often included in the annual notification discussed below. For more information regarding directory information, visit <https://studentprivacy.ed.gov/training/b-cs-student-directory-information>.

### Dependent Student

FERPA provides ways in which a school may share education records on an eligible student with their parents. Schools may, but are not required to, disclose any and all education records to parents, without the consent of the eligible student, if the student is a "dependent student," as that term is defined in Section 152 of the Internal Revenue Code. Generally, if either parent has claimed the student as a dependent on the parent's most recent income tax return, a school may disclose the student's education records to either parent, without the eligible student's consent.

This exception to FERPA's general consent rule also permits institutions of postsecondary education to share information with parents of students who are enrolled in both a high school and a college or university (dually enrolled). In this situation, the parents retain the rights over the student's education records maintained by the high school, if the student is under the age of 18 years, and the student retains the rights over the education records maintained by the college or university.

### Other Exceptions

Provided certain conditions are met that are not included in the summary below, other exceptions to FERPA's general consent requirement that would permit the disclosure of PII from education records include, but are not limited to, the following:

- To authorized representatives of, among others, State and local educational authorities, such as a State department of education, in connection with an audit or evaluation of Federal- or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs
- To a representative of a State or local child welfare agency or Tribal organization regarding a child in foster care
- To State and local officials or authorities pursuant to a State statute concerning the juvenile justice system and the system's ability to effectively serve the student whose records are being disclosed
- To organizations conducting studies for, or on behalf of, the school for specified purposes including improving instruction
- To comply with a judicial order or a lawfully issued subpoena
- In connection with a health or safety emergency

### **Annual Notification of FERPA Rights**

Under FERPA, a school must annually notify parents of their rights under FERPA. There are separate annual notifications and other rights under IDEA. The FERPA annual notification must include information regarding a parent's right to inspect and review his or her child's education records, the right to seek to amend the records, the right to consent to disclosure of PII from the records (except in certain circumstances), and the right to file a complaint with SPPO regarding an alleged failure by a school to comply with FERPA. The notification must also inform parents of the school's criteria for the terms "school official" and "legitimate educational interest" in certain instances. A school is not required to notify parents individually, but rather is required to provide the notice by any means that are reasonably likely to inform parents of their rights. These means could include publication in a school activities calendar, newsletter, student handbook, or on a school's website.

### **Complaints of Alleged Violations with FERPA**

Parents who believe that their FERPA rights may have been violated may file a complaint with SPPO at <https://studentprivacy.ed.gov/file-a-complaint>. SPPO will review the complaint to ensure the complaint:

- Is filed, in writing, by a parent who maintains FERPA rights over the education records that are the subject of the complaint;
- Is submitted to SPPO within 180 days of the date of the alleged violation or of the date that the parent knew or reasonably should have known of the alleged violation; and
- Contains specific allegations of fact giving reasonable cause to believe that a violation of FERPA has occurred.

SPPO will then make a case-by-case determination to determine the best mechanism for resolving the underlying situation. Sometimes the action will be a formal investigation; for other complaints, consistent with the statute and applicable regulations, we will take other appropriate actions, such as acting as an intermediary or providing resolution assistance. More information regarding our complaint process is available at <https://studentprivacy.ed.gov/file-a-complaint>.

### **Additional Information**

For more information regarding FERPA and other student privacy issues, please visit our website at <https://studentprivacy.ed.gov>.

If you have questions about FERPA that are not addressed here, you may also submit a question through our website at <https://studentprivacy.ed.gov/contact> or write to SPPO for additional guidance at the following address:

Student Privacy Policy Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202-8520



# || PRINCIPAL or SCHOOL/DISTRICT ADMINISTRATOR FORMATIVE/SUMMATIVE EVALUATION

District Name:

Name:

Assignment:

School(s):

Evaluator:

School Year:

Rubrics aligned to each indicator in the *Nebraska Teacher and Principal Performance Standards* can be found at <https://www.education.ne.gov/EducatorEffectiveness>.

<p><b>STANDARD: (1) Vision for Learning.</b> The principal, as an instructional leader, embodies and inspires all members of the educational community to collectively embrace and actualize the shared vision, mission, and goals of the school and district for high-quality teaching and learning that results in improved student achievement, reduction of opportunity gaps, and enhanced student and staff well-being.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in building an environment of collective efficacy and commitment to vision, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, establishing an environment with a commitment to vision, improved student academic achievement, and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to create an approach to instruction that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy and commitment to vision.
<input type="checkbox"/> Ineffective	The principal fails to engage the educational community in shaping a commitment to vision designed to result in improved student achievement and the well-being of staff, students, and self.
<b>Comments:</b>	
Click here to enter text	

<p><b>STANDARD: (2) Continuous Improvement.</b> The principal, as an instructional leader, leads a continuous improvement process that results in improved student growth and achievement, enhanced student and staff well-being, and greater school effectiveness.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to continuous school improvement, to sustain an environment of collective efficacy, contributing to effective instruction, improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to continuous school improvement, establishing an environment with a commitment to vision, improved student academic achievement, and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to create an approach to continuous school improvement that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy and a systems approach to continuous school improvement.
<input type="checkbox"/> Ineffective	The principal fails to engage the educational community in a continuous school improvement process designed to result in a systemic approach to instruction, improved student achievement, and the well-being of staff, students, and self.
<b>Comments:</b>	
Click here to enter text	

<p><b>STANDARD: (3) Staff Support and Development.</b> The principal, as an instructional leader, develops and supports the professional capacity and practice of personnel to maximize student learning opportunities and outcomes that align with district and state content standards and the school’s vision, mission, and goals.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to sustain an environment of collective efficacy for innovative personnel practices that result in the recruitment, selection, development, support, and retention of high-quality personnel.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, establishing an environment for innovative personnel practices that result in the recruitment, selection, development, support, and retention of high-quality personnel.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership for creating a systemic approach to instruction by investing in staff and self, but consistently seeks necessary resources to build on experiences to develop as a leader to impact the recruitment, selection, development, support, and retention of high-quality personnel.
<input type="checkbox"/> Ineffective	The principal fails to engage the school community in a process designed to impact the recruitment, selection, development, support, and retention of high-quality personnel.
<b>Comments:</b>	
<p>Click here to enter text</p>	



<b>STANDARD: (4) Operations and Management.</b> The principal manages the organization, operations, and resources of the school to provide a safe, efficient, and effective learning environment for all students and staff.	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to sustain an environment of collective efficacy for a safe, efficient, and effective learning environment, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, establishing a safe, efficient, and effective learning environment, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to impact student achievement and the well-being of staff, students, and self, but consistently seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy for a safe, efficient, and effective learning environment.
<input type="checkbox"/> Ineffective	The principal fails to manage the organization, operations, and resources of the school, resulting in a school that has an unsafe, inefficient, or ineffective learning environment.
<b>Comments:</b>	
Click here to enter text	

<b>STANDARD: (5) Culture of Learning.</b> The principal, as an instructional leader, cultivates and nurtures an inclusive, caring, and supportive learning environment that promotes the academic success and well-being of each member of the educational community.	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to sustain an environment of collective efficacy for culturally responsive practices, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, establishing an environment of culturally responsive practices, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to create an approach to instruction that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy for culturally responsive practices.
<input type="checkbox"/> Ineffective	The principal fails to engage the school community in culturally responsive practices designed to result in improved student achievement and the well-being of staff, students, and self.
<b>Comments:</b>	
Click here to enter text	

<p><b>STANDARD: (6) Professional Ethics and Advocacy.</b> The principal, as an instructional leader, exhibits a high level of professional ethics and advocates for policies of equity and excellence in support of the vision, mission, and goals of the school.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to advocate for policies of equity that result in sustained collective efficacy for improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, investing in staff, students, and self to advocate for policies of equity that result in improved student academic achievement and the enhanced well-being of staff, student, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to create an approach to instruction that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy and the advocacy for policies of equity.
<input type="checkbox"/> Ineffective	The principal fails to advocate for policies of equity designed to result in improved student achievement and the well-being of staff, students, and self.
<b>Comments:</b>	
Click here to enter text	

Additional District Standards	
Evaluator	Description
<input type="checkbox"/> Highly Effective	Click here to enter text
<input type="checkbox"/> Effective	Click here to enter text
<input type="checkbox"/> Developing	Click here to enter text
<input type="checkbox"/> Ineffective	Click here to enter text
<b>Comments:</b>	
Click here to enter text	



Meets District Standards as per Locally Adopted Requirements	
<input type="checkbox"/> Yes	<input type="checkbox"/> No

Evaluator's Comments:
Areas of Strength
Click here to enter text
Areas of Development
Click here to enter text

Plan for Improvement and Plan of Assistance forms can be found at <https://www.education.ne.gov/EducatorEffectiveness>.

- Plan for Improvement
- Plan of Assistance

My signature verifies that this evaluation has been discussed with me. I understand my signature does not necessarily indicate agreement and that I may respond in writing regarding this evaluation within \_\_\_\_\_ days of receipt.

Principal/Administrator Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Evaluator Signature: Date:

Written Response to Evaluation Report by Principal/Administrator
Click here to enter text



**Elm Creek Public Schools**  
**Evaluation Form: Head School Cook**

Employee Name: \_\_\_\_\_

Date of Evaluation: \_\_\_\_\_

Evaluator Name: \_\_\_\_\_

**Performance Areas:**

Please rate the employee using the following scale:  
E = Exceeds Expectations   M = Meets Expectations   NI = Needs Improvement   NA = Not Applicable

<b>Job Responsibility</b>	<b>E</b>	<b>M</b>	<b>NI</b>	<b>NA</b>
Prepares and serves meals according to district and USDA standards				
Maintains a clean, sanitary, and safe kitchen environment (includes deep cleaning kitchen & concession areas)				
Manages food inventory and places orders as needed				
Supervises kitchen staff and coordinates daily food service operations				
Follows food safety regulations and maintains accurate records				
Completes all required trainings in a timely manner				
Demonstrates professionalism with students, staff, and visitors				
Provides excellent service and maintains a positive cafeteria environment				
Communicates effectively with administration, vendors, and staff				
Demonstrates flexibility and responsiveness to other duties as assigned				

**Comments / Strengths:**

**Areas for Growth / Suggestions:**

**Overall Performance Rating:**

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

**Evaluator Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Employee Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

*(Signature indicates the evaluation has been reviewed, not necessarily agreement.)*



**Elm Creek Public Schools**  
**Evaluation Form: Assistant School Cook**

**Employee Name:** \_\_\_\_\_

**Date of Evaluation:** \_\_\_\_\_

**Evaluator:** \_\_\_\_\_

**Performance Areas**

Please rate the employee using the following scale:

**E = Exceeds Expectations   M = Meets Expectations   NI = Needs Improvement   NA = Not Applicable**

<b>Job Responsibility</b>	<b>E</b>	<b>M</b>	<b>NI</b>	<b>NA</b>
Assists in preparing and serving meals according to district and USDA standards				
Follows all food safety and sanitation procedures				
Properly cleans and sanitizes kitchen equipment, utensils, and serving areas				
Supports setup and portioning of food accurately and efficiently				
Completes dishwashing and kitchen cleanup duties thoroughly				
Helps maintain a clean, organized, and safe kitchen environment (including deep cleaning kitchen & concession areas)				
Completes assigned trainings in a timely manner				
Demonstrates professionalism with students, staff, and visitors				
Communicates effectively with kitchen team and administration				
Demonstrates flexibility and responsiveness to other duties as assigned				

**Comments / Strengths:**

**Areas for Growth / Suggestions:**

**Overall Performance Rating:**

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

**Evaluator Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Employee Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

*(Signature indicates the evaluation has been reviewed, not necessarily agreement.)*

# Elm Creek Public Schools

## Evaluation Rubric: Assistant School Cook

Rating	Meaning	Examples / Indicators
<b>E</b> – Exceeds Expectations	Consistently performs beyond the expected level. Demonstrates initiative, efficiency, and leadership.	Anticipates needs, assists team members without being asked, maintains high standards daily.
<b>M</b> – Meets Expectations	Reliably meets job expectations. Completes responsibilities with consistency and quality.	Prepares and serves food accurately, keeps work areas clean, follows directions.
<b>NI</b> – Needs Improvement	Inconsistently meets expectations; requires reminders or support to complete responsibilities.	Occasionally forgets tasks, needs prompting to follow safety or sanitation procedures.
<b>NA</b> – Not Applicable	The responsibility does not apply to the employee's current role or was not observed.	Did not perform or wasn't assigned this duty during the evaluation period.

### Rubric Use Notes:

- Pair this rubric with each item on the evaluation form to support fair, consistent ratings.
- Use the “**Comments / Strengths**” and “**Areas for Growth**” sections to explain ratings, especially for any NI areas.
- Consider follow-up or coaching if “Needs Improvement” is marked more than once.



**Elm Creek Public Schools**

**Evaluation Form: School Bookkeeper & Superintendent Administrative Assistant**

**Employee Name:** \_\_\_\_\_

**Date of Evaluation:** \_\_\_\_\_

**Evaluator:** \_\_\_\_\_

**Performance Areas**

Please rate the employee using the following scale:

**E = Exceeds Expectations   M = Meets Expectations   NI = Needs Improvement   NA = Not Applicable**

<b>Job Responsibility</b>	<b>E</b>	<b>M</b>	<b>NI</b>	<b>NA</b>
Prepares accurate spreadsheets, reports, and journal entries for auditors				
Responds to state (NDE) and auditor questions promptly and professionally				
Manages payroll tasks, benefits enrollment, and maintains accurate employee records				
Completes state and federal payroll reporting (W2s, 1099s, ACA, etc.) correctly and on time				
Tracks staff absences, manages substitute information, and maintains balances accurately				
Codes bills, receipts, and employee reimbursements correctly				
Communicates effectively with vendors and staff regarding financial matters				

Reconciles bank statements and prepares treasurer's and cash flow reports				
Handles confidential information with professionalism and discretion				
Demonstrates strong organizational skills and meets reporting deadlines				
Attends required trainings and applies learning to improve work processes				
Provides support at the front desk and other office tasks when needed				
Demonstrates flexibility and responsiveness to other duties as assigned				
Displays a positive, professional attitude with students, staff, and visitors				
Completes all required trainings in a timely manner				

**Comments / Strengths:**

**Areas for Growth / Suggestions:**

**Overall Performance Rating:**

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

**Evaluator Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Employee Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

*(Signature indicates the evaluation has been reviewed, not necessarily agreement.)*



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## Employee Evaluation Form

**Position:** Administrative Assistant – Transportation Coordinator and Reporting Specialist

**Employee Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Evaluator:** \_\_\_\_\_

---

**Rating Scale:**

- 4 – Exceeds Expectations
- 3 – Meets Expectations
- 2 – Needs Improvement
- 1 – Unsatisfactory

Performance Area	Rating (1-4)	Comments
Accurately manages student data in PowerSchool and district systems		
Maintains organized records and files (enrollment, cumulative files, transfers)		
Supports NDE/state reporting, DAC responsibilities, and assessment prep		
Completes technology updates and basic troubleshooting for office equipment		
Ensures annual student registration and accurate class/schedule records		
Monitors birth certificates and follows up with families and superintendent		
Manages door schedules, fobs, key tracking, and returns		

Coordinates all transportation tasks (routes, logs, inspections, compliance)		
Responds to transportation issues (snow days, emergencies, driver needs)		
Maintains confidentiality and handles sensitive information responsibly		
Completes required training in a timely manner		
Demonstrates strong communication and collaboration with staff		

**Strengths:**

**Areas for Growth:**

**Overall Performance Rating:**

4 – Exceeds Expectations  
 3 – Meets Expectations  
 2 – Needs Improvement  
 1 – Unsatisfactory

---

**Evaluator Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Employee Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

*(Signature indicates the evaluation has been reviewed, not necessarily agreement)*



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## Employee Evaluation Form

**Position:** Administrative Assistant – Nutrition & Athletics/Activities

**Employee Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Evaluator:** \_\_\_\_\_

---

**Rating Scale:**

- 4 – Exceeds Expectations
- 3 – Meets Expectations
- 2 – Needs Improvement
- 1 – Unsatisfactory

---

Performance Area	Rating (1-4)	Comments
Manages nutrition accounts, payments, and state lunch claims		
Communicates effectively with families about lunch balances		
Maintains calendars and schedules for school and activities		
Supports athletics/activities events and logistics		
Orders and manages supplies for meals, concessions, and staff needs		
Coordinates vending machine inventory, deposits, and records		
Prepares and tracks weight room memberships and access		
Processes staff purchase orders and checks in deliveries		
Assists with organizing events like Honors Night and Athletic Banquet		
Provides support with grants, communication, and handbook updates		

Maintains confidentiality and adheres to compliance standards		
Supports office operations, communication, and student supervision		
Completes all required trainings on time		

**Strengths:**

**Areas for Growth:**

**Overall Performance Rating:**

4 – Exceeds Expectations  
  3 – Meets Expectations  
  2 – Needs Improvement  
  1 – Unsatisfactory

---

**Evaluator Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Employee Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

*(Signature indicates the evaluation has been reviewed, not necessarily agreement)*



---

## Employee Evaluation Form

Administrative Assistant – Student Services & Operations, Nursing, & Early Childhood

Employee Name:

Date:

Evaluator:

---

Rating Scale:

- 4 – Exceeds Expectations
- 3 – Meets Expectations
- 2 – Needs Improvement
- 1 – Unsatisfactory

Performance Area	Rating (1–4)	Comments
Organizes and processes mail, deposits, and office communication		
Maintains accurate and timely student health and immunization records		
Supports student enrollment, cumulative files, and required documentation		
Manages PK tuition tracking and follow-up		
Supports student health services and nursing coordination		
Maintains accurate student attendance and follow-up		
Effectively communicates with families and staff		
Supports board meeting documentation, policy updates, and website		
Uses PowerSchool, Google Workspace, and related systems efficiently		
Provides timely support for beginning/end-of-year activities		
Maintains confidentiality and adheres to compliance requirements		
Collaborates well with staff and demonstrates professionalism		

**Strengths:**

**Areas for Growth:**

**Overall Performance Rating:**

4 – Exceeds Expectations    3 – Meets Expectations    2 – Needs Improvement    1 – Unsatisfactory

\_\_\_\_\_

**Evaluator Signature:** \_\_\_\_\_      **Date:** \_\_\_\_\_

**Employee Signature:** \_\_\_\_\_      **Date:** \_\_\_\_\_

*(Signature indicates the evaluation has been reviewed, not necessarily agreement)*



**Elm Creek Public Schools**  
**Evaluation Form: Special Education Paraprofessional**

**Employee Name:** \_\_\_\_\_

**Date of Evaluation:** \_\_\_\_\_

**Evaluator:** \_\_\_\_\_

**Performance Areas**

E = Exceeds Expectations    M = Meets Expectations    NI = Needs Improvement    NA = Not Applicable

<b>Job Responsibility</b>	<b>E</b>	<b>M</b>	<b>NI</b>	<b>NA</b>
Assists students with academic tasks as directed by the teacher				
Supports students in developing social, behavioral, and self-regulation skills				
Assists with the implementation of IEP accommodations and goals				
Provides one-on-one or small-group instruction based on student needs				
Monitors student progress and reports observations to the teacher				
Assists in adapting instructional materials for student learning needs				
Manages student behaviors positively and effectively during lessons and transitions				
Supports personal care needs (toileting, feeding, hygiene) respectfully, when required				
Monitors student behavior during lunch, recess, hallway, and dismissal routines				
Prepares materials (making copies, organizing supplies) and assists with makeup work				
Demonstrates initiative and asks for clarification when unsure				
Maintains confidentiality and follows school policies and procedures				

<b>Job Responsibility</b>	<b>E</b>	<b>M</b>	<b>NI</b>	<b>NA</b>
Completes required trainings and professional development in a timely manner				
Demonstrates flexibility, patience, and a positive attitude				
Works effectively as a part of the instructional team				
Demonstrates professionalism with students, staff, and parents				

**Comments / Strengths:**

**Areas for Growth / Suggestions:**

**Overall Performance Rating:**

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

**Evaluator Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Employee Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

*(Signature indicates the evaluation has been reviewed, not necessarily agreement.)*

## PARA RUBRIC

Rating	Meaning	Examples / Indicators
<b>E</b> – Exceeds Expectations	Consistently performs beyond job expectations; demonstrates initiative, leadership, and impact.	Proactively supports students, regularly offers new ideas, models professionalism for peers.
<b>M</b> – Meets Expectations	Performs all responsibilities as expected with consistency and reliability.	Follows through on tasks, supports students appropriately, maintains positive demeanor.
<b>NI</b> – Needs Improvement	Inconsistently meets expectations; improvement is needed in one or more areas.	Needs reminders to complete tasks, inconsistent with student or team support.
<b>NA</b> – Not Applicable	This responsibility does not apply to the current role or assignment.	Not responsible for this task or hasn't had the opportunity to demonstrate it yet.

### How to Use the Rubric:

- Use the **evaluation form** to rate each responsibility based on performance.
- Refer to this **rubric** when making ratings to ensure clarity and consistency.
- Use **comments sections** to highlight specific examples, strengths, or areas for growth.
- Ratings of “Needs Improvement” should include **follow-up steps or support plans** when appropriate.



**Elm Creek Public Schools  
Evaluation Form: Custodial Staff**

**Employee Name:** \_\_\_\_\_

**Date of Evaluation:** \_\_\_\_\_

**Evaluator:** \_\_\_\_\_

**Performance Areas**

Please rate the employee using the following scale:

**E = Exceeds Expectations   M = Meets Expectations   NI = Needs Improvement   NA = Not Applicable**

<b>Job Responsibility</b>	<b>E</b>	<b>M</b>	<b>NI</b>	<b>NA</b>
Maintains cleanliness and sanitation of classrooms, hallways, and common areas				
Properly cleans and stocks restrooms and locker rooms				
Completes assigned deep cleaning tasks thoroughly and on schedule				
Monitors, cleans, and restocks during school events and activities				
Follows event setup and takedown procedures effectively				
Properly operates and maintains custodial equipment				
Communicates promptly about needed repairs or supply needs				
Follows all safety protocols and secures the building as assigned				
Displays a positive, professional attitude with students, staff, and visitors				
Demonstrates flexibility and responsiveness to other duties as assigned				
Completes all required trainings in a timely manner				

**Comments / Strengths:**

**Areas for Growth / Suggestions:**

**Overall Performance Rating:**

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

**Evaluator Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Employee Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

*(Signature indicates the evaluation has been reviewed, not necessarily agreement.)*



**Elm Creek Public Schools**  
**Evaluation Form: Head Maintenance & Custodian**

**Employee Name:** \_\_\_\_\_

**Date of Evaluation:** \_\_\_\_\_

**Evaluator:** \_\_\_\_\_

**Performance Areas**

Please rate the employee on the following responsibilities using the scale below:

**E = Exceeds Expectations   M = Meets Expectations   NI = Needs Improvement   NA = Not Applicable**

<b>Job Responsibility</b>	<b>E</b>	<b>M</b>	<b>NI</b>	<b>NA</b>
Maintains cleanliness and sanitation standards throughout the building				
Completes routine maintenance and minor repairs in a timely manner				
Performs regular inspections of facilities, grounds, and equipment				
Responds promptly to maintenance and custodial needs				
Properly operates and maintains custodial equipment				
Assists with snow removal and groundskeeping duties				
Monitors inventory and communicates supply needs effectively				
Ensures compliance with all safety procedures and regulations				
Demonstrates leadership and teamwork with custodial and maintenance staff				
Provides effective support for school events, activities, and special setups				
Communicates clearly and effectively with administration and staff				
Demonstrates flexibility and responsiveness to other duties as assigned, including on call responsibilities				

Job Responsibility	E	M	NI	NA
Displays a positive, professional attitude with students, staff, and visitors				
Completes all required trainings in a timely manner				

**Comments / Strengths:**

**Areas for Growth / Suggestions:**

**Overall Performance Rating:**

- Exceeds Expectations
- Meets Expectations
- Needs Improvement

**Evaluator Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Employee Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

*(Signature indicates the evaluation has been reviewed, not necessarily agreement.)*

Mar 11, 2026 5:30 PM |

## 📅 Building, Grounds, & Transportation BOE Committee Meeting

Attendees: Alicia Beavers Cole Brodine Kim Beran Ryan Martin Cindy Stone

### Notes

- Discuss Bus Driver Pay
  - Maybe consider making it the same hourly rate for activity & route instead of a different rate as discussed with Finance Committee
  - Maybe consider tiers for bus driver pay, reward them for certifications:
    - CDL Training \$32.00
    - Minibus Training \$31.00
    - Van Training \$30.10
      - Double check with Linda
- Share BD Update
  - Fans in the gym
  - Outstanding bills
    - FROM KENT: We do have a final invoice that I will get sent out to you probably tomorrow morning. The total of that invoice is \$8,057.19. The costs included in this invoice are mostly administrative time for accounting and closeout procedures with subcontractors, compiling all the final closeout documents, maintenance manuals, warranties, and as-built drawings. There is also cost for the dedication plaque and its installation. There will not be a bill from us or Anderson Brothers for fixing the fans in the gym. This work will be done after school is out for the summer, and Anderson Brothers will coordinate directly with Clint for access.
      - Ask if BD files with the state
- Flat Fee for Vendors
  - \$150 per event for businesses
    -
  - \$25 per event for students, unless it's a fundraiser for a school event
    - Unless not for a school or community event
- Heat Pump on HS side (electrical) had to be replaced
  - NPPD rebate - online
  - Future needs

### Action items



Mar 11, 2026 5:00 PM |

## 📅 Finance & Personnel BOE Committee Meeting

Attendees: Hannah J. Hild Jacob Kringle Kim Beran lynette mitchell

### Notes

- Discuss Bus Driver Pay
  - Maybe 3% increase
- Share BD Update
  - Fans in the gym
  - Outstanding bills
    - FROM KENT: We do have a final invoice that I will get sent out to you probably tomorrow morning. The total of that invoice is \$8,057.19. The costs included in this invoice are mostly administrative time for accounting and closeout procedures with subcontractors, compiling all the final closeout documents, maintenance manuals, warranties, and as-built drawings. There is also cost for the dedication plaque and its installation. There will not be a bill from us or Anderson Brothers for fixing the fans in the gym. This work will be done after school is out for the summer, and Anderson Brothers will coordinate directly with Clint for access.
- Flat Fee for Vendors
  - \$150 per event for businesses
    - Sign a form each year?
    - Copy of their license
    - Maybe limit to when school is not in session
  - \$25 per event for students, unless it's a fundraiser for a school event
    - Maybe consider not charging students
- Heat Pump on HS side (electrical) had to be replaced
  - Keep that in mind for future savings etc. Starting to have more issues with HVAC equipment on HS side.

### Action items



Apr 2, 2026 4:30 PM |

## 📅 Policy & Negotiations Committee Meeting

Attendees: Brandon Marquez Cole Brodine Kim Beran Ryan Martin lynette mitchell

### Notes

- Discuss/Finalize policy 3014 School Use Policy
  - On the April board agenda - made revisions
  - Review current form (see below) - made revisions

## Elm Creek Public School Facility Rental Form

### FEES FOR FACILITY USAGE

**Levels:**

Level 1 - Elm Creek youth organization and no donations are solicited - some or all fees may be waived

Level 2 - Groups that operate for profit to use our facility. All fees will be applied and paid prior to usage of the facility.

<p><b>Deposit:</b> \$250 This will be used for clean up or in case something gets broken, otherwise it will be returned to the renter.</p> <p>This will be used for clean up or in case something gets broken, otherwise it will be returned to the renter.</p>	<p><b>Set Up:</b> \$25/hour If your activity requires set up we will charge for setting up the facility you will be using. An example would be pulling bleachers, putting up vb nets, trash cans in the gym, score table/electronics for competition, etc.</p> <p>If your activity requires set up we will charge for setting up the facility you will be using. An example would be pulling bleachers, putting up vb nets, trash cans in the gym, score table/electronics for competition, etc.</p>
<p><b>Custodial Fee:</b> \$25/hour If your activity results in a need to clean the facility and/or stocked areas, a custodial fee will be assessed.</p>	<p><b>Supervision Fee:</b> \$25/hour If a supervisor is required for the event(s) please let us know so we can have someone available to manage the site.</p>
<p>Competition Gym Fee: \$250/day</p>	<p>Auxiliary Gym Fee: \$250/day</p>
<p>Football Field/Track Fee: \$250/day</p>	<p>Classroom/Library/Commons area Fee: \$100/day</p>

**All school guidelines must be followed when using our facility.**

**All school guidelines must be followed when using our facility.**

### CONTRACT TERMS FOR ELM CREEK PUBLIC SCHOOLS FACILITY RENTAL

Please fill out all of the information below and return to the Activities Director.

### CONTRACT TERMS FOR ELM CREEK PUBLIC SCHOOLS FACILITY RENTAL

Please fill out all of the information below and return to the Activities Director.

Activity Taking Place at Elm Creek Public Schools: _____					
Organization or person responsible for rental of facility space: _____					
Phone number of responsible party: _____					
Date(s) of Activity: _____					
Time of Activity: _____					
Deposit of \$250	Collected	YES	NO	CASH	CHECK # _____
Will you require set up for event?		YES	NO	How many hours?	_____ x \$25 = _____
Will you require clean up for event?		YES	NO	How many hours?	_____ x \$25 = _____
Will you require supervision?		YES	NO	How many hours?	_____ x \$25 = _____
<b>WHICH FACILITY ARE YOU REQUESTING TO USE?</b>					
Will you require clean up for event?		YES	NO	How many hours?	_____ x \$25 = _____
Will you require supervision?		YES	NO	How many hours?	_____ x \$25 = _____
<b>WHICH FACILITY ARE YOU REQUESTING TO USE?</b>					
Competition Gym		YES	NO	How many days?	_____ x \$250 = _____
Auxiliary Gym		YES	NO	How many days?	_____ x \$250 = _____
Football Field/Track		YES	NO	How many days?	_____ x \$250 = _____
Commons Area/Library/Classroom		YES	NO	How many days?	_____ x \$250 = _____

Total Cost for renting facility \_\_\_\_\_

FOB RETURN DATE: \_\_\_\_\_

Signature of Renter \_\_\_\_\_

Date: \_\_\_\_\_

- Discuss AD Contract
  - Action item or Extra Duty Schedule? More of an administrative role.
    - 14%-18% covers administrative duties?
    - Contract similar to admin or teachers? What does this look like?
      - Teacher Contract
      - AD Contract
      - Extra Duty Contract
- Discuss Coaches/bus &/or van driving with Brandon
  - Negotiate for 27-28 school year
- KSB will review & update Policy 4012 Staff Internet and Computer Use this Spring (peer sharing)
- Review 4032-4062 policies
  - [Official Policies](#)
  - [Ryan's Policy Notes](#)
    - 4043
    - 4046
  - Revised policies:
    - 3014
    - 4043
    - 4046
  - The rest of the policies will be reaffirmed.

Board of Education Regular Meeting  
Monday, March 9, 2026 6:00 PM

## 1. OPEN THE MEETING

The meeting was called to order by President Alicia Beavers at 6pm.

### 1.1. Call to Order

#### 1.1.1. Publication of Meeting

#### 1.1.2. Nebraska Open Meetings Law

#### 1.1.3. Pledge of Allegiance

#### 1.1.4. District Mission Statement

### 1.2. Board Member Roll Call

## 2. CELEBRATION OF EXCELLENCE (staff & student presentations, etc.)

STEM Robotics Sophomore Rylan H. shared about the NPPD Robotics Competition in Central City.

## 3. PUBLIC COMMENT

No public comment was made.

## 4. INFORMATION ITEMS

### 4.1. Administrator Reports

#### 4.1.1. Superintendent Report - Mrs. Beran

Mrs. Beran updated the board with the 24-25 Annual Report, budget tracking, board members taking insurance, and training workshops.

##### 4.1.1.1. Review 2024-2025 Annual Report

##### 4.1.1.2. Board Members Taking Insurance

#### 4.1.2. Principal/AD Report - Mr. Marquez

Mr. Marquez reported on upcoming assessments. He also recognized Sophomore Ethan F. for scoring a 33 and Junior Kole S. for scoring a 31 on the February ACT. He congratulated the winter State qualifiers in wrestling, cheer, and boys and girls basketball. District Speech will be held at Elm Creek next week. State FFA will be in Lincoln March 25th -27th.

#### 4.1.3. Principal Report - Mrs. Williams

Mrs. Williams shared that the Reading assessment tool will be changed to DIBELS 8th edition for the upcoming school year per the state requirement. Math professional development for staff will continue.

#### 4.2. Board Committee Reports

##### 4.2.1. Building, Grounds, and Transportation

##### 4.2.2. Finance and Personnel

Board Member Hannah Hild reported that the committee updated Principal Williams' contract, discussed the vintage gym floor, and the possible move of 6th grade to the high school side. Additional topics included minibus driver training, policy updates, and upcoming interviews.

##### 4.2.3. Policy and Negotiations

Board member Ryan Martin shared that the committee covered Principal Williams' contract, discussed the vintage gym floor, and the possible move of 6th grade to the high school side. Additional topics included minibus driver training, policy updates, and upcoming interviews.

##### 4.2.4. Americanism, Curriculum, and Technology

Mrs. Beran shared the Americanism committee checklist and instructional materials were shared with the Americanism committee.

#### 5. CONSENT AGENDA

Motion was made to approve the consent agenda. This motion, made by Ryan Martin and seconded by Hannah Hild, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

##### 5.1. Prior Meeting Minutes

##### 5.2. Policy Final Reading and Adoption Including all New Policy Updates

##### 5.2.1. Reaffirm 3032-3039 and 3041-3060 Policies

##### 5.3. Financial Reports and Claims according to Review of Bills policy 3007

#### 6. ACTION ITEMS

##### 6.1. Closed Session

A motion was made to enter closed session to discuss collective bargaining for the protection of the public interest at 6:51 pm. This motion, made by Hannah Hild and seconded by Cole Brodine, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

Closed session ended at 7:14pm. This motion, made by Alicia Beavers and seconded by Cole Brodine, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.2. Consider and Take any Necessary Action to Sand and Refinish the Vintage (small) Gym for \$10,206

Motion was made to approve the sanding and refinishing the vintage gym for \$10,206. This motion, made by Alicia Beavers and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.3. Discuss, Consider, & Take any Necessary Action to Transfer \$45,000 from General Fund to Activities Fund

Motion was made to approve the transfer of \$45,000 from General Fund to Activities Fund. This motion, made by Cole Brodine and seconded by Jacob Kringle, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.4. Review and Consider Revised Policy 3040

Motion was made to revise policy 3040 Safety and Security to replace building entrance guidelines. This motion, made by Lynette Mitchell and seconded by Cole Brodine, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.5. Consider and Accept the 2024-2025 Annual Report

Motion was made to accept the 2024-2025 Annual Report. This motion, made by Alicia Beavers and seconded by Hannah Hild, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.6. Discuss, Consider, and Take All Necessary Action on the Renewal of Terah Williams Elementary Principal Contract for the 2026-2027 School Year, with a Salary of \$109,325 and a Contract Term of 220 Days

Motion was made to renew Terah Williams Elementary Principal Contract for the 2026/2027 school year with a change in terms as presented. This motion, made by Cole Brodine and seconded by Hannah Hild, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.7. Offer Employment Contract to Tanner Cavenee to serve as the JH/HS Principal for the 2026-2027 School Year for a Salary of \$93,000 with a Contract Term of 220 Days

Motion was made to offer an employment contract to Tanner Cavenee to serve as the JH/HS Principal for the 2026-2027 School Year. This motion, made by Ryan Martin and seconded by Hannah Hild, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.8. Consider and Act Upon the Resignation of a Danie Brandl (FFA/Ag) at the end of the 2025-2026 Contract Year

Motion was made to accept the resignation of Danie Brandl (FFA/Ag) at the end of the 2025-2026 Contract Year. This motion, made by Alicia Beavers and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.9. Offer Employment Contract to Katherine Stephens to Serve as the FFA/Ag Teacher for the 2026-2027 School Year, Starting January 1, 2027

Motion was made to offer an employment contract to Katherine Stephens to serve as the FFA/Ag teacher for the 2026-2027 school year, starting January 1, 2027. This motion, made by Cole Brodine and seconded by Alicia Beavers, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.10. Consider and Act Upon the Resignation of a Kenneth Weber (upper elementary Social Studies) at the end of the 2025-2026 Contract Year

Motion was made to accept the resignation of Kenneth Weber (upper elementary Social Studies) at the end of the 2025-2026 contract year. This motion, made by Hannah Hild and seconded by Ryan Martin, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

6.11. Offer Employment Contract to Reese Dellevoet to serve as the JH/HS Math Teacher for the 2026-2027 School Year

Motion was made to offer an employment contract to Reese Dellevoet to serve as the JH/HS Math teacher for the 2026-2027 School Year. This motion, made by Cole Brodine and seconded by Hannah Hild, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

7. SCHEDULE NEXT REGULAR BOARD MEETING

Next Board meeting will be on April 13th at 6pm.

8. ADJOURN

Motion was made to adjourn the Elm Creek Public School Board meeting at 7:26pm. This motion, made by Alicia Beavers and seconded by Hannah Hild, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Hannah Hild: Yea, Jacob Kringle: Yea, Ryan Martin: Yea, Lynette Mitchell: Yea

9. \*\*CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.

10. \*\*SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.

**Checking Account ID: STACTIVITY**

**Check Type: Automatic Payment**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
735915	03/19/2026	X			DELUXE	DELUXE	706.06
Check Type Total:					Automatic Payment	Void Total: 0.00	Total without Voids: 706.06

**Checking Account ID: STACTIVITY**

**Check Type: Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
18661	03/02/2026	X			CASHWAACT	CASH-WA DISTRIBUTING	7,688.35
18662	03/02/2026	X			FIRSTIER	FIRSTIER BANK	1,960.00
18663	03/02/2026	X			FOSTFAMA	FOSTER'S FAMILY FOODS	430.80
18664	03/02/2026	X			GILLMING	MARK GILLMING	35.00
18665	03/02/2026	X			GRUPEB	BRIAN GRUPE	93.00
18666	03/02/2026	X			HIGGINST	TIMOTHY HIGGINS	93.00
18667	03/02/2026	X			HOLLIDAYG	GREGORY HOLLIDAY	93.00
18668	03/02/2026	X			JOHNSPAT	PATRICK JOHNS	25.00
18669	03/02/2026	X			KEARNEYSCH	KEARNEY HIGH SCHOOL	240.00
18670	03/02/2026	X			STRONGM	MIKE & SHAWNA STRONG	81.96
18671	03/02/2026				NAEADIST6	NAEA DISTRICT 6 AGRICULTURE EDUCATION	20.00
18672	03/02/2026	X			SHEPARDT	TAYLOR SHEPARD	25.00
18673	03/02/2026	X			STEINERE	ERIC STEINER	25.00
18674	03/05/2026	X			SHEPARDT	TAYLOR SHEPARD	75.00
18675	03/11/2026	X			BLANKENG	GREG BLANKENSHIP	75.00
18676	03/11/2026	X			USBANK	CORPORATE PAYMENT SYSTEMS	11,050.03
18677	03/11/2026	X			ECWREST	ELM CREEK WRESTLING CLUB	760.44
18678	03/11/2026	X			GOTHENBURG	GOTHENBURG SCHOOLS	255.00
18679	03/11/2026	X			GRADUATE	GRADUATE LINCOLN	3,168.00
18680	03/11/2026	X			MAXWELLP	MAXWELL PUBLIC SCHOOLS	205.00
18681	03/11/2026	X			NASSP	NASSP	385.00
18682	03/11/2026	X			NSAA	NEBRASKA SCHOOL ACTIVITIES ASSOCIATION	949.86
18683	03/11/2026	X			NSAA	NEBRASKA SCHOOL ACTIVITIES ASSOCIATION	680.37
18684	03/11/2026				VERDIGRE	VERDIGRE PUBLIC SCHOOL	320.54
18685	03/11/2026	X			WAUSA	Wausa Public Schools	464.32
18686	03/16/2026	X			FIRSTIER	FIRSTIER BANK	1,060.00
18687	03/16/2026	X			ACINOK	KARA ACINO	152.00
18688	03/16/2026	X			ALTIGS	SKIP ALTIG	197.50
18689	03/16/2026	X			BLACKMOORE	STANLEY BLACKMOORE	147.50
18690	03/16/2026	X			CRANDALL	LINDA CRANDALL	105.00
18691	03/16/2026	X			HOLMESJ	JEREMIAH HOLMES	128.00
18692	03/16/2026	X			HORNERJ	JEFFERY HORNER	127.00
18693	03/16/2026	X			JACOBSEN LJ	L JAKE JACOBSEN	126.50
18694	03/16/2026	X			RODEHORSTS	SHANNON RODEHORST	107.00
18695	03/16/2026				RUSHT	TATUM RUSH	196.50
18696	03/16/2026	X			STELLINGD	DANA STELLING	106.00
18697	03/16/2026	X			TANKR	RICK TANK	224.50
18698	03/16/2026	X			VINCENTK	KYLE VINCENT	157.50
18699	03/17/2026	X			CENTCOMM	CENTRAL COMMUNITY COLLEGE	265.00
18701	03/20/2026	X			BLUECROS	BLUE CROSS BLUE SHIELD OF NE	1,879.22
18702	03/20/2026	X			COZADSCH	COZAD CITY SCHOOLS	75.00
18703	03/20/2026				GRADUATE	GRADUATE LINCOLN	5,328.00
18704	03/20/2026				GRADUATE	GRADUATE LINCOLN	1,142.00
18705	03/20/2026				KEARNEYSCH	KEARNEY HIGH SCHOOL	105.00
18706	03/20/2026	X			MINERD	DAVIS MINER	120.00
18707	03/20/2026	X			NEMFCA	NEMFCA	125.00
18708	03/20/2026	X			OVERTONG	OVERTON GOLF CLUB	1,200.00
18709	03/20/2026				UNLAG	UNIVERSITY OF NEBRASKA LINCOLN	377.00
18710	03/20/2026	X			WILHILSCH	WILCOX-HILDRETH SCHOOLS	125.00
18711	03/20/2026				WILDR	WILD ROOTS	551.57
18712	03/20/2026				YORKPUB	YORK PUBLIC SCHOOLS	50.00
Check Type Total:					Check	Void Total: 0.00	Total without Voids: 43,376.46

**Check Register by Checking Account**

MARCH 2026 STUDENT ACTIVITY FUND CHECK REGISTER

Checking Account Total:	STACTIVITY	Void Total:	0.00	Total without Voids:	<u>44,082.52</u>
	Grand Total:	Void Total:	0.00	Total without Voids:	<u>44,082.52</u>

## Cash Flow Report

School District #9  
4/8/2026

Processing Month

03/2026

Page: 1  
User ID: LKJ

FUND NI Account		9/1/2025	REVENUES	EXPENSES	ENDING CASH
01	GENERAL FUND	1,284,985.89	3,777,454.44	(3,327,981.68)	1,734,458.65
02	DEPRECIATION	241,007.62	2,302.82	(143,930.00)	99,380.44
02	DEPRECIATION CD	558,847.72	14,525.91	-	573,373.63
03	EMPLOYEE BENEFIT	12,672.13	54.70	(12,726.83)	-
05	ACTIVITY FUND	66,158.46	332,279.50	(324,384.96)	74,053.00
06	NUTRITION FUND	107,908.72	104,863.81	(175,949.85)	36,822.68
07	BOND FUND	503,096.50	451,977.64	(688,666.25)	266,407.89
08	BUILDING FUND	715,078.79	155,292.54	(31,258.63)	839,112.70
08	EL BLDG FUND-NLAF	1,285.12	15.21	(1,300.33)	-
08	EL BLDG FUND-FIRSTIER	88,391.68	217,699.96	(302,931.62)	3,160.02
08	EL SWEEP ACCT (INTEREST)	110,896.27	-	(110,896.27)	-
08	EL SWEEP ACCT CD	102,378.87	441.98	(102,820.85)	-
		3,792,707.77	5,056,908.51	(5,222,847.27)	3,626,769.01

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS  
FOR APRIL 13, 2026  
MARCH 2026 FINANCIALS

**GENERAL FUND - ACCT NO. 137766**

BALANCE MARCH 1, 2026		\$	1,206,909.81
RECEIPTS			
	BUFFALO COUNTY	\$	594,832.07
	DAWSON COUNTY	\$	30,977.05
	FIRSTIER INTEREST	\$	2,636.23
	PHELPS COUNTY	\$	229,458.95
	PRESCHOOL PAYMENTS	\$	1,130.00
	ESU - SUB PAY	\$	150.00
	NEBMAC	\$	91.16
	SPORTS NUTRITION GRANT	\$	1,127.99
	STATE - MATH DAY REIMBURSEMENT	\$	50.00
	STATE - SPEDFRS	\$	81,370.00
	STATE - FEBRUARY STATE AID	\$	86,873.00
	VILLAGE OF ELM CREEK - LICENSE FEES	\$	-
	<b>TOTAL RECEIPTS</b>	<b>\$</b>	<b>1,028,696.45</b>
AVAILABLE BALANCE		\$	2,235,606.26
DISBURSEMENTS:			
	BILLS PAID MARCH 9, 2026	\$	97,421.66
	DELUXE - BUSINESS CHECKS	\$	512.24
	EFUNDS FEES	\$	-
	ACH FEES	\$	10.00
	PAYROLL	\$	403,203.71
	<b>TOTAL DISBURSEMENTS</b>	<b>\$</b>	<b>501,147.61</b>
	<b>BALANCE MARCH 31, 2026</b>	<b>\$</b>	<b>1,734,458.65</b>

**DEPRECIATION FUND**

ACCT 4152	BALANCE MARCH 1, 2026	\$	99,236.96
	EXPENSES	\$	-
	TRANSFER FROM GENERAL ACCOUNT	\$	-
	INTEREST	\$	143.48
	<b>BALANCE MARCH 31, 2026</b>	<b>\$</b>	<b>99,380.44</b>
ACCOUNT 1241 (FROM 0119)	BALANCE MARCH 1, 2026	\$	567,318.10
	EXPENSES	\$	-
	INTEREST	\$	6,055.53
	TRANSFER FROM GENERAL FUNDS	\$	-
	<b>BALANCE MARCH 31, 2026</b>	<b>\$</b>	<b>573,373.63</b>
	<b>DEPRECIATION BALANCE MARCH 31, 2026</b>	<b>\$</b>	<b>672,754.07</b>

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS  
 FOR APRIL 13, 2026  
 MARCH 2026 FINANCIALS

<b><u>BENEFIT FUND (UNEMPL CD)</u></b>	ACCOUNT 0125 CLOSED	\$	-
<b><u>BUILDING FUND</u></b>	BALANCE MARCH 1, 2026	\$	784,345.23
	BUFFALO COUNTY	\$	36,828.70
	DAWSON COUNTY	\$	1,972.11
	PHELPS COUNTY	\$	14,563.64
	INTEREST EARNED	\$	1,403.02
	<b>BALANCE MARCH 31, 2026</b>	<b>\$</b>	<b>839,112.70</b>
<b>BOND FUND OPENED 01/01/2023</b>	BALANCE MARCH 1, 2026	\$	225,562.84
	BUFFALO COUNTY	\$	28,048.64
	DAWSON COUNTY	\$	1,413.16
	PHELPS COUNTY	\$	11,383.25
	BOK FINANCIAL - BOND PAYMENT	\$	-
	<b>BALANCE MARCH 31, 2026</b>	<b>\$</b>	<b>266,407.89</b>
<b>ELEM CONSTRUCTION (NLAF)</b>	BALANCE MARCH 1, 2026	\$	-
	DIV REINVESTMENT	\$	-
	TRANSFER TO ELEM CONSTRUCTION	\$	-
	<b>BALANCE MARCH 31, 2026</b>	<b>\$</b>	<b>-</b>
<b>ELEM CONSTRUCTION (FIRSTIER) (ACCOUNT 7078)</b>	BALANCE MARCH 1, 2026	\$	3,152.13
	INTEREST EARNED	\$	7.89
	TRANSFER FROM NLAF	\$	-
	TRANSFER FROM CONSTRUCTION FUND CD	\$	-
	ADJUSTMENT	\$	-
	BD CONSTRUCTION	\$	-
	<b>BALANCE MARCH 31, 2026</b>	<b>\$</b>	<b>3,160.02</b>
<b>SWEEP SAVINGS ACCOUNT</b>	ACCOUNT CLOSED	\$	-
<b>CONSTRUCTION FUND CD</b>	ACCOUNT CLOSED	\$	-

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS  
 FOR APRIL 13, 2026  
 MARCH 2026 FINANCIALS

**LUNCH FUND**

<u>BALANCE MARCH 1, 2026</u>	\$	47,390.77
<u>RECEIPTS</u>		
LUNCH & BREAKFAST SALES	\$	3,780.40
EFUND PAYMENTS	\$	1,955.71
GENERAL FUND TRANSFER	\$	-
FEDERAL REIMBURSEMENT BREAKFAST	\$	1,708.04
FEDERAL REIMBURSEMENT LUNCH	\$	4,693.68
STATE REIMBURSEMENT LUNCH	\$	-
STATE REIMBURSEMENT BREAKFAST	\$	-
TOTAL RECEIPTS	\$	12,137.83
AVAILABLE BALANCE	\$	59,528.60
<u>DISBURSEMENTS</u>		
FOOD/GROCERIES/MILK ETC.	\$	14,066.10
SUPPLIES	\$	497.75
MISC (REIMBURSEMENTS, BANK & EFUNDS FEES)	\$	12.23
MIDWEST RESTAURANT SUPPLY - REPAIRS	\$	2,112.87
NEBRASKA FOOD DISTRIBUTION PROGRAM	\$	-
TRANSFER TO ACTIVITY FUND	\$	-
PAYROLL	\$	6,016.97
TOTAL DISBURSEMENTS	\$	22,705.92
<b>BALANCE MARCH 31, 2026</b>	<b>\$</b>	<b>36,822.68</b>

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DECEMBER BILLS AS OF 3/8/2026

BERNARD FOODS	\$	-
CASHWA	\$	11,954.59
DOLLAR GENERAL	\$	-
EAKES (CLEANING SUPPLIES)	\$	174.90
FOSTERS FAMILY FOODS	\$	248.81
HILAND (MILK)	\$	1,003.72
K&D MOTOR & ELECTRIC (OVEN)	\$	80.00
MIDWEST RESTAURANT - REPAIRS	\$	2,301.44
NE FOOD DISTRIBUTION PROGRAM	\$	-
APRIL PAYROLL (ESTIMATE)	\$	7,500.00
	\$	23,263.46

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS  
 FOR APRIL 13, 2026  
 MARCH 2026 FINANCIALS

**STUDENT ACTIVITY FUND**

	BALANCE MARCH 1, 2026		\$ 53,159.51
RECEIPTS	ATHLETICS & ACTIVITIES	\$ 12,839.49	
	CLUB & CLASS ACCOUNTS	\$ 2,008.85	
	DISTRICT ACTIVITIES	\$ 5,127.67	
	AD SALES & WRESTLING SPONSORS	\$ -	
	GENERAL FUND TRANSFERS	\$ 45,000.00	
	<b>TOTAL RECEIPTS</b>	<b>\$ 64,976.01</b>	
EXPENSES	ATHLETICS & ACTIVITIES	\$ 16,686.50	
	SCHOOL DISTRICT ACTIVITY EXPENSES	\$ 2,585.28	
	CLUB & CLASS ACCOUNTS	\$ 1,678.26	
	DISTRICT & STATE EXPENSES	\$ 23,132.48	
	<b>TOTAL EXPENSES</b>	<b>\$ 44,082.52</b>	
	<b>BALANCE MARCH 31, 2026</b>	<b>\$ 74,053.00</b>	

Vendor Name	Invoice Number	Description	Amount
Checking Account ID GENERAL Fund Number 01		GENERAL FUND	
ACCESS ELEVATOR & LIFTS INC	42654	PREVENTATIVE MAINTENANCE	495.00
Total ACCESS ELEVATOR & LIFTS INC			<u>495.00</u>
ALPHA REAL ESTATE LLC	04012026	STORAGE UNIT RENT	200.00
Total ALPHA REAL ESTATE LLC			<u>200.00</u>
AMAZON CAPITAL SERVICES, INC	1MN6-F6YD-XGQC	NURSING SUPPLIES	41.92
Total AMAZON CAPITAL SERVICES, INC			<u>41.92</u>
ANDERSON BROS.	63458	TRANE BLOWER MOTOR	2,168.68
Total ANDERSON BROS.			<u>2,168.68</u>
BLACK HILLS ENERGY	03062026-01	225 E BOYD	2,096.52
BLACK HILLS ENERGY	03062026-40	230 EAST CALKINS	331.82
Total BLACK HILLS ENERGY			<u>2,428.34</u>
BREAKOUT, INC.	64624	EDUCATIONAL GAMES	119.00
Total BREAKOUT, INC.			<u>119.00</u>
CORPORATE PAYMENT SYSTEMS	02062026	CC PAYMENT	600.85
CORPORATE PAYMENT SYSTEMS	04062026	CREDIT CARD PAYMENT	5,794.59
Total CORPORATE PAYMENT SYSTEMS			<u>6,395.44</u>
EAKES OFFICE PRODUCTS	580384	CUSTODIAL	564.98
EAKES OFFICE PRODUCTS	9300585-0	CUSTODIAL	268.99
EAKES OFFICE PRODUCTS	INV745344	CUSTODIAL	71.00
Total EAKES OFFICE PRODUCTS			<u>904.97</u>
ECOLAB PEST ELIMINATION	3497897	Pest Elimination	82.06
ECOLAB PEST ELIMINATION	3739034	Pest Elimination	82.06
Total ECOLAB PEST ELIMINATION			<u>164.12</u>
EDUCATIONAL SERVICE UNIT 10	04012026	SPED SERVICES	14,550.89
Total EDUCATIONAL SERVICE UNIT 10			<u>14,550.89</u>
ENGINEERED CONTROLS	183378	REMOTE CONNECTION	420.00
Total ENGINEERED CONTROLS			<u>420.00</u>
FIRST CARE MEDICAL	HIGH0001	DOT PHYSICAL	185.00
Total FIRST CARE MEDICAL			<u>185.00</u>
FOSTERS FAMILY FOODS	04012026	FOOD & SUPPLIES	197.35
Total FOSTERS FAMILY FOODS			<u>197.35</u>
GRACZYK LAWN & LANDSCAPE	182752	STERILIZATION	466.00
GRACZYK LAWN & LANDSCAPE	183134	FERT + WEED CONTROL	432.00
GRACZYK LAWN & LANDSCAPE	184476	WEED CONTROL	901.00
Total GRACZYK LAWN & LANDSCAPE			<u>1,799.00</u>
GREAT MINDS	INV276164	ELEM SCIENCE	4,290.87
Total GREAT MINDS			<u>4,290.87</u>

Vendor Name	Invoice Number	Description	Amount
HOMETOWN LEASING	0012798585-45	Copiers	1,320.00
Total HOMETOWN LEASING			<u>1,320.00</u>
INSPIRA FINANCIAL	04102026	FLEX PLAN FEES	150.00
Total INSPIRA FINANCIAL			<u>150.00</u>
INSTRUMENTALIST AWARDS LLC	68836E 2601	CHORAL AWARDS	93.00
Total INSTRUMENTALIST AWARDS LLC			<u>93.00</u>
JOSTENS	39407804	DIPLOMAS	173.35
Total JOSTENS			<u>173.35</u>
JUNIOR LIBRARY GUILD	743444	ANNUAL SUBSCRIPTION	468.00
Total JUNIOR LIBRARY GUILD			<u>468.00</u>
JW PEPPER	368441602	CHOIR MUSIC	26.99
JW PEPPER	5806424	CHOIR MUSIC	27.98
Total JW PEPPER			<u>54.97</u>
KEARNEY WINNELSON CO.	530443 01	REPAIRS & SUPPLIES	291.58
Total KEARNEY WINNELSON CO.			<u>291.58</u>
KELLY'S SALES & AG SERVICE	32583	2012 VAN INSPECT	75.00
KELLY'S SALES & AG SERVICE	32584	2014 VAN INSPECT & REPAIRS	342.86
KELLY'S SALES & AG SERVICE	32588	2013 BUS - TIRE REPAIR	259.00
KELLY'S SALES & AG SERVICE	32595	2023 VAN INSPECT	75.00
KELLY'S SALES & AG SERVICE	32615	2020 VAN INSPECT	75.00
KELLY'S SALES & AG SERVICE	32772	2025 VAN INSPECTION	75.00
Total KELLY'S SALES & AG SERVICE			<u>901.86</u>
KSB SCHOOL LAW, PC LLO	21074	LEGAL SERVICES	1,006.00
Total KSB SCHOOL LAW, PC LLO			<u>1,006.00</u>
LONG, KATHY	1042	16 HOURS @ \$15/HOUR	240.00
LONG, KATHY	1043	14 HOURS @ \$15/HOUR	210.00
Total LONG, KATHY			<u>450.00</u>
MARQUEZ, BRANDON	04072026	NASB MEETING (290 m @ .72 CENTS)	208.80
Total MARQUEZ, BRANDON			<u>208.80</u>
MATHESON TRI GAS	0033021515	SHOP	426.30
Total MATHESON TRI GAS			<u>426.30</u>
MENARDS - KEARNEY	3747	SHOP	47.32
MENARDS - KEARNEY	3857	SHOP	48.49
MENARDS - KEARNEY	4748	SHOP	169.08
MENARDS - KEARNEY	4969	CUSTODIAL	(50.58)
MENARDS - KEARNEY	5083	CUSTODIAL	379.99
MENARDS - KEARNEY	5761	CUSTODIAL	213.28
MENARDS - KEARNEY	5892	SHOP	14.48
Total MENARDS - KEARNEY			<u>822.06</u>
MIDWEST DOOR & HARDWARE	701239	CUSTODIAL	4,870.00

Vendor Name	Invoice Number	Description	Amount
Total MIDWEST DOOR & HARDWARE			<u>4,870.00</u>
MOSTEK ELECTRIC, INC.	10578	CUSTODIAL	3,732.80
Total MOSTEK ELECTRIC, INC.			<u>3,732.80</u>
NE AGRICULTURAL EDUCATORS ASSN	2627NAEA	STEPHENS - PRO FEES	275.00
Total NE AGRICULTURAL EDUCATORS ASSN			<u>275.00</u>
NEBRASKA ASSN OF SCHOOL BOARDS	N-55743	NAEP STATE CONVENTION	120.00
Total NEBRASKA ASSN OF SCHOOL BOARDS			<u>120.00</u>
NEBRASKA PUBLIC POWER DISTRICT	03162026-6744	FOOTBALL FIELD	52.63
NEBRASKA PUBLIC POWER DISTRICT	03162026-6748	230 EAST CALKINS	5,572.48
Total NEBRASKA PUBLIC POWER DISTRICT			<u>5,625.11</u>
NEBRASKA SAFETY CENTER	57-15440	PUPIL TRANSPORTATION COURSE	2,258.40
Total NEBRASKA SAFETY CENTER			<u>2,258.40</u>
ONESOURCE	2022203012	Background Checks	25.00
Total ONESOURCE			<u>25.00</u>
PIONEER DOOR, INC.	57244	FIRE DOOR REPAIRS	280.00
Total PIONEER DOOR, INC.			<u>280.00</u>
PLATTE VALLEY GLASS	53462	MAIN SOUTH DOOR	285.00
Total PLATTE VALLEY GLASS			<u>285.00</u>
RAYMOND GEDDES CO., INC	952746	BOOKS	60.48
Total RAYMOND GEDDES CO., INC			<u>60.48</u>
SCHOLASTIC INC	83223847	KINDERGARTEN	169.47
Total SCHOLASTIC INC			<u>169.47</u>
STATE OF NEBRASKA	04012026	NETWORK SERVICE FEES	403.93
Total STATE OF NEBRASKA			<u>403.93</u>
TRUCK CENTER COMPANIES	55503-04012026	REPAIRS	500.00
Total TRUCK CENTER COMPANIES			<u>500.00</u>
VESTIS	6280675373	MATS, MOPS,LAUNDRY BAGS	88.18
VESTIS	6280678883	MATS, MOPS,LAUNDRY BAGS	22.04
VESTIS	6280682440	MATS, MOPS,LAUNDRY BAGS	203.01
Total VESTIS			<u>313.23</u>
VILLAGE OF ELM CREEK	04012026	WATER, SEWER, TRASH	1,242.75
Total VILLAGE OF ELM CREEK			<u>1,242.75</u>
WEX BANK	111610864	FUEL	3,853.45
Total WEX BANK			<u>3,853.45</u>
WOODWARDS DISPOSAL SERVICE	NO9319-570	SHREDDING SERVICE	32.50
Total WOODWARDS DISPOSAL SERVICE			<u>32.50</u>

School District #9  
04/10/2026 09:07 AM

Board Report - Board  
APRIL 13, 2026 GENERAL FUND CHECKS

Page: 4  
User ID: LKJ

Vendor Name

Invoice Number

Description

Amount

Fund Number 01

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64,773.62

Checking Account ID GENERAL

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64,773.62

**Checking Account ID: BUILDING**

**Check Type: Check**

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
1042	04/13/2026				BDCONST	BD CONSTRUCTION	8,057.19
Check Type Total:			Check			Void Total: 0.00	Total without Voids: 8,057.19
Checking Account Total:			BUILDING			Void Total: 0.00	Total without Voids: 8,057.19
Grand Total:						Void Total: 0.00	Total without Voids: 8,057.19



# Elm Creek Public School Facility Use Application

## FEES FOR FACILITY USAGE:

### Levels:

Level 1 - Elm Creek youth organization and no donations are solicited - some or all fees may be waived

Level 2 - Groups that operate for profit to use our facility. All fees will be applied and paid prior to usage of the facility.

<u>Deposit:</u> \$250 This will be used for clean up or in case something gets broken, otherwise it will be returned to the renter.	<u>Set Up:</u> \$25/hour If your activity requires set up we will charge for setting up the facility you will be using. An example would be pulling bleachers, putting up vb nets, trash cans in the gym, score table/electronics for competition, etc.
<u>Custodial Fee:</u> \$25/hour If your activity results in a need to clean the facility and/or stocked areas, a custodial fee will be assessed.	<u>Supervision Fee:</u> \$25/hour If a supervisor is required for the event(s) please let us know so we can have someone available to manage the site.
Competition Gym Fee: \$250/day	Auxiliary Gym Fee: \$250/day
Football Field/Track Fee: \$250/day	Classroom/Library/Commons area Fee: \$150/day

**All school guidelines must be followed when using our facility. If the Village of Elm Creek or Buffalo County requires a business to be licensed to operate, a copy of the license needs to be filed with this Facility Use Application. Please attach a copy of liability insurance if applicable. The designee will notify you if we need a copy of your operator's license and/or liability insurance.**

# CONTRACT TERMS FOR ELM CREEK PUBLIC SCHOOLS FACILITY USE APPLICATION

Please fill out all of the information below and return to the Activities Director/Sc.

Activity Taking Place at Elm Creek Public Schools: _____					
Organization or person responsible for rental of facility space: _____					
Phone number of responsible party: _____					
Date(s) of Activity: _____					
Time of Activity: _____					
Deposit of \$250 Collected	YES	NO	CASH	CHECK #	_____
Will you require set up for event?	YES	NO	How many hours?	_____ x \$25 =	_____
Will you require clean up for event?	YES	NO	How many hours?	_____ x \$25 =	_____
Will you require supervision?	YES	NO	How many hours?	_____ x \$25 =	_____
<b>WHICH FACILITY ARE YOU REQUESTING TO USE?</b>					
Competition Gym	YES	NO	How many days?	_____ x \$250 =	_____
Auxiliary Gym	YES	NO	How many days?	_____ x \$250 =	_____
Football Field/Track	YES	NO	How many days?	_____ x \$250 =	_____
Commons Area/Library/Classroom	YES	NO	How many days?	_____ x \$150 =	_____

\_\_\_\_\_  
Total Cost for renting facility

\_\_\_\_\_  
Date Paid

\_\_\_\_\_  
Check # or Cash

FOB RETURN DATE: \_\_\_\_\_

\_\_\_\_\_  
Signature of Renter

Date: \_\_\_\_\_

\_\_\_\_\_  
Signature of Elm Creek Public Schools Designee

Date: \_\_\_\_\_

Use of School Property

1. Use of Specific Facilities by Application and Agreement
    - a. The district permits non-commercial use of the weight room by individual patrons for their personal health and wellness. The district understands that it would not be feasible to require a patron to apply to use facilities like the weight room on every occurrence. Patrons who wish to have access to the weight room must pay an annual (March 1 to February 28) fee set by the Board for a key fob. The facility uses defined in this paragraph are an exception to the general facility use requirements contained in this policy for ease of administration and efficiency. All other facility uses must comply with the other provisions of this policy.
    - b. The weight room facilities may only be used after completion of the district's written waiver and agreement form and payment of the fee. Information must be updated and fee paid yearly between January 1 and February 28. Any agreement signed after February 28<sup>th</sup> will only be valid until the following March 1, no prorated fee will be offered
    - c. Use of these facilities is governed by this and other district policy and the agreement signed by the user. A copy of each agreement will be maintained in the district's central office.
  2. General Facilities Use Guidelines
    - a. School facilities may be used by various education and community organizations and individuals when it is in the interest of the general public.
    - b. School facilities may be used for personal profit and other purposes. The district opens its facilities to district patrons for the benefit of the public. Booster clubs and other organizations raising money purely for the support of student groups, as defined below, and not for personal profit are not considered commercial uses but must comply with the district's policies which apply to these groups.
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- c. Any person or group using school facilities must assure that it will be responsible for maintaining order, protecting property, and providing security and safety.
- d. Only those organizations and persons who are known to school officials, who have financial resources sufficient to cover all rentals and possible damages, and who are willing to discharge such obligations shall be permitted to use the school facilities and equipment.
- e. The rental fees for school facilities shall be set by the board.
- f. Non-curricular student groups or non-student groups (as those terms are defined below) that wish to use the facility must submit a facility use application which may be obtained from the district's central office. The application must be received by the superintendent prior to the approval of any facility use.
- g. The shop and weight room may not be used by students when school is not in session, unless supervised by a district staff member or a responsible adult upon approval of the superintendent. Use of the shop and weight room in violation of this provision may lead to the students being denied access to these facilities or other consequences permitted by board policy and Nebraska law.
- h. Any person or group using the school facilities, for any purpose, must comply with all of the district's policies, rules, and regulations.

### 3. Definitions

- a. "Curriculum-related student groups" shall mean students participating in school-sponsored activities, supervised by district staff, related to the curriculum, and recognized by the board.
  - b. "Extracurricular student groups" shall mean students participating in an extracurricular activity, sponsored by the district, supervised by district staff, and recognized by the board, such as athletic teams and academic teams which are not otherwise categorized as "curriculum-related
-

student groups.”

- c. “Non-curriculum related student groups” shall mean all other groups composed primarily of students who attend the district participating in activities such as Boy Scouts, Girl Scouts, 4-H, political groups, religious groups, and other similar youth groups.
- d. “Non-student group” shall mean all other groups or individuals who apply to use district facilities.
- e. “Superintendent” shall mean the superintendent of schools or his/her designee.

#### 4. Use of School Property by Student Groups

- a. Curriculum-related and Extracurricular student groups
  - i.) Curriculum-related and extracurricular student groups may use school facilities at no cost to the group, if they restore the facilities to their prior state after using them.
  - ii.) The district shall bear any costs associated with use by these groups (e.g., the fee paid to a cook or a custodian required to be in attendance).
  - iii.) Curriculum-related and extracurricular student groups have priority over non-curriculum related student groups and non-student groups.
- b. Non-curriculum related student groups
  - i.) Non-curriculum related student groups may use the school building during non-instructional time. Such use shall be without charge.

(1) Such uses shall occur while the building is normally open and there is a minimum of interference with custodians or other student and staff facility use.

(2) These groups may use the school buildings in the evening for meetings if the group is sponsored by an adult and the adult (1) files

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the application to use the facilities on behalf of the group and (2) assumes responsibility for cleanup and placing the area back in the condition it was in prior to use.

ii. Non-curriculum related student groups must apply for use of the facilities and secure the superintendent's permission before using school facilities.

iii. Non-curriculum related student groups may meet only on school premises at times and places determined by the superintendent.

iv. Non-curriculum related student groups must meet each of the following conditions to secure the superintendent's permission to use school facilities:

(1) The facility use will occur during non-instructional time.

(2) The district has facilities available to accommodate the group.

(3) The use is voluntary and for the general benefit of the student participants.

(4) The use will not substantially interfere with the orderly conduct of educational activities and other programs within the school.

#### 1. Use of Facilities by Non-student Groups

a. The superintendent may authorize the use of any school facilities for non-school activities by non-student groups.

b. In addition to the guidelines listed elsewhere in this policy and other board policies or administrative protocol, the superintendent will consider the following when making determinations regarding use of district facilities by non-student groups:

i. The local education association may hold meetings when classes are not in session and staff members are not on duty.

ii. Non-student groups which provide education-related programming and services for students and staff may be given priority of use over other outside groups. The superintendent has sole discretion in determining whether proposed uses relate sufficiently to the district's educational standards and programs.

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iii. Non-student groups which provide programming and services for community members and others living within the district may be given priority of use over other outside groups.

b. Denial of access

i. The superintendent may limit or deny access to school buildings, grounds, and activities to any person whom the superintendent deems to be using the facilities inappropriately and contrary to the district's mission.

ii. Upon determining that a person or group has engaged in, or is engaging in conduct that constitutes grounds for exclusion under this policy, the superintendent shall take such action as he or she determines appropriate, including directing the person to cease engaging in the conduct or to leave the school premises or activity immediately. The superintendent may request assistance from law enforcement authorities to remove an offending person from the school grounds. A person who enters school premises in violation of these conditions shall be deemed to be trespassing.

iii. The superintendent shall have the authority to fix the time when, and the conditions under which, the offending person may return to school premises.

1. Students, staff, and community members may use or lease school equipment for non-school use only if they have received the prior permission of the superintendent.

2. Proof of Insurance

a. When any non-curriculum related or non-student group utilizes school district facilities, the group submitting the facility use application may be asked to provide proof of insurance up to the current tort claims limits applicable to political subdivision in the State of Nebraska. Currently, those limits are \$1,000,000 per person for any number of claims arising out of a single occurrence and \$5,000,000 for all claims arising out of a single occurrence.

b. The district may require the non-curriculum related or non-student group to include the district as an additional insured on any such policies and may refuse access to its facilities until proof of satisfaction of this requirement is submitted to the superintendent.

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3. Licensing Requirements

- a. If the city/county requires your business to be licensed a copy of that license is required to be filed with the Facility Use Application.

4. No Fees for Admission

- a. Non-curriculum related and non-student groups may not charge a fee to participate in or be a spectator at any recreational activity, event, or other such gathering occurring on district grounds unless approved in advance by the superintendent.

- b. If the district retains control over the area of the premises in which the non-curricular and non-student group desires to use, meaning the district provides supervision, staffing, custodial services, or otherwise maintains its control during the group's use of the facilities, the group may not charge a fee for admission under any circumstances.

- c. Non-curricular and non-student groups may charge for parking or vehicle entry onto the premises unless otherwise prohibited by the superintendent.

Adopted on: December 14, 2020

Revised on: March 11, 2024; March 9, 2026; April 13, 2026

Reviewed on: March 11, 2024

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# Elm Creek Public School Facility Use Application

## FEES FOR FACILITY USAGE:

Levels:

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<p><u>Custodial Fee:</u> \$25/hour If your activity results in a need to clean the facility and/or stocked areas, a custodial fee will be assessed.</p>	<p><u>Supervision Fee:</u> \$25/hour If a supervisor is required for the event(s) please let us know so we can have someone available to manage the site.</p>
<p>Competition Gym Fee: \$250/day</p>	<p>Auxiliary Gym Fee: \$250/day</p>
<p>Football Field/Track Fee: \$250/day</p>	<p>Classroom/Library/Commons area Fee: \$150/day</p>

**All school guidelines must be followed when using our facility. If the Village of Elm Creek or Buffalo County requires a business to be licensed to operate, a copy of the license needs to be filed with this Facility Use Application. Please attach a copy of liability insurance if applicable. The designee will notify you if we need a copy of your operator's license and/or liability insurance.**

Professional Boundaries and Appropriate Relationships Between Employees and Students

School district employees and student teachers or interns ("employees") are responsible for conducting themselves professionally and for teaching and modeling high standards of behavior and civic values, both at and away from school. Employees are required to establish and maintain professional boundaries with students and must have appropriate relationships with students. They may be friendly with students, but they are the students' teachers, not their friends, and they must take care to see that this line does not become blurred. This applies to employees' conduct and interactions with students and to material they post on personal web sites and all other social networking sites. The posting or publication of messages or pictures or other images that diminish an employee's professionalism or ability to maintain the respect of students and parents may impair his or her ability to be an effective employee. Employees are expected to behave at all times in a manner supportive of the best interests of students.

**Sexual Relationships Prohibited.** Employees are prohibited from engaging in any relationship that involves sexual contact or sexual penetration with a student while the student is a current student and for a minimum of one year after the date of the student's graduation or the date the student otherwise ceases enrollment. Sexual contact has the same meaning as in section 28-318, and sexual penetration has the same meaning as in section 28-318.

**Grooming Prohibited.** Employees are prohibited from engaging in grooming with students. Grooming means building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place.

Unless an employee can clearly and convincingly demonstrate a legitimate educational purpose, grooming behaviors and related

conduct that are a violation of this policy include, but are not limited to:

- Communicating about sex when the discussion is not required by a specific aspect of the curriculum.
- Joking about matters involving sex, using double entendre or making suggestive remarks of a sexual nature.
- Displaying sexually inappropriate material or objects.
- Making any sexual advance, whether written, verbal, or physical or engaging in any activity of a sexual or romantic nature.
- Kissing of any kind.
- Dating a student or a former student within one year of the student graduating or otherwise leaving the district.
- Intruding on a student's personal space (e.g. by touching unnecessarily, moving too close, staring at a portion of the student's body, or engaging in other behavior that makes the student uncomfortable).
- Initiating unwanted physical contact with a student.
- Communicating electronically (e.g. by e-mail, text messaging, or through social media) on a matter that does not pertain to school.
- Playing favorites or permitting a specific student to engage in conduct that is not tolerated from other students.
- Discussing the employee's personal issues or problems that should normally be discussed with adults.
- Giving a student a gift of a personal nature.
- Giving a student a ride in the employee's vehicle without first obtaining the express permission of the student's parents or a school administrator.
- Taking a student on an outing without first obtaining the express permission of the student's parents or a school administrator.
- Inviting a student to the employee's residence without first obtaining the express permission of the student's parents and a school administrator.
- Going to a student's home when the student's parent or a proper chaperone is not present.
- Repeatedly seeking to be alone with a student.

- Being alone in a room with an individual student at school with the door closed.
- Any after-school hours activity with only one student.
- Any other behavior which exploits the special position of trust and authority between an employee and student.

This list is not exhaustive. Any behavior which exploits a student is unacceptable. If in doubt, ask yourself, "Would I be doing this if my family or colleagues were standing next to me?"

**Communication Between Employees and Students.** The preferred methods for employees to communicate with students are in person, school email or an app approved by the administration.

Employee communications with students through a communication system generally are to be sent simultaneously to multiple recipients and not just to one student. The burden to demonstrate the appropriateness of a communication with a student only shall rest with the employee.

Reporting a Policy Violation. Anyone may report suspected grooming, other unacceptable employee conduct, or any violation of this policy as follows:

School District. Reports may be made to a principal, the superintendent, or the Title IX Coordinator in person, by mail, by telephone, or email.

Nebraska Department of Education. Reports may be made at: Nebraska Department of Education, Attn: Certification Investigations' Office, P.O. Box 94933, Lincoln NE 68509 or [Nde.investigations@nebraska.gov](mailto:Nde.investigations@nebraska.gov).

Nebraska Department of Health and Human Services. Reports may be made by calling the Child Abuse and Neglect Hotline at (800) 652-1999.

Law Enforcement. Reports the county sheriff's office at (308) 826-8555, or the Nebraska State Patrol at (308) 385-6000.

An employee is required to make a report to a principal or the superintendent if the employee reasonably believes that another employee has violated or may have violated this policy. Minor concerns or violations shall be reported within 24 hours. Major concerns or violations shall be reported immediately. Violations committed by or concerns about the superintendent shall be reported to the school board president.

A student who feels his or her boundaries have been violated should directly inform the offender that the conduct or communication is offensive and must stop. If the student does not wish to communicate directly with the offender or if direct communication has been ineffective, the student should report the conduct or communication to a teacher, administrator, counselor, the Title IX coordinator, or other school employee with whom she or he feels comfortable.

**Retaliation Prohibited.** Retaliation for good faith reports or complaints made as a result of this policy is prohibited. Individuals who knowingly and intentionally make a false report shall be subject to discipline as provided by district policy and state law.

**Policy Violations.** Any violation of this policy by an employee may result in disciplinary action up to and including dismissal from employment and/or referral to the Nebraska Department of Education, which may result in the suspension or revocation of the employee's certificate. Any violation involving sexual or other abuse will result in referral to the Nebraska Department of Health and Human Services, law enforcement, or both.

**Policy Verification.** Employees shall verify that they have received, reviewed, and understood this policy by signing an acknowledgment document indicating the same.

**No Limits on Reports to NDE.** Nothing in this policy shall be construed to limit any certificated employee's duty to report any known violation of the standards of professional practices (Title 92, Nebraska Administrative Code, Chapter 27, commonly known as Rule 27) adopted by the Nebraska Board of Education.

Adopted on: March 11, 2024

Revised on: April 13, 2026

Reviewed on:

Internet Searches Regarding Potential Employees

Members of the administrative team or of a hiring committee (hereinafter "the committee") may conduct internet research about job applicants by using the following protocol, except that no criminal history record information check shall be made until the school district has determined that the applicant meets the minimum employment qualifications:

1. The committee may conduct internet searches using candidates' full names and any aliases. The committee may also search candidates' full names and any aliases online.
2. All applicants or all finalists must have the same research conducted about them. For example, if the committee conducts a search using the name of one applicant in order to determine whether to include that applicant in the list of finalists, the committee must also conduct an identical search of all applicants' names.
3. The committee may not use deception to gain access to applicants' social networking pages, blogs, or other on-line media and will not require applicants for employment to provide the district with their username or password to personal social media accounts.
4. The committee must take reasonable steps to verify the reliability of the information obtained in the search, including consulting with the applicant for confirmation of accuracy, if appropriate.
5. The committee will consider the following information to be relevant in making hiring decisions about an applicant based on information obtained through internet research:
  - a. Disparaging remarks made about current or former co-workers, supervisors, or employers;
  - b. Discriminatory, harassing, or demeaning behavior or comments;
  - c. Unprofessional, lewd, or obscene behavior or remarks;

- d. Criminal activity;
  - e. Information which indicates the applicant will or will not be able to perform the essential functions of the position sought; and
  - f. Information which indicates that the applicant is particularly suited or unsuited to the position sought.
6. The committee will retain documents to demonstrate its compliance with this policy with other documentation relevant to the job search.

Adopted on: December 14, 2020

Revised on: April 13, 2026

Reviewed on: March 11, 2024

**2026-2027 Bus Driver Pay**

1. Drivers with CDL Training - \$32.00 hour
2. Drivers with Minibus Training - \$31.00 hour
3. Drivers with Van Training - \$30.10 hour
4. Activity Drivers - Drive time same as above, sit time \$15.84 hour



**Computer Hardware, Inc.**2315 2nd Ave  
Kearney, NE 68847-5316**QUOTE**

168765

02/17/26

PAGE: 001

<b>SALESPERSON</b> Randy Hinrichs	<b>PURCHASE ORDER#</b>	<b>REFERENCE#</b> rick\apple	<b>SHIPPER:</b>
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<b>BILLED TO:</b> ELM CREEK PUBLIC SCHOOLS RICK BAUER PO BOX 490 ELM CREEK, NE 68836	<b>SHIPPED TO:</b> ELM CREEK PUBLIC SCHOOLS RICK BAUER PO BOX 490 230 CALKINS ST ELM CREEK, NE 68836
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ITEM NUMBER	ITEM DESCRIPTION	QTY	PRICE	EXTENDED PRICE
001 MC6T4LL/A	13-inch MacBook Air: Apple M4 chip with 10-core CPU and 8-core GPU, 16GB, 256GB SSD - Sky Blue	18	\$979.00	\$17,622.00
002 MC9X4LL/A	11-inch iPad Air Wi-Fi 128GB - Blue	6	\$589.00	\$3,534.00
003 MX2D3AM/A	Apple Pencil Pro	6	\$125.00	\$750.00
004	30 day open account payable by check	0		

Quote Good Up Through: 03/18/26

<b>SUBTOTAL:</b>	\$21,906.00
<b>SHIPPING:</b>	\$0.00
<b>HANDLING:</b>	\$0.00
<b>OTHER CHARGES:</b>	\$0.00
<b>TAX:</b>	\$0.00
<b>TOTAL:</b>	<u>\$21,906.00</u>



# Computer Hardware, Inc.

2315 2nd Ave  
Kearney, NE 68847-5316

# QUOTE

168511

01/27/26

PAGE: 001

<b>SALESPERSON</b> Randy Hinrichs	<b>PURCHASE ORDER#</b>	<b>REFERENCE#</b> chrome 26-27	<b>SHIPPER:</b>
--------------------------------------	------------------------	-----------------------------------	-----------------

<b>BILLED TO:</b> ELM CREEK PUBLIC SCHOOLS RICK BAUER PO BOX 490 ELM CREEK, NE 68836	<b>SHIPPED TO:</b> ELM CREEK PUBLIC SCHOOLS RICK BAUER PO BOX 490 230 CALKINS ST ELM CREEK, NE 68836
--	---

ITEM NUMBER	ITEM DESCRIPTION	QTY	PRICE	EXTENDED PRICE
001	82W0001EUS LENOVO 100E GEN 4 OCTA-CORE 4GB 32GB 11.6IN (eta April)	90	\$249.00	\$22,410.00
002	CROSSWDISEDUNEW GOOGLE CHROME OS MGT LIC+S EDU	90	\$32.50	\$2,925.00
004	30 day open account payable by check Inventory and pricing can change without notice from Lenovo	0		

Quote Good Up Through: 02/18/26

<b>SUBTOTAL:</b>	\$25,335.00
<b>SHIPPING:</b>	\$0.00
<b>HANDLING:</b>	\$0.00
<b>OTHER CHRAGES:</b>	\$0.00
<b>TAX:</b>	\$0.00
<b>TOTAL:</b>	<u><u>\$25,335.00</u></u>



**US Department of Education  
Washington, D.C. 20202**

S358A252563

**GRANT AWARD NOTIFICATION**

<b>1</b> RECIPIENT NAME  ELM CREEK PUBLIC SCHOOLS 230 EAST CALKINS AVENUE ELM CREEK, NE 68836	<b>2</b> AWARD INFORMATION  PR/AWARD NUMBER      S358A252563 ACTION NUMBER        1 ACTION TYPE            New AWARD TYPE            Formula																				
<b>3</b> PROJECT STAFF  RECIPIENT STATE DIRECTOR Linda Johns                    (308) 856-4300 <a href="mailto:linda.johns@elmcreekschools.org">linda.johns@elmcreekschools.org</a> EDUCATION PROGRAM CONTACT Jordan Haydel                (202) 987-1006 <a href="mailto:jordan.haydel@ed.gov">jordan.haydel@ed.gov</a> EDUCATION PAYMENT HOTLINE G5 PAYEE HELPDESK      888-336-8930 <a href="mailto:obsseed@servicenowservices.com">obsseed@servicenowservices.com</a>	<b>4</b> PROJECT DESCRIPTION  84.358A Small, Rural School Achievement Program																				
<b>5</b> KEY PERSONNEL  N/A																					
<b>6</b> AWARD PERIODS  BUDGET PERIOD      07/01/2025 - 09/30/2026 FEDERAL FUNDING PERIOD    07/01/2025 - 09/30/2026  FUTURE BUDGET PERIODS  N/A																					
<b>7</b> AUTHORIZED FUNDING  CURRENT AWARD AMOUNT        \$38,166.00 PREVIOUS CUMULATIVE AMOUNT    \$0.00 CUMULATIVE AMOUNT            \$38,166.00																					
<b>8</b> ADMINISTRATIVE INFORMATION  UEI            HKGNLCG47E77 REGULATIONS    CFR PART 76 EDGAR AS APPLICABLE 2 CFR AS APPLICABLE ATTACHMENTS    F072025A , s																					
<b>9</b> LEGISLATIVE AND FISCAL DATA  AUTHORITY:                    PL 107-110 X ELEMENTARY & SECONDARY EDUCATION ACT OF 1965, AS AMENDED 2001 PROGRAM TITLE:                RURAL EDUCATION ACHIEVEMENT PROGRAM CFDA/SUBPROGRAM NO:        84.358A  <table border="1"> <thead> <tr> <th>FUND CODE</th> <th>FUNDING YEAR</th> <th>AWARD YEAR</th> <th>ORG. CODE</th> <th>CATEGORY</th> <th>LIMITATION</th> <th>ACTIVITY</th> <th>CFDA</th> <th>OBJECT CLASS</th> <th>AMOUNT</th> </tr> </thead> <tbody> <tr> <td>1000M</td> <td>2025</td> <td>2025</td> <td>ES000000</td> <td>B</td> <td>QJ5</td> <td>000</td> <td>358</td> <td>4101A</td> <td>\$38,166.00</td> </tr> </tbody> </table>		FUND CODE	FUNDING YEAR	AWARD YEAR	ORG. CODE	CATEGORY	LIMITATION	ACTIVITY	CFDA	OBJECT CLASS	AMOUNT	1000M	2025	2025	ES000000	B	QJ5	000	358	4101A	\$38,166.00
FUND CODE	FUNDING YEAR	AWARD YEAR	ORG. CODE	CATEGORY	LIMITATION	ACTIVITY	CFDA	OBJECT CLASS	AMOUNT												
1000M	2025	2025	ES000000	B	QJ5	000	358	4101A	\$38,166.00												



Interest Rates and Annual Percentage Yields are current as of 3/11/2026

Certificate of Deposits		Current Interest Rate	Annual Percentage Yield
<i>SPECIALS</i>			
7 Month Special		3.46%	3.52%
10 Month Special		3.20%	3.25%
16 Month Special		3.34%	3.40%
**Step-Up 12 Months		3.54%	3.60%
**Step-Up 24 Months		3.30%	3.35%
**Step-Up 60 Months		0.70%	0.70%

**2026 Graduating Class (19 students):**

Seth A.

Ayde A.

Devin A.

Kali C.

Kyra C.

Julianna G.

Emma G.

James G.

Ava H.

Kylie J.

Walter K.

Braxton K.

Alexander M.

Madelynn M.

Chloe M.

Quin O.

Serenity Q.

Cody R.

Aspen T.



**Elm Creek Public Schools**

**Annual Report**

**2024-2025**

**Love BLUE, Live GOLD**

*Data and graphics source: Nebraska Education Profiles (Nebraska Department of Education)*

[NEP](#)

# *Elm Creek Public School's Mission*



ECPS continues a deep tradition of strong core values, preparing students for successful futures through academics, citizenship, and opportunity in collaboration with our community.

# *Elm Creek Public School's Vision*



At Elm Creek we will provide:

- High-Quality Learning Opportunities
- Positive and Growing Climate and Culture
  - Quality District Resources

## *School Improvement Goal*

Priority Goal: Improve students' performance in reading proficiency, through MTSS process, grades K-12, from 57% meeting expectations to 65% meeting expectations as measured by the district assessments.

# STUDENT DEMOGRAPHICS



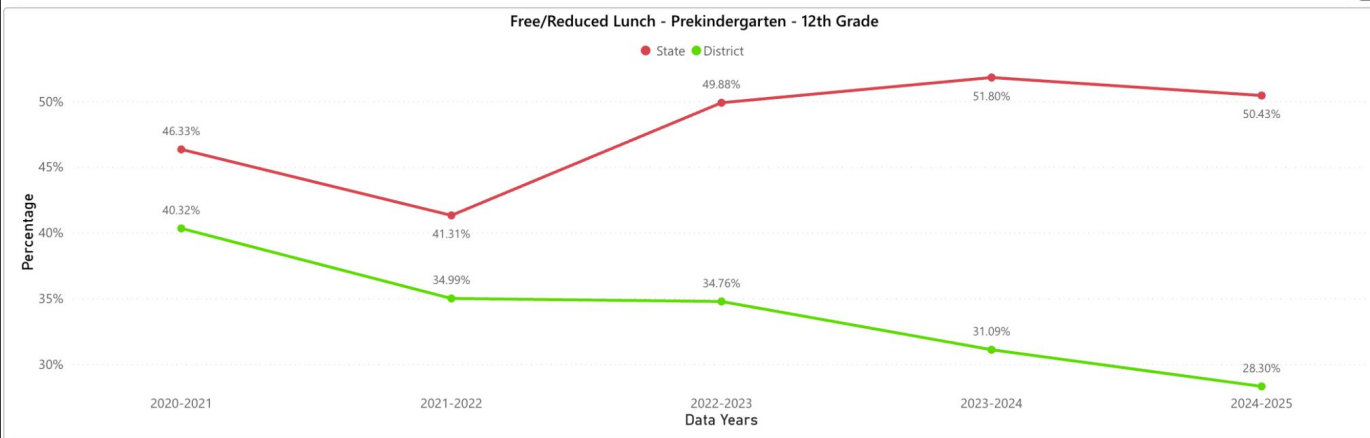
# STUDENT POVERTY

**District = 28%; Elementary = 31%, JH/HS = 24%**

## Free/Reduced Lunch

What percentage of students are eligible for free/reduced price meals?

[Click Here for Data Definition](#)



Data Years	State	District
2024-2025	50.43%	28.30%
2023-2024	51.80%	31.09%
2022-2023	49.88%	34.76%

# STUDENT RACE/ETHNICITY

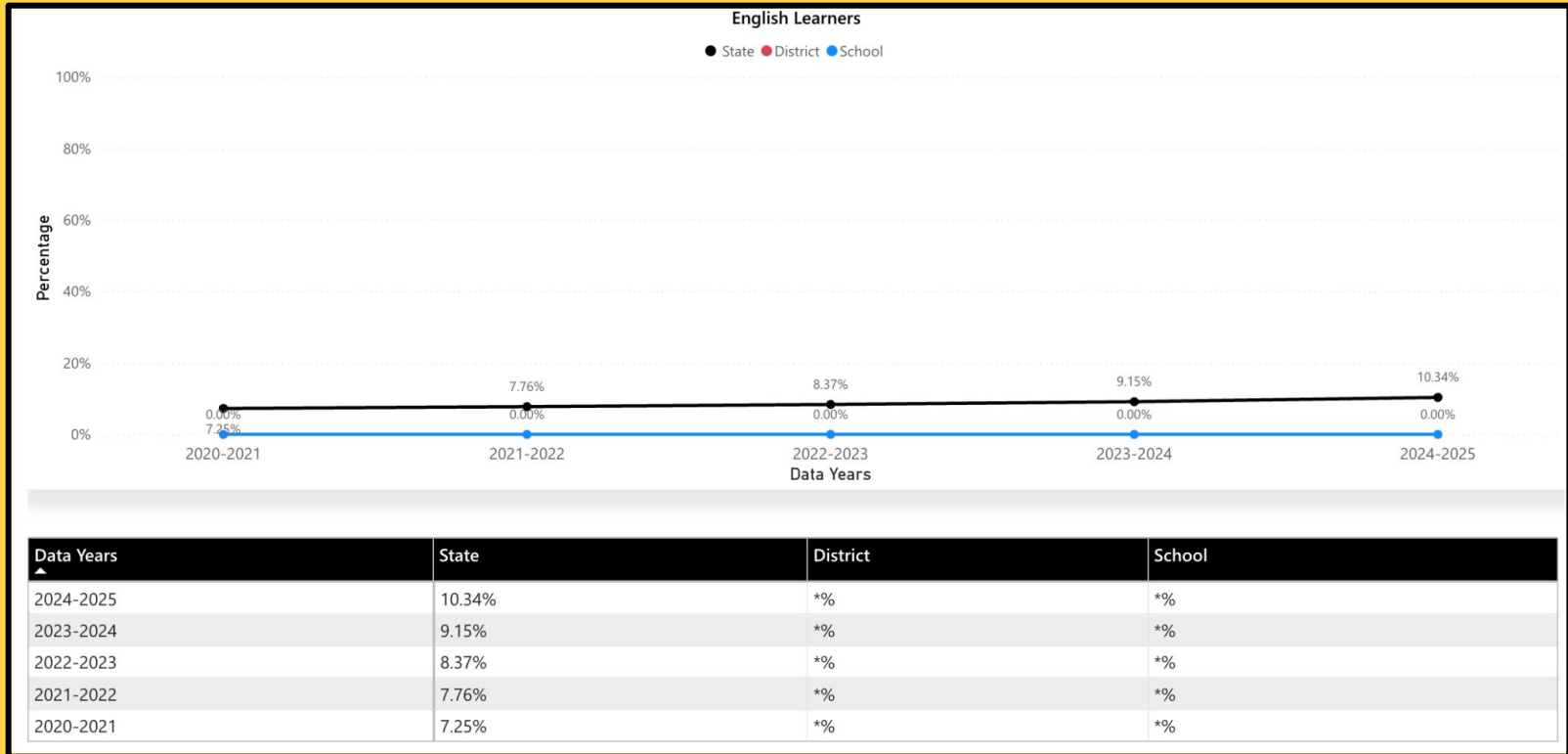
**District = Hispanic 4%; White 95%; 2 or More Races 1%**



Race	Asian		Hispanic		White		American Indian / Alaskan Native		Black or African American		Native Hawaiian or Other Pacific Islander		Two or More Races	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
2024-2025	0	0.00%	14	3.85%	346	95.05%	0	0.00%	0	0.00%	0	0.00%	4	1.10%
2023-2024	0	0.00%	15	4.20%	340	95.24%	0	0.00%	0	0.00%	0	0.00%	2	0.56%
2022-2023	0	0.00%	16	4.28%	352	94.12%	0	0.00%	1	0.27%	0	0.00%	5	1.34%
2021-2022	1	0.28%	19	5.23%	340	93.66%	0	0.00%	0	0.00%	0	0.00%	3	0.83%
2020-2021	0	0.00%	18	4.84%	350	94.09%	0	0.00%	0	0.00%	0	0.00%	4	1.08%
2019-2020	0	0.00%	12	3.28%	350	95.63%	0	0.00%	2	0.55%	0	0.00%	2	0.55%
2018-2019	0	0.00%	12	3.36%	340	95.24%	1	0.28%	2	0.56%	0	0.00%	2	0.56%
2017-2018	3	0.80%	9	2.41%	355	95.17%	0	0.00%	2	0.54%	0	0.00%	4	1.07%
2016-2017	1	0.28%	8	2.22%	346	95.84%	1	0.28%	0	0.00%	0	0.00%	5	1.39%
2015-2016	0	0.00%	11	3.13%	335	95.17%	1	0.28%	0	0.00%	0	0.00%	5	1.42%
2014-2015	0	0.00%	13	3.66%	334	94.08%	1	0.28%	0	0.00%	0	0.00%	7	1.97%
2013-2014	0	0.00%	11	3.19%	326	94.49%	0	0.00%	0	0.00%	0	0.00%	8	2.32%

# ENGLISH LEARNERS

District = \*Data Masked



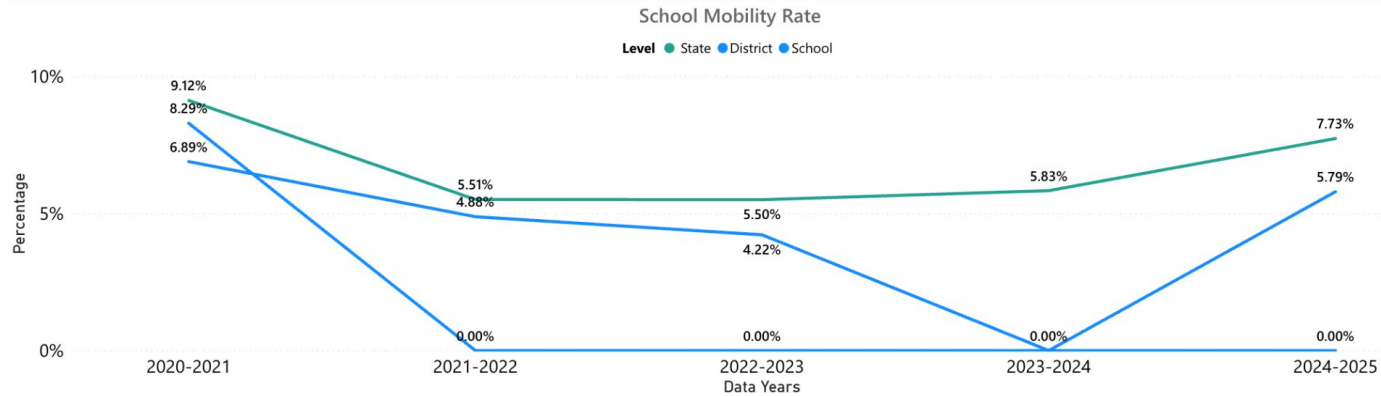
# STUDENT MOBILITY RATE

## District = 6%; School = \*Data Masked

### School Mobility Rate

What percentage of students enter or leave a school during one school year?

[Click Here for Data Definition](#)



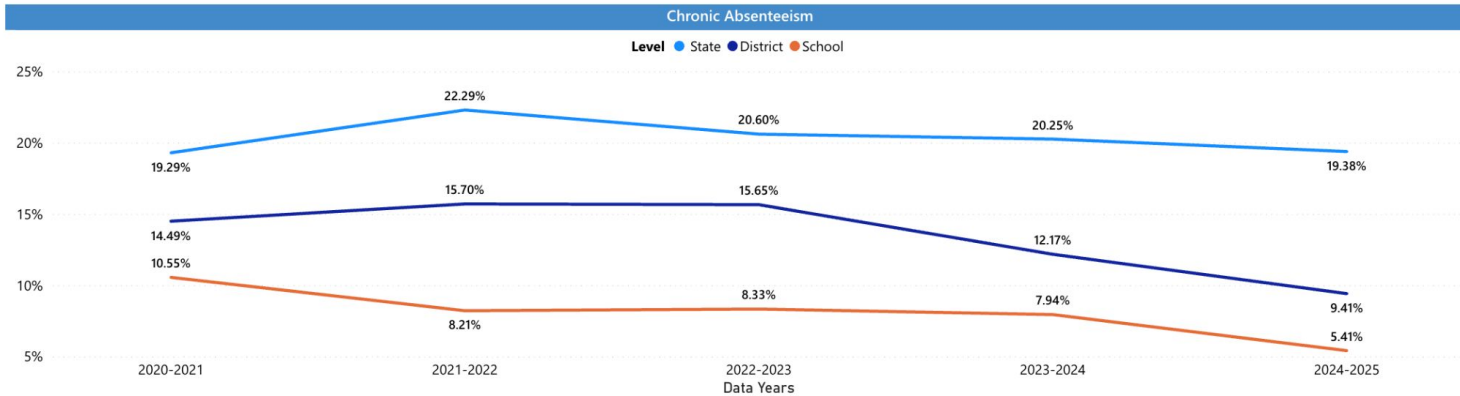
Data Years	State	District	School
2024-2025	7.73%	5.79%	*%
2023-2024	5.83%	*%	*%
2022-2023	5.50%	4.22%	*%
2021-2022	5.51%	4.88%	*%
2020-2021	9.12%	6.89%	8.29%

# STUDENT CHRONIC ABSENTEEISM

**District = 9%; Elementary = 5%; JH/HS = 14%**

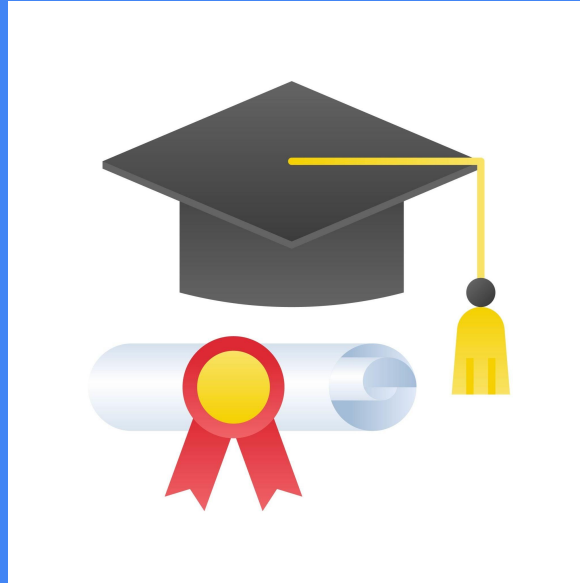
## Chronic Absenteeism

[Click Here for Data Definition](#)



Data Years	State	District	School
2024-2025	19.38%	9.41%	5.41%
2023-2024	20.25%	12.17%	7.94%
2022-2023	20.60%	15.65%	8.33%
2021-2022	22.29%	15.70%	8.21%
2020-2021	19.29%	14.49%	10.55%

# STUDENT ACHIEVEMENT



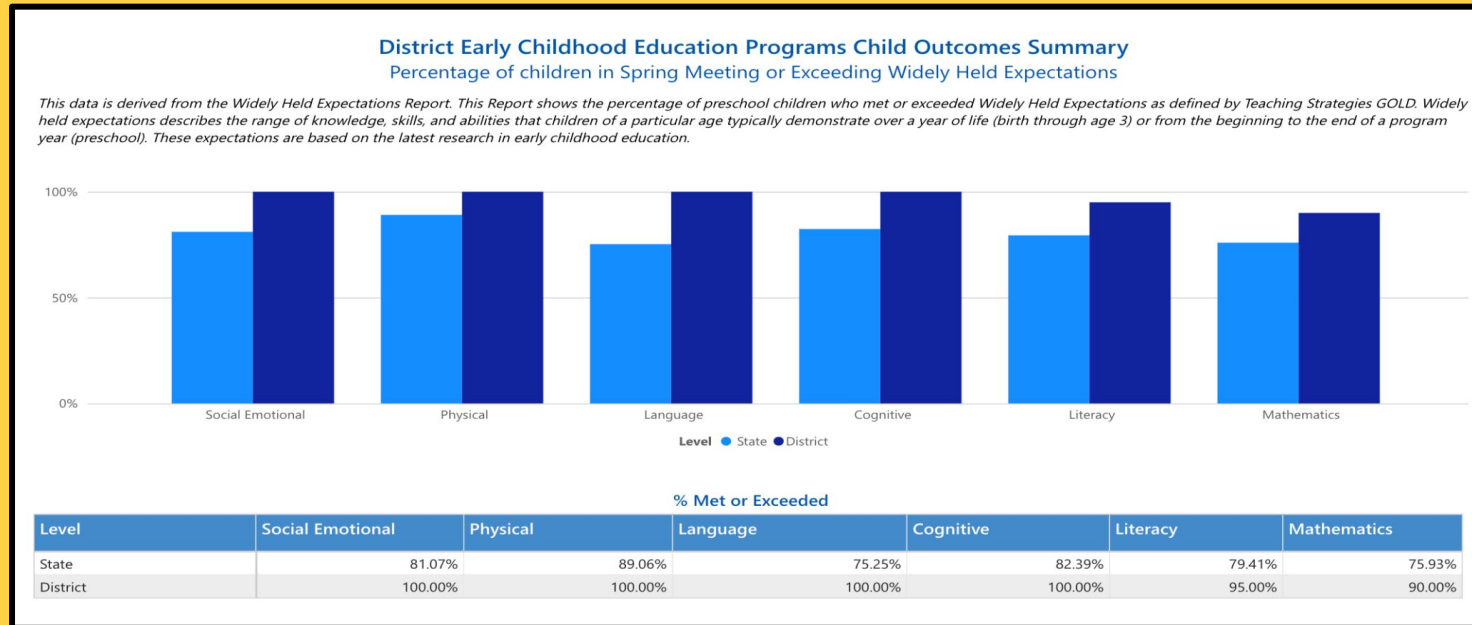
# % of PK STUDENTS PROFICIENT

## GOLD

**SOCIAL EMOTIONAL = 100%**  
**COGNITIVE = 100%**

**PHYSICAL = 100%**  
**LITERACY = 95%**

**LANGUAGE = 100%**  
**MATH = 90%**



# % of 3rd-8th STUDENTS PROFICIENT (grades combined)

## NSCAS

**ELA = 69% MATH = 65% SCIENCE = 92%**


### Percent Proficient

Nebraska Student - Centered Assessment System

Percent Proficient: Advanced and On Track combined

[Click Here for Data Definition](#)

**Combined Result for all Grade Test**

 Data Years	English Language Arts <sup>1</sup>	Mathematics <sup>1</sup>	Science <sup>1</sup>
2024-2025	68.59%	65.38%	91.53%
2023-2024	70.59%	64.05%	*
2022-2023	60.12%	64.42%	74.55%
2021-2022	54.48%	49.66%	75.56%

# % of 7th-8th STUDENTS PROFICIENT (grades combined)

## NSCAS

ELA = 74% MATH = 74%  
SCIENCE = \*Data Masked

### Percent Proficient

Nebraska Student - Centered Assessment System

Percent Proficient: Advanced and On Track combined

[Click Here for Data Definition](#)

Combined Result for all Grade Test

Data Years	English Language Arts <sup>1</sup>	Mathematics <sup>1</sup>	Science <sup>1</sup>
2024-2025	73.58%	73.58%	*
2023-2024	81.82%	67.27%	*
2022-2023	53.33%	71.67%	69.70%
2021-2022	40.00%	52.00%	70.59%

# % of 3rd-6th STUDENTS PROFICIENT (grades combined)

## NSCAS

ELA = 66% MATH = 61%  
SCIENCE = \*Data Masked

### Percent Proficient

Nebraska Student - Centered Assessment System

Percent Proficient: Advanced and On Track combined

[Click Here for Data Definition](#)

Combined Result for all Grade Test

Data Years	English Language Arts <sup>1</sup>	Mathematics <sup>1</sup>	Science <sup>1</sup>
2024-2025	66.02%	61.17%	*
2023-2024	64.29%	62.24%	*
2022-2023	64.08%	60.19%	*
2021-2022	62.11%	48.42%	78.57%

# **ELEMENTARY**

*(each grade level 3rd-6th)*

## **ELA NSCAS SCORES:**

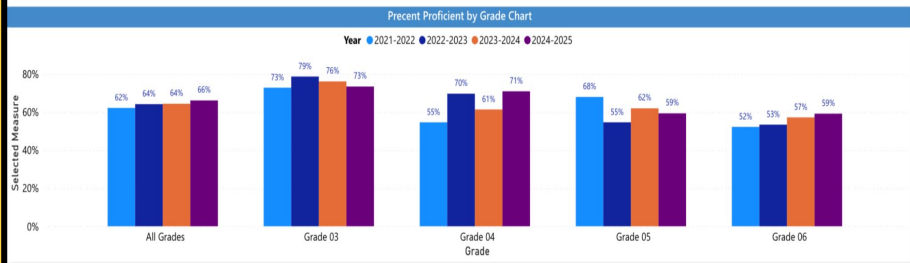
**3rd = 73%**

**4th = 71%**

**5th = 59%**

**6th = 59%**

Percent Proficient By Grade				
Data Years	Grade 03	Grade 04	Grade 05	Grade 06
2024-2025	73.33%	70.83%	59.26%	59.09%
2023-2024	76.00%	61.29%	61.90%	57.14%
2022-2023	78.57%	69.57%	54.55%	53.33%
2021-2022	72.73%	54.55%	67.86%	52.17%



## **MATH NSCAS SCORES:**

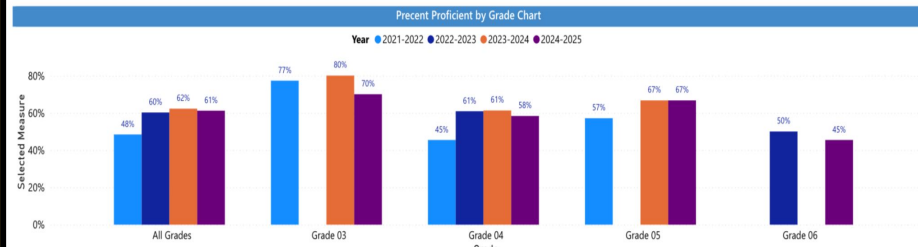
**3rd = 70%**

**4th = 58%**

**5th = 67%**

**6th = 45%**

Percent Proficient By Grade				
Data Years	Grade 03	Grade 04	Grade 05	Grade 06
2024-2025	70.00%	58.33%	66.67%	45.45%
2023-2024	80.00%	61.29%	66.67%	*
2022-2023	*	60.87%	*	50.00%
2021-2022	77.27%	45.45%	57.14%	*



# JUNIOR HIGH

(each grade level 7th-8th)

## ELA NSCAS SCORES:

7th = 67%

8th = 78%

## MATH NSCAS SCORES:

7th = 67%

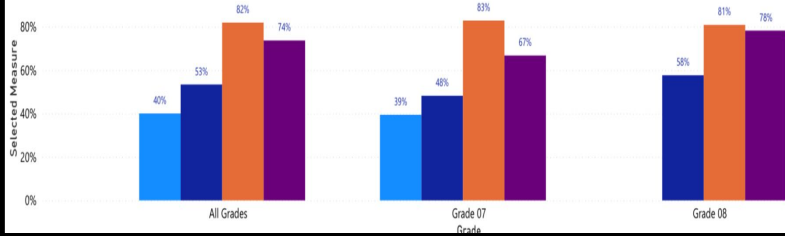
8th = 78%

Percent Proficient By Grade

Data Years	Grade 07	Grade 08
2024-2025	66.67%	78.13%
2023-2024	82.76%	80.77%
2022-2023	48.15%	57.58%
2021-2022	39.39%	*

Percent Proficient by Grade Chart

Year ● 2021-2022 ● 2022-2023 ● 2023-2024 ● 2024-2025

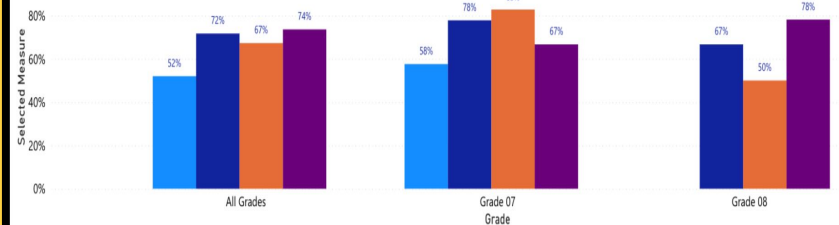


Percent Proficient By Grade

Data Years	Grade 07	Grade 08
2024-2025	66.67%	78.13%
2023-2024	82.76%	50.00%
2022-2023	77.78%	66.67%
2021-2022	57.58%	*

Percent Proficient by Grade Chart

Year ● 2021-2022 ● 2022-2023 ● 2023-2024 ● 2024-2025



# SUBGROUPS

## ELA NSCAS

### 3rd Grade

(subgroups data \*masked)

### All 3rd Graders

**Below Proficient = 27% Proficient = 73%**

#### Assessment Details

[Click Here for Data Definition](#)

Select Subject

English Language Arts

Select Grade

03 04 05 06 07 08

Displaying data for : Grade 03

Student Group	% Below Proficient	% Proficient
All Students	26.67%	73.33%
Male	*	*
Female	*	*
American Indian / Alaskan Native	NA	NA
Asian	NA	NA
Hispanic	*	*
White	*	*
Black or African American	NA	NA
Native Hawaiian or Other Pacific Islander	NA	NA
Two or More Races	NA	NA
Parent in Military	NA	NA
Special Education Students	*	*
Special Education Students - Alternate Assessment	NA	NA

## MATH NSCAS

### 3rd Grade

(subgroups data \*masked)

### All 3rd Graders

**Below Proficient = 30% Proficient = 70%**

#### Assessment Details

[Click Here for Data Definition](#)

Select Subject

Mathematics

Select Grade

03 04 05 06 07 08

Displaying data for : Grade 03

Student Group	% Below Proficient	% Proficient
All Students	30.00%	70.00%
Male	*	*
Female	*	*
American Indian / Alaskan Native	NA	NA
Asian	NA	NA
Hispanic	*	*
White	*	*
Black or African American	NA	NA
Native Hawaiian or Other Pacific Islander	NA	NA
Two or More Races	NA	NA
Parent in Military	NA	NA
Special Education Students	*	*
Special Education Students - Alternate Assessment	NA	NA

# SUBGROUPS

## ELA NSCAS

### 4th Grade

(subgroups data \*masked, except White)

**4th Grade White/All Students  
Below Proficient = 29%  
Proficient = 71%**

Select Subject	Select Grade					
English Language Arts	03	04	05	06	07	08
Displaying data for : Grade 04						
Student Group	% Below Proficient	% Proficient				
All Students	29.17%	70.83%				
Male	*	*				
Female	*	*				
American Indian / Alaskan Native	NA	NA				
Asian	NA	NA				
Hispanic	NA	NA				
White	29.17%	70.83%				
Black or African American	NA	NA				
Native Hawaiian or Other Pacific Islander	NA	NA				
Two or More Races	NA	NA				
Parent in Military	NA	NA				
Special Education Students	*	*				
Special Education Students - Alternate Assessment	NA	NA				

## MATH NSCAS

### 4th Grade

(subgroups data \*masked, except White)

**4th Grade White/All Students  
Below Proficient = 42%  
Proficient = 58%**

Select Subject	Select Grade					
Mathematics	03	04	05	06	07	08
Displaying data for : Grade 04						
Student Group	% Below Proficient	% Proficient				
All Students	41.67%	58.33%				
Male	*	*				
Female	*	*				
American Indian / Alaskan Native	NA	NA				
Asian	NA	NA				
Hispanic	NA	NA				
White	41.67%	58.33%				
Black or African American	NA	NA				
Native Hawaiian or Other Pacific Islander	NA	NA				
Two or More Races	NA	NA				
Parent in Military	NA	NA				
Special Education Students	*	*				
Special Education Students - Alternate Assessment	NA	NA				

# SUBGROUPS

## ELA NSCAS

### 5th Grade

(subgroups data \*masked)

**All 5th Graders  
Below Proficient = 41%  
Proficient = 59%**

Select Subject	Select Grade					
English Language Arts	03	04	05	06	07	08
Displaying data for : Grade 05						
Student Group	% Below Proficient	% Proficient				
All Students	40.74%	59.26%				
Male	*	*				
Female	*	*				
American Indian / Alaskan Native	NA	NA				
Asian	NA	NA				
Hispanic	*	*				
White	*	*				
Black or African American	NA	NA				
Native Hawaiian or Other Pacific Islander	NA	NA				
Two or More Races	NA	NA				
Parent in Military	NA	NA				
Special Education Students	*	*				
Special Education Students - Alternate Assessment	NA	NA				

## MATH NSCAS

### 5th Grade

(subgroups data \*masked)

**All 5th Graders  
Below Proficient = 33%  
Proficient = 67%**

Select Subject	Select Grade					
Mathematics	03	04	05	06	07	08
Displaying data for : Grade 05						
Student Group	% Below Proficient	% Proficient				
All Students	33.33%	66.67%				
Male	*	*				
Female	*	*				
American Indian / Alaskan Native	NA	NA				
Asian	NA	NA				
Hispanic	*	*				
White	*	*				
Black or African American	NA	NA				
Native Hawaiian or Other Pacific Islander	NA	NA				
Two or More Races	NA	NA				
Parent in Military	NA	NA				
Special Education Students	*	*				
Special Education Students - Alternate Assessment	NA	NA				

# SUBGROUPS

## ELA NSCAS

### 6th Grade

(subgroups data \*masked, except White)

**6th Grade White/All Students  
Below Proficient = 41%  
Proficient = 59%**

Select Subject	Select Grade					
English Language Arts	03	04	05	06	07	08
Displaying data for : Grade 06						
Student Group	% Below Proficient	% Proficient				
All Students	40.91%	59.09%				
Male	*	*				
Female	*	*				
American Indian / Alaskan Native	NA	NA				
Asian	NA	NA				
Hispanic	NA	NA				
White	40.91%	59.09%				
Black or African American	NA	NA				
Native Hawaiian or Other Pacific Islander	NA	NA				
Two or More Races	NA	NA				
Parent in Military	NA	NA				
Special Education Students	*	*				
Special Education Students - Alternate Assessment	*	*				

## MATH NSCAS

### 6th Grade

(subgroups data \*masked, except White)

**6th Grade White/All Students  
Below Proficient = 55%  
Proficient = 45%**

Select Subject	Select Grade					
Mathematics	03	04	05	06	07	08
Displaying data for : Grade 06						
Student Group	% Below Proficient	% Proficient				
All Students	54.55%	45.45%				
Male	*	*				
Female	*	*				
American Indian / Alaskan Native	NA	NA				
Asian	NA	NA				
Hispanic	NA	NA				
White	54.55%	45.45%				
Black or African American	NA	NA				
Native Hawaiian or Other Pacific Islander	NA	NA				
Two or More Races	NA	NA				
Parent in Military	NA	NA				
Special Education Students	*	*				
Special Education Students - Alternate Assessment	*	*				

# SUBGROUPS

## ELA NSCAS

### 7th Grade

(subgroups data \*masked, except White)

**7th Grade White/All Students  
Below Proficient = 33%  
Proficient = 67%**

## MATH NSCAS

### 7th Grade

(subgroups data \*masked, except White)

**7th Grade White/All Students  
Below Proficient = 33%  
Proficient = 67%**

#### Assessment Details

[Click Here for Data Definition](#)

Select Subject: English Language Arts Select Grade: 03 04 05 06 **07** 08

Displaying data for : Grade 07

Student Group	% Below Proficient	% Proficient
All Students	33.33%	66.67%
Male	*	*
Female	*	*
American Indian / Alaskan Native	NA	NA
Asian	NA	NA
Hispanic	*	*
White	36.84%	63.16%
Black or African American	NA	NA
Native Hawaiian or Other Pacific Islander	NA	NA
Two or More Races	*	*
Parent in Military	NA	NA
Special Education Students	*	*
Special Education Students - Alternate Assessment	NA	NA

#### Assessment Details

[Click Here for Data Definition](#)

Select Subject: Mathematics Select Grade: 03 04 05 06 **07** 08

Displaying data for : Grade 07

Student Group	% Below Proficient	% Proficient
All Students	33.33%	66.67%
Male	*	*
Female	*	*
American Indian / Alaskan Native	NA	NA
Asian	NA	NA
Hispanic	*	*
White	36.84%	63.16%
Black or African American	NA	NA
Native Hawaiian or Other Pacific Islander	NA	NA
Two or More Races	*	*
Parent in Military	NA	NA
Special Education Students	*	*
Special Education Students - Alternate Assessment	NA	NA

# SUBGROUPS

## ELA NSCAS

### 8th Grade

(subgroups data \*masked)

**All 8th Graders  
Below Proficient = 22%  
Proficient = 78%**

#### Assessment Details

[Click Here for Data Definition](#)

Select Subject

English Language Arts

Select Grade

03 04 05 06 07 08

Displaying data for : Grade 08

Student Group	% Below Proficient	% Proficient
All Students	21.88%	78.13%
Male	0.00%	*
Female	*	*
American Indian / Alaskan Native	NA	NA
Asian	NA	NA
Hispanic	*	*
White	*	*
Black or African American	NA	NA
Native Hawaiian or Other Pacific Islander	NA	NA
Two or More Races	NA	NA
Parent in Military	NA	NA
Special Education Students	*	*
Special Education Students - Alternate Assessment	NA	NA

## MATH NSCAS

### 8th Grade

(subgroups data \*masked)

**All 8th Graders  
Below Proficient = 22%  
Proficient = 78%**

#### Assessment Details

[Click Here for Data Definition](#)

Select Subject

Mathematics

Select Grade

03 04 05 06 07 08

Displaying data for : Grade 08

Student Group	% Below Proficient	% Proficient
All Students	21.88%	78.13%
Male	0.00%	*
Female	*	*
American Indian / Alaskan Native	NA	NA
Asian	NA	NA
Hispanic	*	*
White	*	*
Black or African American	NA	NA
Native Hawaiian or Other Pacific Islander	NA	NA
Two or More Races	NA	NA
Parent in Military	NA	NA
Special Education Students	*	*
Special Education Students - Alternate Assessment	NA	NA

# % of 11th GRADE STUDENTS PROFICIENT

## ACT

**ELA = 50%**

**Math = \*data masked**

**Science = 60%**

### Percent Proficient - ACT

Nebraska Student - Centered Assessment System

[Click Here for Data Definition](#)

Percent Proficient : ACT Benchmark, On Track or Combined

#### Percent Meeting Expectations

Data Years	English Language Arts	Mathematics	Science
2024-2025	50.00%	*	60.00%
2023-2024	*	*	58.82%
2022-2023	41.67%	50.00%	62.50%

# SUBGROUPS

\*Math Data Masked

## ELA ACT 11th Grade

(subgroups \*data masked, except Non SPED)

11th Grade Non SPED/All Students  
Below Proficient = 50%  
Proficient = 50%

## SCIENCE ACT 11th Grade

(subgroups \*data masked, except Non SPED)

11th Grade Non SPED/All Students  
Below Proficient = 40%  
Proficient = 60%

### ACT Details

Select Subject  
English Language Arts

Displaying data for subject : English Language Arts

Performance by Subgroup		
Student Grouping	% Below Proficient	% Proficient
All Students	50.00%	50.00%
Male	*	*
Female	*	*
American Indian / Alaskan Native	NA	NA
Asian	NA	NA
Hispanic	NA	NA
White	*	*
Black or African American	NA	NA
Native Hawaiian or Other Pacific Islander	NA	NA
Two or More Races	NA	NA
Parent in Military	NA	NA
Special Education Students	NA	NA
Free/Reduced Lunch	*	*
Migrants	NA	NA
English Learners	NA	NA
Highly Mobile Student	NA	NA
Homeless	*	*
Not in Special Education	50.00%	50.00%
Not Free/Reduced Lunch	*	*

### ACT Details

Select Subject  
Science

Displaying data for subject : Science

Performance by Subgroup		
Student Grouping	% Below Proficient	% Proficient
All Students	40.00%	60.00%
Male	*	*
Female	*	*
American Indian / Alaskan Native	NA	NA
Asian	NA	NA
Hispanic	*	*
White	*	*
Black or African American	NA	NA
Native Hawaiian or Other Pacific Islander	NA	NA
Two or More Races	NA	NA
Parent in Military	NA	NA
Special Education Students	NA	NA
Free/Reduced Lunch	*	*
Migrants	NA	NA
English Learners	*	*
Highly Mobile Student	NA	NA
Homeless	*	*
Not in Special Education	40.00%	60.00%
Not Free/Reduced Lunch	*	*

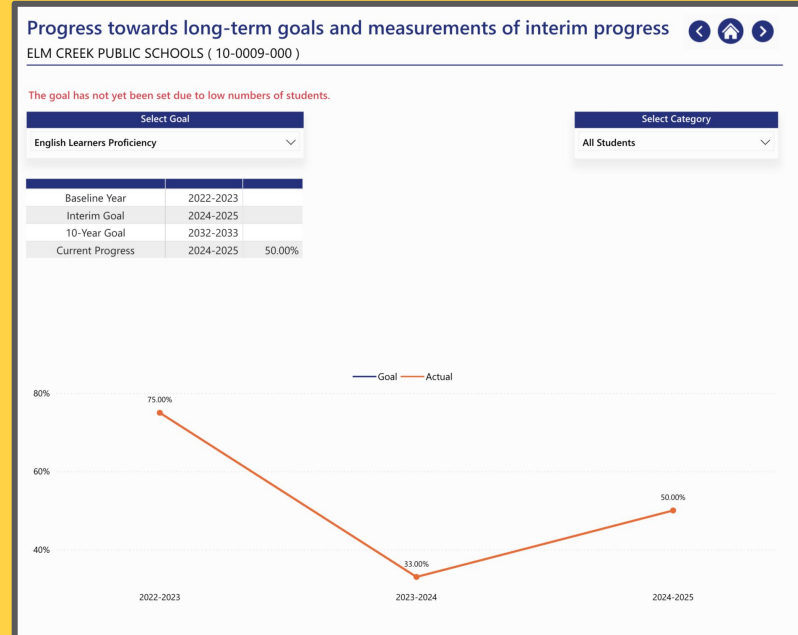
# PROGRESS TOWARDS ELA LONG-TERM GOALS (all students grades 3-8)

**Projected Status is ahead at 4.50%  
for ELA proficiency**



# PROGRESS TOWARDS ELL LONG-TERM GOALS (ELL students grades 3-8)

**\*Goal not set, not enough ELL students**

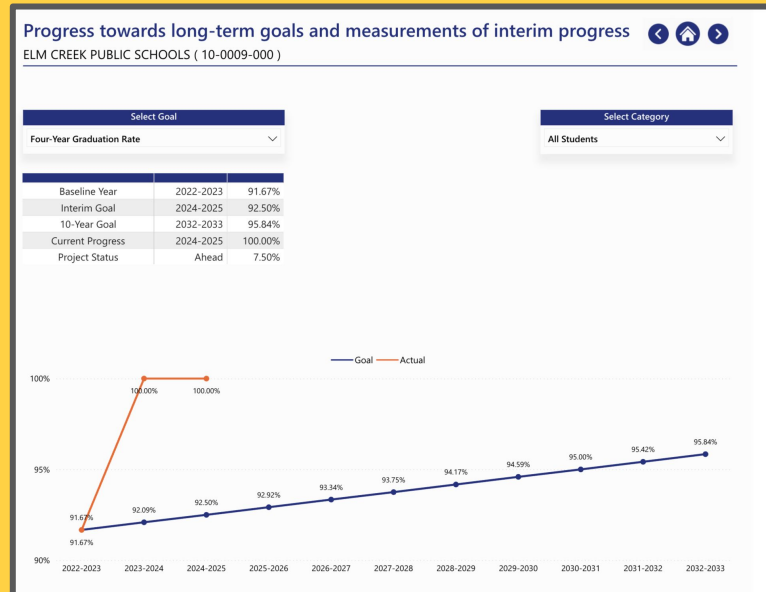


# PROGRESS TOWARDS 4- YEAR GRADUATION RATE

## LONG-TERM GOALS

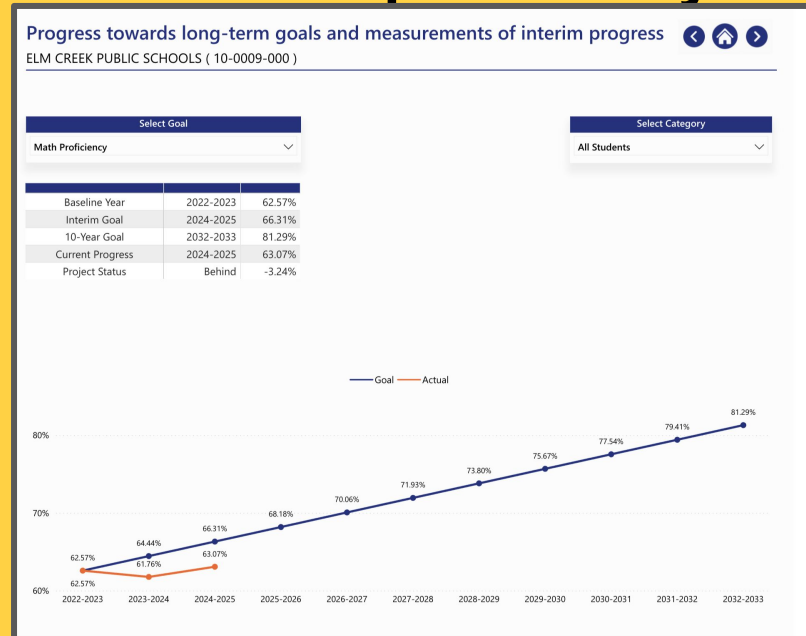
### (all students, HS)

**Projected Status is ahead at 7.50%**



# PROGRESS TOWARDS MATH LONG-TERM GOALS (all students grades 3-8)

**Projected Status is behind at -3.24%  
for Math proficiency**

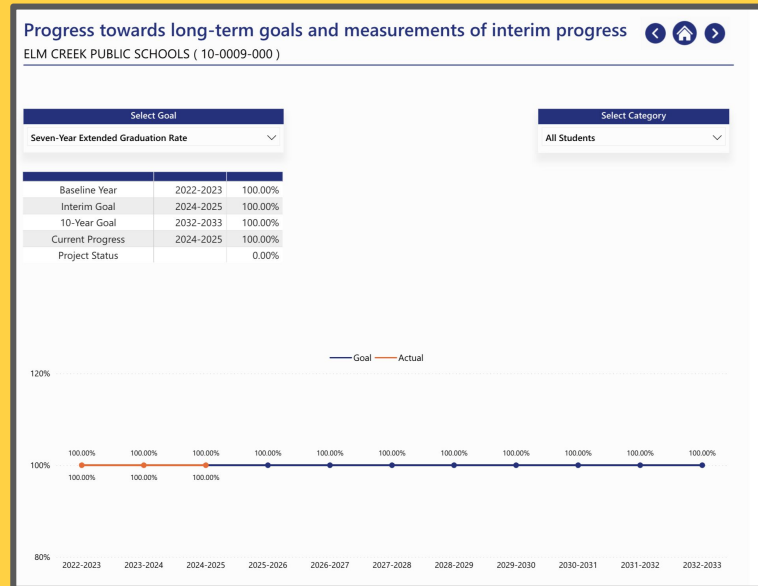


# PROGRESS TOWARDS 7-YEAR GRADUATION RATE

## LONG-TERM GOALS

### (all students, HS)

**Projected Status is at goal**



# EDUCATIONAL CHARACTERISTICS



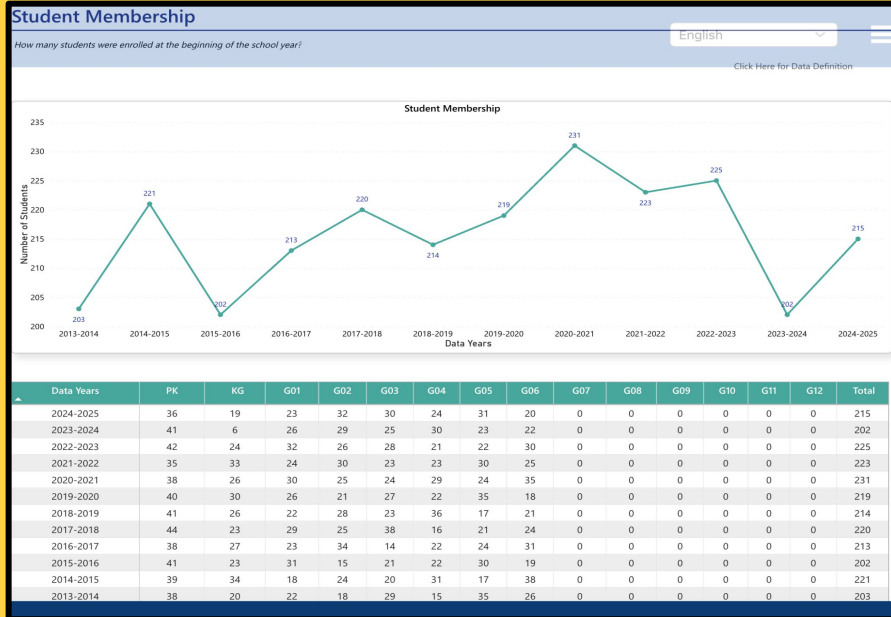
# PK-12 STUDENT MEMBERSHIP

**District = 364 Students**

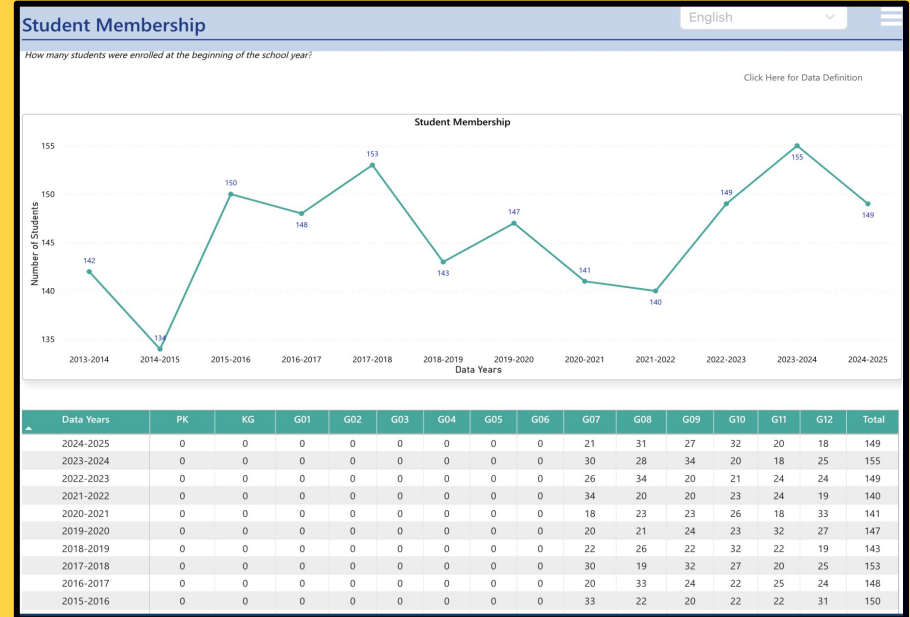
**Elementary (PK-6th) = 215 Students**

**JH/HS (7th-12th) = 149 Students**

## Elementary

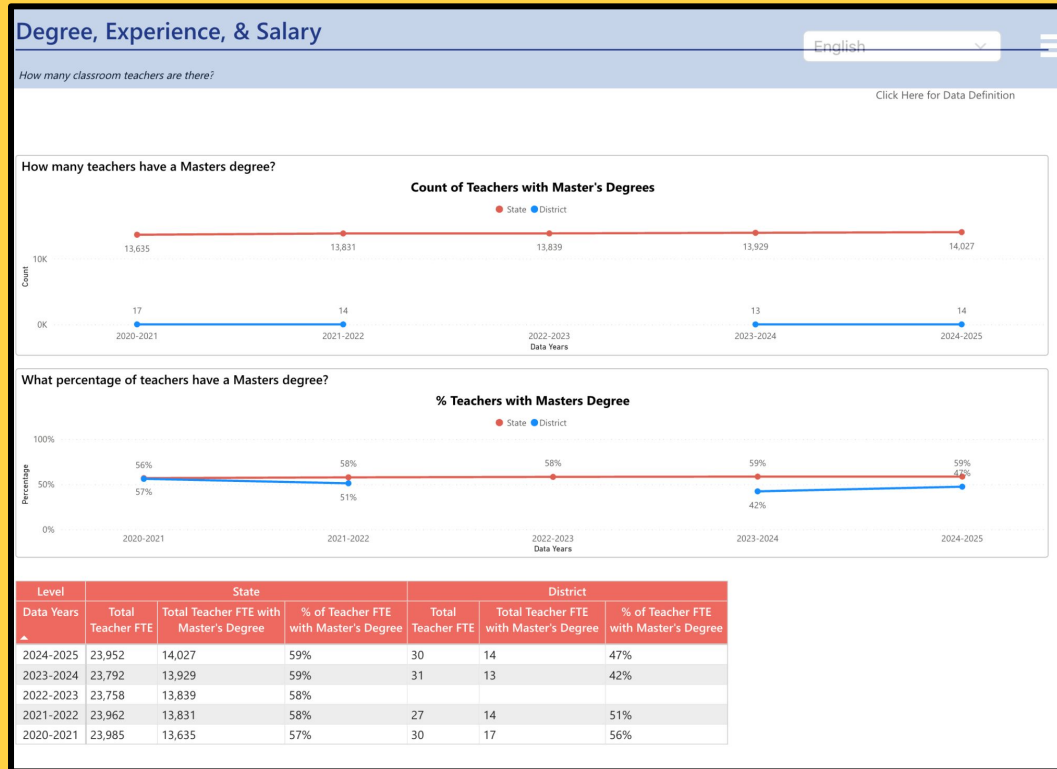


## JH/HS



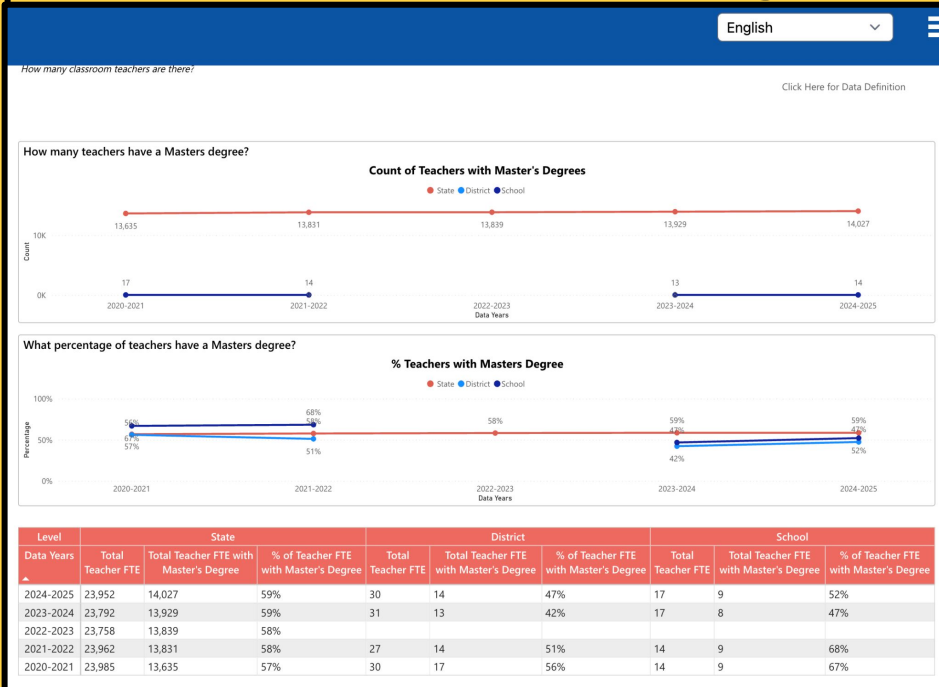
# TEACHER EDUCATION

**District = 30 Teachers; 47% have a Master's Degree**



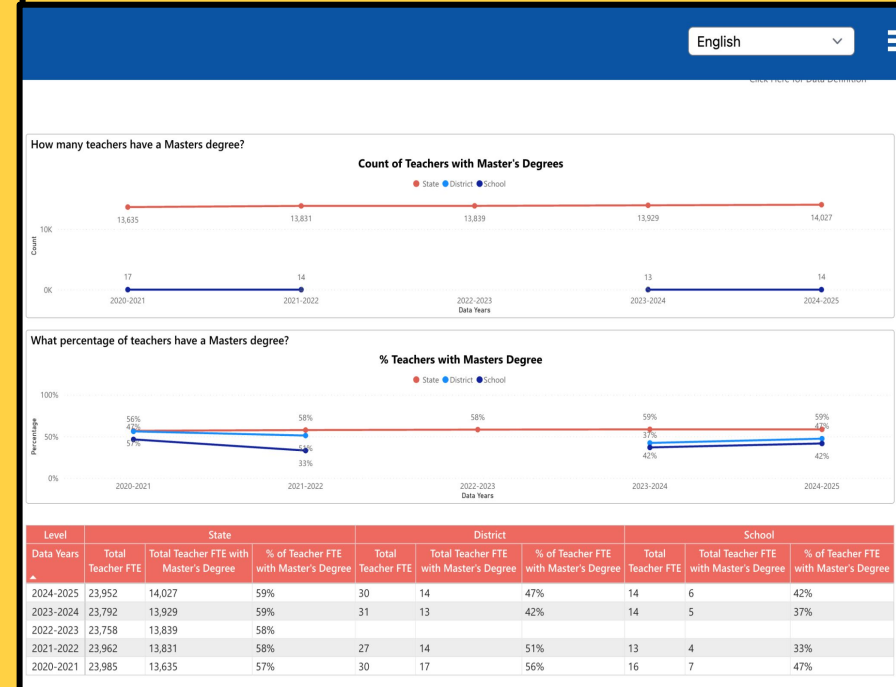
# TEACHER EDUCATION

Elementary = 17 Teachers;  
52% have a Master's Degree



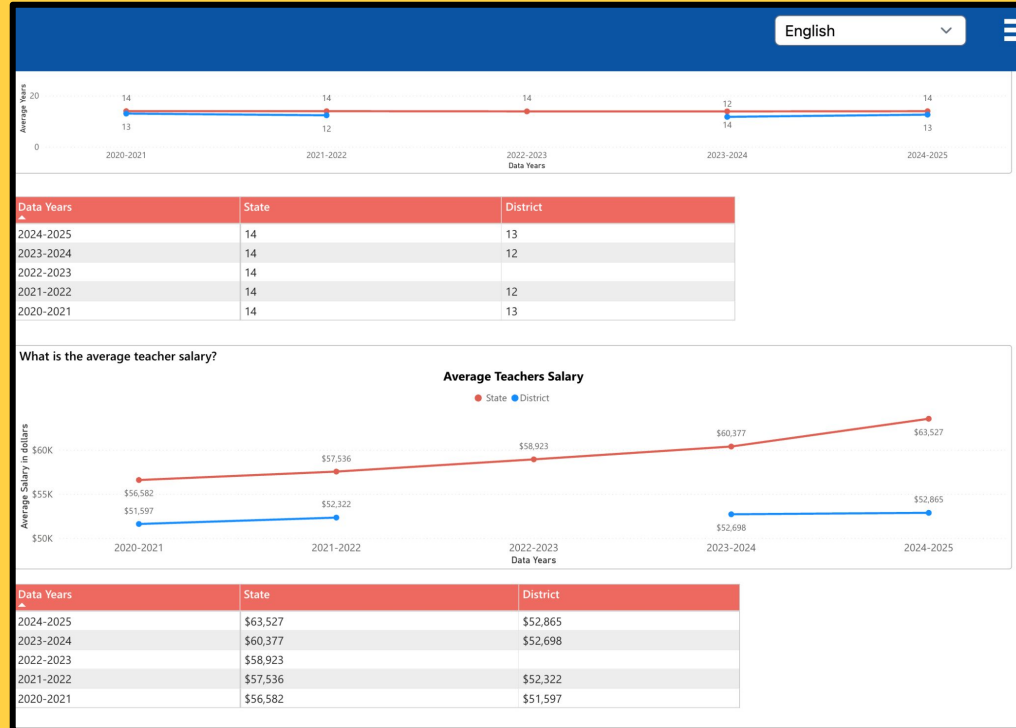
# TEACHER EDUCATION

JH/HS = 14 Teachers;  
42% have a Master's Degree



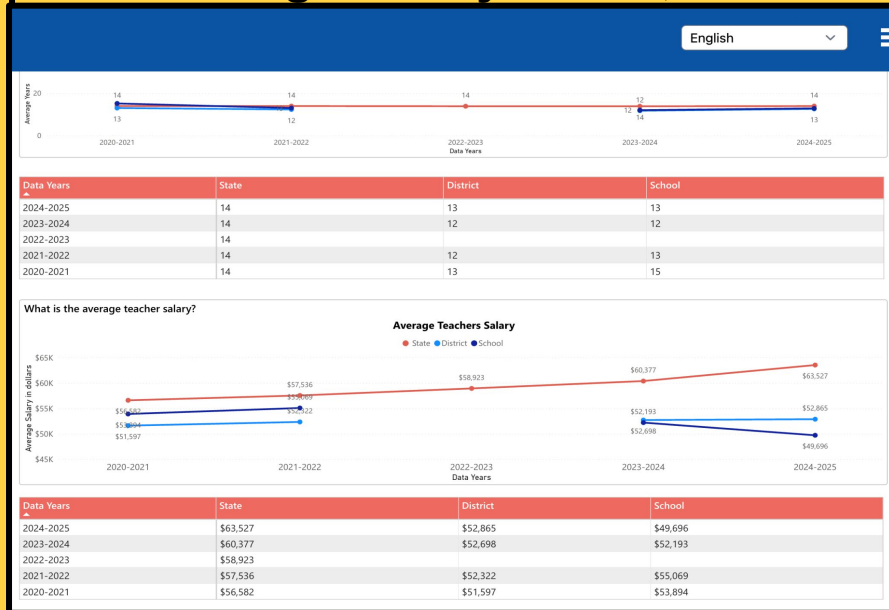
# AVERAGE TEACHER EXPERIENCE & SALARY

**District = Average of 13 Years Teaching Experience  
Average Salary of \$52,865**



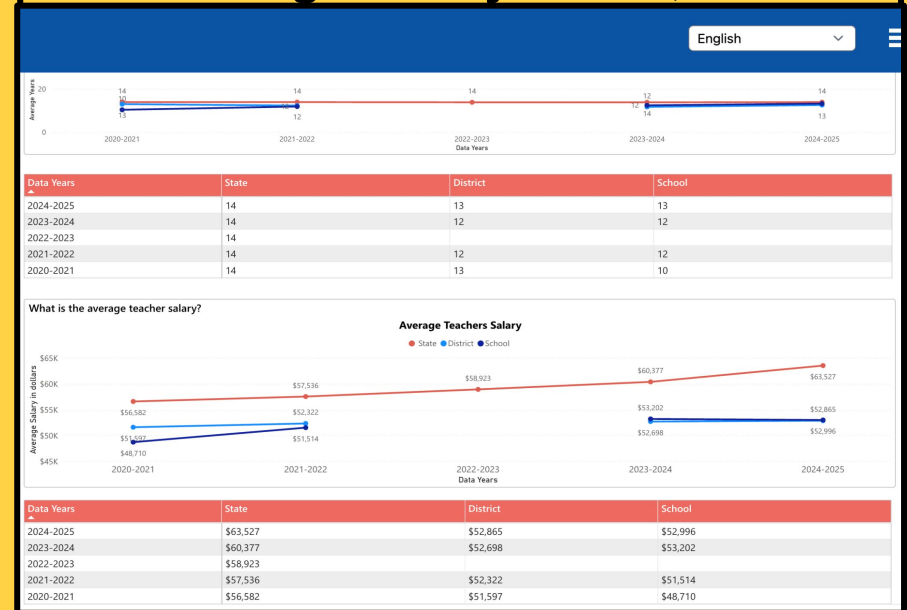
# AVERAGE TEACHER EXPERIENCE & SALARY

Elementary = Average of 13 Yrs Teaching Experience;  
Average Salary of \$49,696



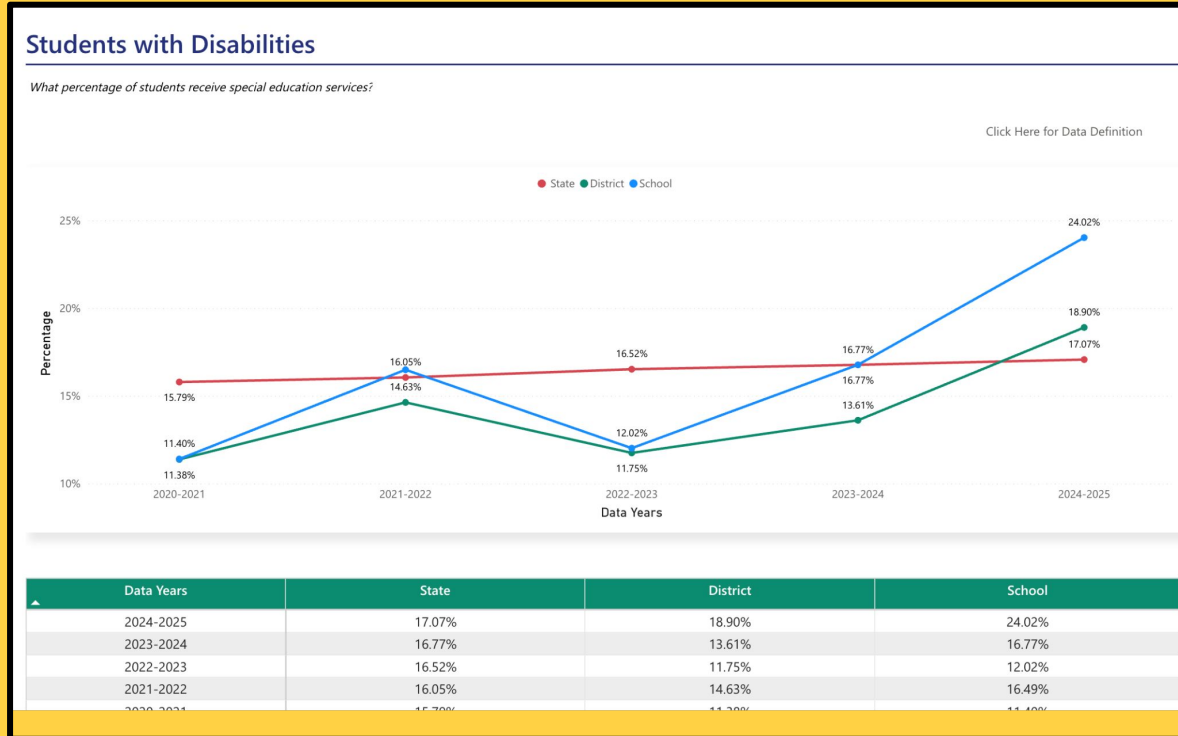
# AVERAGE TEACHER EXPERIENCE & SALARY

JH/HS = Average of 13 Yrs Teaching Experience;  
Average Salary of \$52,996



# STUDENTS in SPECIAL EDUCATION

**DISTRICT = 19%    ELEMENTARY = 24%    JH/HS = 13%**

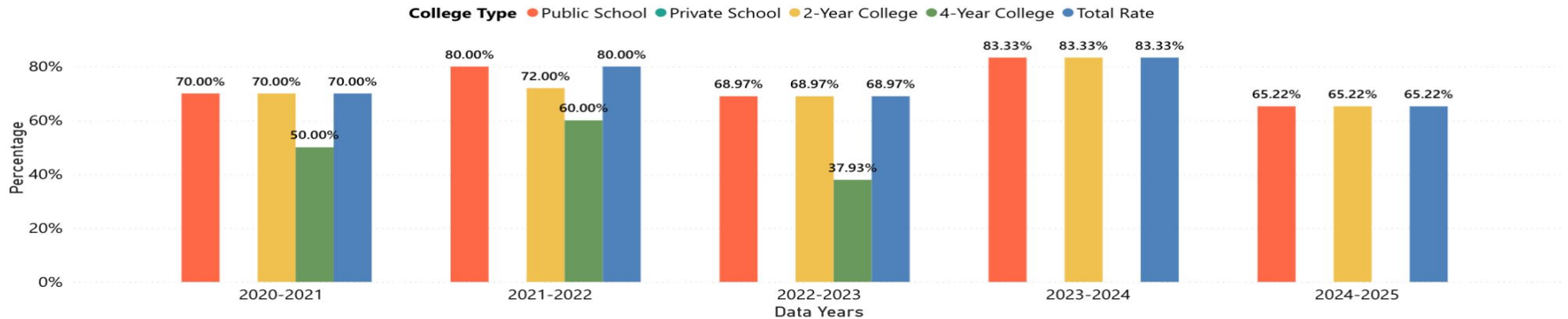


# STUDENT GRADUATION RATES

HS = 100%

# STUDENT COLLEGE GOING RATES

HS = 65% two year college



Data Years	Public School	Private School	2-Year College	4-Year College	Total Rate
2024-2025	65.22%	*	65.22%	*	65.22%
2023-2024	83.33%	*	83.33%	*	83.33%
2022-2023	68.97%	*	68.97%	37.93%	68.97%
2021-2022	80.00%	*	72.00%	60.00%	80.00%
2020-2021	70.00%	*	70.00%	50.00%	70.00%

# AQuESTT Classification Ratings

<u>Entity</u>	<u>AQuESTT Rating</u>
Elm Creek Public Schools ( <i>District</i> )	Great
Elm Creek Public Schools ( <i>Elementary</i> )	Great
Elm Creek Public Schools ( <i>JH</i> )	Excellent
Elm Creek Public Schools ( <i>HS</i> )	Great



# FINANCIALS



# DISTRICT FINANCIALS

## Financial

State Aid (TEEOSA) ⓘ



**\$852,523**

Peers ⓘ  
\$832,542

State  
\$1.16B

[View Data](#)

Per Pupil Expenditures ⓘ



**\$19,483**

Peers ⓘ  
\$23,334

State  
\*

[View Data](#)

Other State Receipts ⓘ



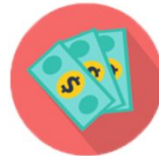
**\$1.95M**

Peers ⓘ  
\$2.44M

State  
\$1.60B

[View Data](#)

Expenditures ⓘ



**\$5.93M**

Peers ⓘ  
\$6.37M

State  
\$5.12B

[View Data](#)

## Board Members:

Alicia Beavers

Cole Brodine

Hannah Hild

Jacob Kringle

Ryan Martin

Lynette Mitchell

## Administrators:

Kim Beran - Superintendent

Brandon Marquez - JH/HS Principal/AD

Terah Williams - Elementary Principal



**Elm Creek Public Schools  
230 E. Calkins Ave.  
Elm Creek, NE 68836  
308-856-4300**

received  
3-18-26 HE

## FREEHOLDERS' PETITION TO CHANGE SCHOOL DISTRICT BOUNDARY

Buffalo County, Nebraska

(Pursuant to Neb. Rev. Stat. § 79-458)

### TO:

Buffalo County Assessor,  
Kearney, Nebraska

### PETITIONERS

We, the undersigned freeholders, being legal owners of the tract of land described below, hereby petition under the provisions of Nebraska Revised Statute § 79-458 for a change in the boundary between the above-named school districts.

### Petitioners:

Ryan T. Martin  
Austin L. Martin  
210 N Mill Street  
Elm Creek, NE 68836  
Email: austin.martin1020@gmail.com  
Phone: (308) 340-7698

### PROPERTY DESCRIPTION

A tract of land being the Southwest Quarter (SW $\frac{1}{4}$ ) of Section 35, Township 10 North, Range 18 West of the Sixth Principal Meridian, Buffalo County, Nebraska. To include the entirety of the parcels listed below.

Parcel ID numbers: 460147000, 460147100

### CURRENT SCHOOL DISTRICT

Amherst Public School District No. 119  
District ID: 3100070

### PROPOSED SCHOOL DISTRICT

Elm Creek Public School District No. 9  
District ID: 3170140

### REASONS FOR REQUEST

The property described above is contiguous to the Elm Creek Public School District. Petitioners' children currently attend school within the Elm Creek district. Transportation routes, educational access, community alignment, and emergency services favor reassignment to Elm Creek Public Schools. The petitioners therefore respectfully request that the boundary between Amherst Public School District No. 119 and Elm Creek Public



# Buffalo County, NE

- Parcels
  - Parcel Numbers
  - Roads
  - Townships
  - Sections
- School Districts
- AMHERST PUBLIC SCHOOLS
  - ANSLEY PUBLIC SCHOOLS
  - CENTURA PUBLIC SCHOOLS
  - ELM CREEK PUBLIC SCHOOLS
  - SCHOOLS
  - GIBBON PUBLIC SCHOOLS
  - KEARNEY PUBLIC SCHOOLS
  - PLEASANTON PUBLIC SCHOOLS
  - SCHOOLS
  - RAVENNA PUBLIC SCHOOLS
  - SHELTON PUBLIC SCHOOLS
  - S-E-M PUBLIC SCHOOLS

